



·BCFW·

Business Coalition for Women

# 2023 ANNUAL REPORT



**DATE :**  
04 December 2024

**PRESENTED BY :**  
Evonne Kennedy

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# Summary of 2023

In 2023 the BCFW launched our new 5-year strategy. The strategy recognizes the need to continue to strengthen key areas of work in Gender Based Violence and Workplace Safety, and Women in Leadership; it also recognizes the need to continue to grow our knowledge base on issues affecting women in the workplace. Thus, we will continue to conduct important pieces of research to ensure that our work is informed and contributes to the success of women and nation building in PNG. Two significant pieces of research we collected data for in 2023 were on employee supported childcare and the status of women in leadership PNG.

Last year also saw our main source of operational funding, for the past 5 years, through Pacific Women, DFAT, come to end in March. However, we are delighted to inform you that through a successful proposal round we received another 4 years of funding through PNG Women Lead, DFAT, in July 2023.

Our current programs and services continued to be implemented with member companies as well as new programs reviewed for piloting, such as the Poroman Walkabout Wantaim,



# The Coalition

The PNG Business Coalition for Women is a not-for-profit organization and social enterprise that was established in 2014. The Coalition is a group of companies who are working together to drive positive change for women and business in Papua New Guinea.

**Our Purpose:** Led by the Private Sector, we work for Gender Equity, Safety and Empowerment of Women and Girls in PNG

**Our Mission:** Women have an equal place in decision-making, leadership, and nation building in PNG.

## We stand for:

**Gender Justice** – respect, safety, and empowerment of Women

**Inclusion** – Embracing and Celebrating diversity

**Courage** – Being Changemakers, Taking Risks and learning from mistakes.

**Integrity** – Honesty and accountability and actions and relationships.

**A Solution Focus** – with programs developed by and for Papua New Guinea

This report highlights the Coalition's accomplishments in creating opportunities, programs, and resources for the business community to achieve gender equality between the period, January 2023 to December 2023.

## Staffing

In 2023 BCFW had 12 full time staff.



# Outsourced Functions

- KTK Accounting
- Strategy Consultant - Lyla Rogan
- Financial Advisor - Amanda Anderson



# Our Board of Directors



Lesieli Taviri  
Chair



Evonne Kennedy  
Executive Director



Janethie Tinga  
Vice Chair



Neil Papenfus  
Director



Robbie Huxley  
Director



Seema Dass - Raju  
Acting Treasurer



Ed Weggemans  
Director



Annette Naita  
Director



Lynette Morris  
Director



Hari Rabura  
Director



Shameka Nelson  
Director



John Nilkare  
Director

# Membership

## 76 Financial Members

ABT JTA  
 ANZ Banking and Group  
 Air Niugini Limited  
 Australian High Commission  
 Bank of Papua New Guinea  
 Bank of South Pacific  
 Barrick Niugini Limited  
 Black Swan International Ltd  
 Budget Rent a Car  
 City Pharmacy Limited  
 Credit Corporation  
 Deloitte ToucheTomatsu  
 Denton's Lawyers  
 Digicel (PNG) Limited  
 DT Global  
 ExxonMobil PNG Limited  
 Fletcher Morobe Construction LTD  
 Fresh Produce Development Agency  
 G4S Secure Solutions Ltd  
 Hastings Deering Ltd  
 Hebou Construction Ltd  
 International Education Agency  
 Johnstaff International Development  
 Kina Securities Limited  
 KPMG  
 Kutmor Limited  
 Lamana Development Ltd  
 Leahy Lewin Lowing Sullivan Lawyers  
 Melanesian Trustee Services Ltd  
 Mibank Limited  
 Nambawan Super Limited  
 Nasfund Limited  
 New Britain Palm Oil Limited  
 NorthBuild Construction Ltd  
 Ok Tedi Development Foundation

Pacific Marines Group  
 Palladium International Pty Ltd  
 PNG Auditor General's Office  
 Paradise Foods  
 Peopleconnexion  
 PHAMA Plus  
 PNG Chamber of Commerce and Industry  
 PNG Chamber of Mines and Petroleum  
 PNG Namba Wan Trophy Ltd  
 PNG Ports Corporation Ltd  
 Price Waterhouse Coopers  
 Professional Global Solutions Limited  
 Professionals NCD Real Estate  
 Propest Control Ltd  
 R&A Marine Services  
 Research Triangle Institute Int.  
 Rhodes  
 Santos  
 Simberi Gold Club Ltd  
 South Pacific Brewery Ltd  
 SMEC PNG Ltd  
 Solar Solutions  
 Steamships Company Limited  
 Steel Industries Ltd  
 Swire Shipping  
 TEPNG Ltd  
 Tetra Tech  
 Tininga Limited  
 TIPNG  
 Tohouwa (PNG) Ltd T/A Fairprice  
 Tok Stret Consulting  
 Total E&P PNG Limited  
 Total Waste Management Group  
 Verge Ltd  
 Water PNG Limited  
 Westpac Bank  
 WINGS Education

### ASSOCIATE MEMBERS

Australian High Commission  
 Caritas Technical Secondary School - Kimbe  
 International Education Agency  
 Transparency International PNG  
 Mary Help of Christians Technical Institute  
 Papua New Guinea –Auditor General's Office  
 Sonoma Adventist College  
 The Leprosy Mission

# Partnerships



**Australian Government in partnership with the Government of Papua New Guinea.** The Coalition is supported by the Australian Government in partnership with the Government of Papua New Guinea as part of the PNG Women Lead Program.



The Coalition continues to be a key partner in Bel isi PNG, which is a collaboration between the private sector, community-based organisations and the Australian Government in partnership with the Government of PNG. Bel isi PNG is committed to changing attitudes towards family and sexual violence and improving services for survivors. Through the partnership BCFW conducts Family and Sexual Violence (FSV) education sessions, FSV policy implementation, training and consultancy assistance.



**WINGS Education.** Certificate IV in Leadership and Management.



**TAFE Queensland.** BCFW began a partnership with TAFE Queensland to provide the Certificate IV in Leadership and Management online.



In partnership with IFC on The Business Case to Employer Supported Childcare in Papua New Guinea

# Partnerships



BCFW in partnership with The Pacific Private Sector Development Initiative (PSDI) and PNG Institute of Directors (PNGID) launched the PSDI report on women in business leadership in the Pacific.



**Care International**, through PATH, saw the roll out of the Senior Executive Women's Program through various provincial Public Health Authorities.


 The logo for the Australian Institute of Company Directors is a light grey square containing the text 'AUSTRALIAN INSTITUTE of COMPANY DIRECTORS' in a dark grey, sans-serif font.
 

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of COMPANY DIRECTORS

**TAFE Queensland.** BCFW began a partnership with TAFE Queensland to provide the Certificate IV in Leadership and Management online.



United for Equality: DFAT funded support through UNWomen, BCFW engaged the private sector in Lae to work toward supporting a safer public transport program.

# 2023 Women in Leadership Programs

## Foundations for Directorship Course

Facilitate by AICD in January and February 2023. Total of 17 participants, 10 being female and 7 being male.



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## Senior Executive Women's Program

6 Cohort were held in 2023, 3 of which were run in ENB, Morobe and West Sepik. Total of 116 women participated in the Senior Executive Women program.



## Certificate IV in Leadership & Management

In 2023 a total of 29 women participated in Cohort 21 and Cohort 22.



## Certificate IV in Leadership and Management

*“This is an interesting course for me personally as most of the topics covered in each unit provide a range of techniques and solutions to improve my leadership and management skills personally and professionally. There are some areas that I lacked confidence, especially in communications and building relationships at the workplace. After attending this training course, I am aiming to improve in the above areas.”*

*Participant, Cohort 22*



## Senior Executive Women's Program



*“Very privileged to attend this training. Has empowered me to take up my new position as a rural health manager within the East New Britain Provincial Health Authority.”*

*Participant from Cohort 10*

# Gender based Violence and workplace Safety 2023 Programs

- Family and Sexual Violence (FSV) and Anti-Sexual Harassment (ASH) staff education sessions



- FSV policy advisory and training



- ASH policy advisory and training



- Gender Smart Safety (GSS) Audit, advisory and training

- Bel isi PNG



- Lae Seif Kommunity Trensport

# Family and sexual Violence Policy advisory and Training

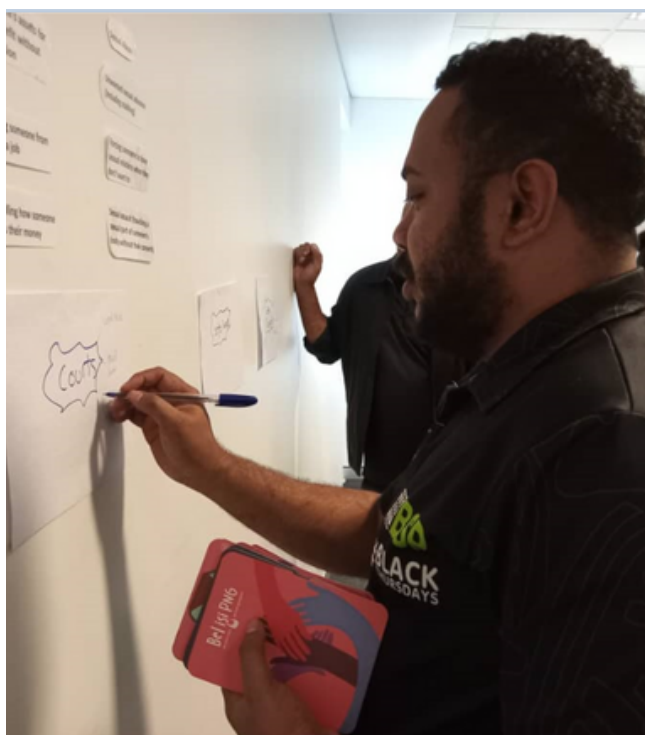
Eight companies implemented the FSV Policy with implementation training in 2023, which means a potential company staff reach of 8566.

In addition to this 14 companies received FSV education sessions, 16 sessions were delivered, reaching 548 staff.

A session on online violence was facilitated for member companies. Total of 51 (39 female, 12 male) attended the E-Safety training online.

**“The training has broadened my mind to understand the impact FSV can have on the staff etc. It also helped me to be in a better position to assist if need be.”**

**Male participant**



# Sexual Harassment Education, Policy Implementation, Advisory and Training

Total of 83 (54 female, 29 male) ASH Policy implementation and training conducted with 6 companies. Six sessions conducted and a potential company reach of 2,773.

**“How sexual harassment can have cripple effect in an organization. Responded for our managers and HR to attend this training so they are in line on how to deal with victims and perpetrator.”**

**Female participant**



# Gender Based Violence and Workplace Safety Program

**Gender Smart Safety (GSS) -**  
Gender Smart Safety conducted with one company, a total of 5 (3 female, 1 male and 1 preferred other gender) participated in the training and audit.

The GSS training will enable these staff to conduct a workplace health and safety audit which incorporates women's safety in their current practices.

The safety audit identifies if there are any physical, emotional or occupational safety concerns for women, and identifies mitigation strategies.



## Lae Seif Komuniti Trenspot Program



The Lae Seif Komuniti Program was officially launched and witnessed by the Australian Ambassador for First Nations Justin Mohamed, President of the Lae Chamber of Commerce John Byrne, the Lae business sector and representatives from UNWomen and Sanap Wantaim Youth. The Lae Seif Komuniti Program aims to encourage security, resilience, and well-being within Morobe's capital city. By establishing this program, the public-private partnership hopes to create a supportive environment where individuals feel safe, physically.

It provides a framework for crime prevention, emergency preparedness, and social cohesion, enhancing the overall quality of life for residents. Through collaboration with law enforcement, local organizations,

Public Transport operators and engaging with the local community, the program encourages active participation, strengthen community bonds, and ultimately reduce the risk of crime and street harassment. In doing so, it will not only promote safety but also contribute to the growth and vitality of the community, ultimately making it a more desirable place to live, work, and thrive in.

# Community Education and Awareness

- Family and Sexual Violence Forum
- Bel isi PNG Leadership Forum
- Heavea Cup



# Childcare Research conducted in 2023

2,595 survey respondents, 61 interviewees, and 402 participants across 77 focus groups.

## The Business Case for Employer-Supported Childcare in Papua New Guinea

May 2024



IN PARTNERSHIP WITH



29 participating companies

# BCFW Research 2023 Women in Business Leadership Research in PNG

BCFW in partnership with The Pacific Private Sector Development Initiative (PSDI) conducted research at the end of 2023 into women's representation in leadership. This research will identify any changes to the baseline results conducted in 2023.

The report is due to be launch August 2024.



# BCFW Sustainability

## 1. Grant Funding

- DFAT grant received through Pacific Women (end March 2023)
- DFAT grant received through UNWomen – United for Equality (end October 2023)
- DFAT grant received through PNG Women Lead (began July 2023)

## 2. Revenue generated through the Secretariat:

### a) Membership fees

### b) Advisory / Training Services

- FSV Model Policy implementation advisory and training
- ASH Model Policy implementation advisory and training
- Gender Smart Safety advisory and training
- Cert IV Leadership & Management training
- Senior Executive Women's Program
- Foundations of Directorship Course
- Poroman Walkabout Wantaim
- Childcare Research
- Women in Leadership Research

### c) Sponsorship

- Post Courier
- PAU
- CPL
- JID
- G4S
- TE PNG
- JSS4D
- Westpac
- Credit Corporation
- Gateway Hotel
- Badili Club
- TWM
- Paradise Foods Limited
- BSP Financial Group
- PNG Ports
- Swire Shipping
- Bank of PNG
- Brian Bell

**THANK YOU! BCFW PROUDLY CELEBRATES YEARS IN 2024**

# Treasurer's Report

BCFW's 2023 financial statements indicate a loss of K80,503 and is a vast difference from the previous year's results. This is largely due to grants coming in later than anticipated hence the revenue will be recognised in the 2024 year, however the expenditure for the programme was recognised in the 2023 year. Another reason for the loss was the Cert IV and Leadership programme being run at a loss due to the lack of participants, but the expenditure remained the same.

It is important to note that we are a not-for-profit organisation and the past results have been favourable and we have worked towards sustainability. However, growth of the organisation entails an outlay of expenses, and we are investing in strengthening our internal infrastructure and human resources to be a local NGO with an impact. The resources of the secretariat have grown over the year which will positively impact the offerings taken to market going forward.

Despite the ongoing challenges faced by the economy and BCFW secretariat, the effort of the team is commendable.



# Financial Statement

The statutory annual report and the financial statement audit for the year ended 31 December 2023 have been completed by DFK Mayberry Chartered Accountants. An unqualified opinion was received and the management letter has been issued and no major findings were noted.

The annual report discloses total income for the year ended 31 December 2023 of K2,358,144 which was a 8% reduction from the 2022 income of K2,563,812. This decrease in revenue and increase in expenditure is detailed on page twelve of the financial statements. In particular, the timings of the grants received, increase in training costs and increase in personnel and rental cost due to strengthening the secretariat internal capacity.

There was an increase of 31% in overheads largely due to increase in personnel costs, rent, staff bonuses, recruitment costs and writing off bad debt. The 2023 year also captured the long service leave (LSL) which was not done in the previous years.

The surplus funds of K1,035,676 is on deposit with Kina Bank. As has been the case in previous years, an ongoing debt due to the coalition is the GST refund due from the IRC which at the end of 2023 sits at K168,647. We continue to attempt to have the refund issued but still have not been successful.

No provision has been made for tax payable as the entity is exempt from taxation.

The current year deficit when combined with prior years accumulated funds, decreased our net assets to K2,008,157. This is represented by total assets of K3,732,145 being the bank balance, accounts receivable and fixed assets, less liabilities of K1,723,988 being trade and other payables and grants and income received in advance at balance date.

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 K	2022 K
Income	2,358,144	2,563,812
Expenditures	(2,438,647)	(1,896,610)
<b>Operating (deficit)/surplus for the year</b>	<u><b>(80,503)</b></u>	<u><b>667,202</b></u>
<b>Total comprehensive (loss)/ income for the year</b>	<u><b>(80,503)</b></u>	<u><b>667,202</b></u>

*The above statement of comprehensive income should be read in conjunction with the accompanying notes.*

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2023**

	Notes	2023 K	2022 K
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	3	3,391,602	2,219,333
Trade and other receivables	4	256,702	373,228
<b>Total current assets</b>		<u><b>3,648,304</b></u>	<u><b>2,592,561</b></u>
<b>Non-Current assets</b>			
Property and equipment	5	83,841	132,943
<b>Total assets</b>		<u><b>3,732,145</b></u>	<u><b>2,725,504</b></u>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	6	81,694	-
Unearned income	7	1,642,294	636,844
<b>Total liabilities</b>		<u><b>1,723,988</b></u>	<u><b>636,844</b></u>
<b>Net assets</b>		<u><b>2,008,157</b></u>	<u><b>2,088,660</b></u>
<b>ACCUMULATED FUNDS</b>			
Accumulated surplus		2,008,157	2,088,660
<b>Total accumulated funds</b>		<u><b>2,008,157</b></u>	<u><b>2,088,660</b></u>

*The above statement of financial position should be read in conjunction with the accompanying notes.*

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
STATEMENT OF CHANGES IN ACCUMULATED FUNDS  
AS AT 31 DECEMBER 2023**

	<b>Total Accumulated Funds K</b>
<b>Balance at 31 December 2021</b>	<b>1,440,511</b>
Prior period adjustment	(19,053)
Total comprehensive income for the year	667,202
<b>Balance at 31 December 2022</b>	<b>2,088,660</b>
Total comprehensive loss for the year	(80,503)
<b>Balance at 31 December 2023</b>	<b>2,008,157</b>

*The above statement of changes in accumulated funds should be read in conjunction with the accompanying notes.*

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

	<b>Notes</b>	<b>2023 K</b>	<b>2022 K</b>
<b>Cash flows from operating activities</b>			
Receipts from customers		2,474,670	2,261,997
Payment to suppliers and employees		(1,277,201)	(1,849,153)
<b>Net cash inflow from operating activities</b>	9	<b>1,197,469</b>	<b>412,844</b>
<b>Cash flows from financing activities</b>			
Purchase of property, plant and equipment		(25,201)	(11,986)
<b>Net cash outflow from financing activities</b>		<b>(25,201)</b>	<b>(11,986)</b>
<b>Net increase in cash and cash equivalents</b>		<b>1,172,269</b>	<b>400,858</b>
Cash and cash equivalents at the beginning of the period		2,219,333	1,818,475
<b>Cash and cash equivalents at the end of the period</b>	3	<b>3,391,602</b>	<b>2,219,333</b>

*The above statement of cash flows should be read in conjunction with the accompanying notes.*

# Financial Statement

## PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC. SPECIAL PURPOSE FINANCIAL STATEMENTS NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

### 1 General information

Papua New Guinea Business Coalition for Women Inc. (the Coalition) is a charitable organization. The Coalition is a registered membership organization established in 2013 to drive women's economic development and promote equality in Papua New Guinea. The Coalition helps its PNG businesses reap the rewards of improved gender diversity by assisting them to better recruit, retain, develop, and promote their female workforce.

### 2 Summary of significant accounting policies

#### Statement of compliance

The special purpose financial statements of the coalition have been prepared in accordance with generally accepted accounting practice in Papua New Guinea and the requirements of the Associations Incorporation Act 1996 and the Coalition's Rules.

#### Basis of preparation and presentation

The special purpose financial statements have been prepared on the historical cost basis, except for certain special purpose financial statements that are measured at revalued amounts or fair values at the end of each reporting period, as explained in the accounting policies below.

#### *Historical cost convention*

These special purpose financial statements have been prepared under the historical cost convention.

Set out below is a summary of the significant accounting policies adopted by the Coalition in the preparation and presentation of the special purpose financial statements.

#### (a) Cash and Cash Equivalents

Cash comprises cash on hand and demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

#### (b) Property and Equipment

Property and equipment are recognised at cost at the time of purchase. Cost includes expenditures that is directly attributed to the acquisition of the item. Depreciation is provided on property and equipment and is calculated on a straight line basis to write off the cost of each asset over its expected useful life.

Additions are depreciated from the date of acquisition. The rates used during the 12 month period for the various classes of assets are:

Office Equipment	20%
Furniture and Fittings	20%
Motor Vehicles	30%

#### (c) Revenue Recognition

Members' subscription have been accounted for on an accrual basis, whereby subscriptions are recognised as income in the financial period which they relate.

Donations received by donor agencies are accounted for on an accrual basis when receivable. Grants for specific projects are treated as liability and reduced by projects costs as incurred.

#### (d) Income tax

The Coalition's income is exempt from income tax pursuant to Section 27 (c) of the Papua New Guinea Income tax Act, 1959.

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**(e) Comparative figures**

Comparative figures have been reclassified as appropriate to comply with the current financial period's reporting format.

	2023 K	2022 K
<b>3 Cash and cash equivalents</b>		
Cash in bank	2,349,948	1,216,740
Petty cash	1,000	1,000
MasterCard	4,978	1,593
Short term deposit	1,035,676	1,000,000
	<u>3,391,602</u>	<u>2,219,333</u>
<b>4 Trade and other receivables</b>		
Trade debtors	65,365	214,833
Less: Provision for doubtful debts	(3,000)	
	<u>62,365</u>	<u>214,833</u>
<b>Other receivables</b>		
GST Receivable	168,647	154,737
Prepayments	5,689	3,659
Bonds	20,000	-
	<u>194,337</u>	<u>158,396</u>
	<u>256,702</u>	<u>373,228</u>
<b>5 Property and equipment</b>		
<b>Motor Vehicles</b>		
Motor Vehicles at cost	137,543	204,543
Additions for year	-	-
Disposals for the year	-	(67,000)
	<u>137,543</u>	<u>137,543</u>
Less: Accumulated Depreciation	(84,113)	(42,850)
<b>Motor Vehicles – Written Down Value</b>	<u>53,430</u>	<u>94,693</u>
<b>Office Equipment</b>		
Office Equipment at cost	139,531	132,415
Additions for the year	25,201	7,116
Disposals for the year	(12,206)	-
	<u>152,526</u>	<u>139,531</u>
Less: Accumulated Depreciation	(127,374)	(109,399)
<b>Office Equipment– Written Down Value</b>	<u>25,153</u>	<u>30,132</u>
<b>Furniture and Fittings</b>		
Furniture and Fittings at cost	23,035	18,164
Additions for the year	-	4,871
Disposals for the year	-	-
	<u>23,035</u>	<u>23,035</u>
Less: Accumulated Depreciation	(17,777)	(14,917)
<b>Furniture and Fittings– Written Down Value</b>	<u>5,258</u>	<u>8,118</u>
<b>Total property and equipment</b>	<u>83,841</u>	<u>132,943</u>

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 K	2022 K
<b>6 Trade and other payables</b>		
Group tax payable	47,325	-
Provision-Long Service Leave	32,542	-
Salary accruals	1,827	-
	<u>81,694</u>	<u>-</u>
<b>7 Unearned income</b>		
Deferred grants	1,630,294	501,644
Ashurst- FSV Policy package	12,000	12,000
Australian Awards PNG - Certificate IV Leadership & Management course	-	123,200
	<u>1,642,294</u>	<u>636,844</u>
<b>8 Lease Commitments - Premises</b>		
1 Year	<u>90,000</u>	<u>80,500</u>

The extension lease with Black Swan ceased in 31 July 2023 and a new sublease agreement of K10,000 per month with Child Fund was signed for the new office space. The agreement started in 1 August 2023 and will expire in 30 September 2024 with an option for renewal.

	2023 K	2022 K
<b>9 Reconciliation of (deficit)/surplus to net cash inflow from operating activities</b>		
(Deficit)/surplus for the year	(80,503)	667,202
Depreciation	74,302	66,511
Prior period adjustment relating to GST and bond receivables	-	(19,053)
(Decrease)/increase in trade and other receivables	116,526	(200,219)
Increase in trade and other payables	81,694	-
Increase/(decrease) in unearned income	1,005,450	(101,597)
<b>Net cash inflow from operating activities</b>	<u>1,197,469</u>	<u>412,844</u>

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.**  
**SPECIAL PURPOSE FINANCIAL STATEMENTS**  
**DETAILED INCOME AND EXPENDITURE STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 K	2022 K
<b>Income</b>		
<i>Training and workshops</i>		
Training - Senior Executives	745,857	178,100
Training - Leadership-Cert IV	138,200	727,800
Training - ASH	131,756	90,000
Training - Bel Isi	59,563	73,131
Training - Directorship	38,100	155,110
Training - AV-FSV Model Policy	37,420	171,104
Training - Transfer Fees	750	-
Training - Gender Smart Safety	-	13,330
<b>Total Training and workshop income</b>	<b>1,151,646</b>	<b>1,408,575</b>
<b>Other income</b>		
DFAT Grant	820,942	788,969
IFC Grant	123,999	-
UNDP Grant	121,131	263,212
Membership	89,250	81,250
Interest Income	35,676	5,545
Donations	15,500	-
Other Income	-	13,787
Sponsorship	-	2,474
<b>Total other income</b>	<b>1,206,498</b>	<b>1,155,237</b>
<b>Total Income</b>	<b>2,358,144</b>	<b>2,563,812</b>
<b>Direct costs</b>		
<i>Training - AV - FSV model policy</i>		
AV-FSV MP - Consulting Fees	-	10,000
AV-FSV MP - Meetings	-	172
AV-FSV MP - Catering & Venue	7,625	-
AV-FSV MP - Workshop	650	-
<i>Training - Anti-Sexual Harassment</i>		
ASH - Catering & Venue	1,133	1,595
ASH - Travel & Accommodation	1,200	1,453
ASH - Workshop	500	169
ASH - Printing & Stationary	326	283
ASH - Security & Transport	100	-
ASH - Advertising & Marketing	-	3,770
<i>Training - Certificate IV Lship</i>		
Cert IV - Consulting Fees	321,051	478,177
Cert IV - Graduation	8,550	3,440
Cert IV - Advert & Marketing	3,297	6,755
Cert IV - Catering & Venue	-	52,531
Cert IV - Travel & Accommodation	-	2,905
Cert IV - Printing & Stationary	-	1,520
Cert IV - Workshop	-	1,012
Cert IV - Security & Transport	-	464
SEWP - Catering & Venue	165,841	-
SEWP - Consulting fees	136,620	-
SEWP - Travel & Accom	22,632	-
SEWP - Printing & Stationary	9,488	-
SEWP - Workshop	1,900	-
SEWP - Per Diems	1,780	-
WISC - Printing & Stationary	2,169	-
WISC - Per Diems	900	-
Lship N&M - Consulting Fees	65,888	62,316
Lship N&M - Catering & Venue	22,662	18,191
Training Directorship	24,204	-
DC - Advert & Marketing	3,450	-
Program Development	1,144	-
Freight	127	-
Training (61550)	60	-
Networking Events Costs	38	4,860
GSS - Catering & Venue	-	1,378
<b>Total direct costs</b>	<b>803,335</b>	<b>650,991</b>

# Financial Statement

**PAPUA NEW GUINEA BUSINESS COALITION FOR WOMEN INC.  
SPECIAL PURPOSE FINANCIAL STATEMENTS  
DETAILED INCOME AND EXPENDITURE STATEMENT (continued)  
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 K	2022 K
<b>Other Expenditures</b>		
Personnel cost	747,180	593,941
Bad Debt	155,000	35,171
Consulting fees	135,077	160,890
Rent	94,818	69,565
Staff Bonuses	74,478	-
Depreciation	74,302	66,511
Professional fees	73,680	57,093
Printing & Stationery	37,315	42,282
Security & Transport	34,107	12,336
Travel & Accommodation	33,185	38,177
Long service leave	32,543	-
Meetings	26,102	1,720
Insurance	19,953	15,271
Per Diems	16,720	12,485
Subscriptions & Memberships	12,520	11,576
Motor vehicle expenses	12,414	12,246
IT Costs	11,246	11,127
Recruitment	10,000	-
Telephone & Internet	9,811	2,625
Miscellaneous	7,391	8,700
Advertising	6,812	71,985
Working Groups Meeting Costs	4,131	12,667
Office consumables	4,140	3,028
Utilities	1,404	2,738
Postage & shipping	511	384
Bank fees	472	1,779
Medical costs	-	1,322
<b>Total other expenditures</b>	<b>1,635,312</b>	<b>1,245,619</b>
<b>Total expenditures</b>	<b>2,438,647</b>	<b>1,896,610</b>
<b>Net (deficit)/surplus</b>	<b>(80,503)</b>	<b>667,202</b>

The detailed income and expenditure statement does not form part of the audited financial statements.