BCFW has appointed its first Executive Director, with Coalition Chairperson Lesieli Taviri announcing Leonora Morgan has been selected to take up the role. Ms Morgan joins the Coalition following a distinguished career in the finance, banking and community sectors. She was selected from a strong field of candidates to oversee the Coalition’s operations, drive membership and promote the organisation as Papua New Guinea’s key national centre for information and advice on women and business.

“It’s an honour to be appointed as the Coalition’s first Executive Director and to be part of our country’s pioneering collective effort to positively change society and address challenges our women face in the workforce,” said Ms Morgan. “I’m looking forward to growing the Coalition’s relationships with member businesses, partners, and community groups while cementing its role as PNG’s gender-smart business advisory”.

Ms Morgan joins the Coalition after more than six years in corporate lending at ANZ Banking Group (PNG) Limited. Prior to this she led the United Nations Development Programme’s finance team in Papua New Guinea, coordinating financial services for United Nations agencies, and has also held positions at Bank South Pacific and Shell (PNG) Limited. She is from Papua New Guinea and holds qualifications in Business with a major in Accounting from Griffith University, Australia.

“It’s very pleasing to see world-class leadership established at the Coalition, and some good early results such as the country’s first model HR policy on Family and Sexual Violence launched recently,” said IFC’s Senior Gender Specialist, Amy Luinstra. “The Coalition is certainly gaining momentum and readying PNG for change – and it’s also getting attention from people in other countries who are keen to learn from the Coalition and potentially replicate the model.”

Since it was established last year, the Business Coalition for Women has attracted more than 50 members. Businesses of all sizes who are operating in Papua New Guinea are encouraged to join.
New Britain Palm Oil takes the honours for best BCFW White Ribbon Day Campaign for 2014

BCFW is proud to announce New Britain Palm Oil as the winner of the 2014 White Ribbon Day Contest. NBPOL conducted their White Ribbon Day activities beginning on November 26th and throughout the 16 days of activism. Their activities included an email campaign to all staff; team events; traditional dress and custom themed activities; public talks and presentations to raise awareness about how violence against women negatively affects women (and men) at home and in the workplace; endorsement by top management of the White Ribbon anti-violence message and calls for action against violence. BCFW congratulates NBPOL for their great work and looks forward to continuing to support the company in its promotion of gender equality.

NCS was recognised as the second place winner, and Anitua a close third. Both NCS and Anitua conducted a wide range of activities at their various business sites across PNG, including morning tea toolbox talks on GBV as a workplace safety issue with white ribbon themed cakes. Some businesses included skits as part of their morning tea. One of the businesses held a morning tea and educational talk on GBV at a local school. Employees signed certificates declaring the belief that GBV hurts the whole family. NCS delivered white ribbon cupcakes to business partners and gender-based violence service providers including the police, magistrate, hospital, landowners association and Newcrest Mining.

Origin Energy and Westpac also received an honorable mention for their awareness raising activities. At Origin Energy all staff stopped work for one hour to engage in community awareness programs, including a morning tea and outdoor community education session demonstrating the social impact of violence against women. A local youth group was engaged to present a creative drama demonstrating the different forms of violence against women and its impact on families. The program attracted over 100 children and adults from the nearby residential community. At Westpac staff were encouraged to wear white and an awareness raising morning tea was held for all staff.

Photos submitted by companies as part of the White Ribbon Day Campaign
The Women’s Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realise women’s empowerment.

The Principles emphasise the business case for corporate action to promote gender equality and women’s empowerment and are informed by real-life business practices and input gathered from across the globe.

The 7 principles, which are aligned with BCFW’s core principles are:

1. Establish high-level corporate leadership for gender equality
2. Treat all women and men fairly at work—respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

CEOs from around the world sign on to the principles and make Statements of Support, whereby they publically align company policies to advance gender equality. By signing these statements of support, CEOs signal their intention to integrate and implement the 7 Principles from their boardroom, to the workplace, along the supply chain and into the community.

On March 10th the UN WEPs annual event will be held at the United Nations Headquarters in New York, where the 2015 WEPs CEO Leadership Awards will be announced. These awards recognise business leaders for their exceptional championship of gender equality and support for the Women’s Empowerment Principles. The Awards salute concrete and innovative actions taken to advance the 7 Principles. Sign up now and you could be among the next globally recognized WEP CEO Leaders.

To receive a CEO Statement of Support packet or to sign your company up to the Women’s Empowerment Principles go to: http://www.weprinciples.org/Site/HowToSign/

BCFW Working Group on Addressing Violence roles out guidelines for implementing the model policy on family and sexual violence and the workplace

The purpose of these guidelines is to assist businesses in PNG to implement workplace policies to address the impact of family and sexual violence on the workplace. They provide guidance on how to tailor the Model Policy on Family and Sexual Violence - launched in November 2014—to your businesses unique size and needs.

The guidelines were developed by the University of New South Wales, Australia, and the Pacific Adventist University, PNG. BCFW would like to recognise and thank the following members who provided input to the guidelines through focus groups and interviews with employees: Air Nuigini, Digicel, ExxonMobil PNG Ltd; Nationwide Microbank Ltd, NCS, Origin Energy, Port Moresby Chamber of Commerce, PNG Power Ltd, South Pacific Brewery Ltd, Steamships Trading, and Westpac.

Over the next few months the Coalition is rolling out training and consulting services to support member businesses work through these guidelines and to help member businesses successfully implement the model policy. If you are interested in learning more about the services available, please contact the BCFW Secretariat at bcfw@ifc.org.
What gets you up every morning? I love what I do, the challenge of making a difference in the way we operate so we can do things more efficiently, to get more value from our 8hrs and to ensure a safe workplace where everyone looks forward to come to work each day. When I have wins, I look forward to more wins, when I have bad days, I look forward to the next day so that I can do better from the lessons learnt yesterday.

Your aspirations for your career progression? I have always been an achiever in my academic and professional paths. Growing up with my mum, who has always been a strong women's advocate and visionary for empowering women, I have always tried to be an inspiration to other girls and women. In my career as a mechanical engineer, I have achieved the status of being among a group of only 5 female Fleet Reliability Engineers/Specialists, and one of a handful of female LPG engineers in the world. For me, the sky is the limit, I am all for breaking social barriers and proving to myself that I can be the best at what I do.

Opportunities you see being a woman in your industry/profession? My current employer, Origin Energy, is an equal opportunity employer and supports us to realise our career potential, which is evident in the rising number of female managers in the Company, and especially working closely with our General Manager, who is also a very successful career woman and role model. As a technical career woman, there is always the "first impressions last" challenge that I always encounter in my work. I deal with a lot of men in a male dominated industry/profession and most times when I meet seasoned engineers, they have this look that says "let's see what she knows". So the challenge to always rise up and above these expectations and stereotyping is always there. I see a lot of opportunity for myself to progress in my career in this industry, and to make a difference not only in the industry but also to make a statement and to pave the way for other aspiring female professionals to follow.

Advice to women aspiring to progress through the leadership ranks in their organisations? My advice is to believe in yourself and have the right attitude. As long as you can take professional criticism and use it to your advantage, and be able to differentiate between professionalism and taking things personally, the sky is the limit.

How you manage work and home? My family is very supportive and help me manage my home so that I can concentrate on and manage my work better without unnecessary hassle - most of what I am today and what I have achieved is because of the constant support and encouragement from my family.

Join the Business Coalition for Women

Empowerment of Women Is Smart Business

"Holding back women holds back everyone in PNG. Together, the Business Coalition for Women has a sound collective voice to shape policy and public debates and drive change in and through the private sector, which is where most people are employed"

Business Coalition for Women Patron, Lady Winifred Kamit
# Application Form for BCFW Membership

To apply you must be a registered business entity established and operating according to the laws of PNG or a registered body corporate representing the interests of the private sector.

**Name of Company:** ____________________________

**Mailing Address:** ____________________________

**Industry:** ____________________________

**Total Number of employees:** ____________________________

**Number of Women Employees:** ____________________________

**Nominated Representative:**

**Title:**  Mr Mrs Miss Ms  
**Name:** ____________________________

**Position:** ____________________________

**Mobile of contact:** ____________________________

**Office phone:** ____________________________

**Fax:** ____________________________

**Email:** ____________________________

**Website address:** ____________________________

## Annual Membership Dues, 2015

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<thead>
<tr>
<th>Category</th>
<th>Dues</th>
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<tr>
<td>Small companies (under 50 employees)</td>
<td>K500</td>
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<tr>
<td>Medium (51 to 500 employees)</td>
<td>K1,000</td>
</tr>
<tr>
<td>Large (over 500 employees)</td>
<td>K1,500</td>
</tr>
<tr>
<td>Group (two or more companies)</td>
<td>K2,500</td>
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</tbody>
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## Working Groups

If you would like to be involved in any of the BCFW working groups, please include the name and contact details of the nominated staff member.

### Working Groups

#### (a) Gender Smart Policies and Practices

- Name: ____________________________
- Email: ____________________________

#### (b) Promoting Women in Leadership

- Name: ____________________________
- Email: ____________________________

#### (c) Expanding opportunities in BCFW’s supply and distribution networks

- Name: ____________________________
- Email: ____________________________

#### (d) Addressing Violence

- Name: ____________________________
- Email: ____________________________

If nominated staff is unknown at this time, please select the working groups that are of interest and the BCFW secretariat will contact you for nomination.

If you are unable to complete this form in full, please complete all questions marked with “*” and provide the contact details of the person we can contact to complete the information.

#### Declaration

On behalf of ____________________________, I hereby wish to apply for membership of the Papua New Guinea Business Coalition for Women.

If accepted as a member of the Papua New Guinea Business Coalition for Women, I hereby agree and accept that my membership is conditional upon compliance with the Rules of Association.

**Signature of Nominated Representative**

**Name and Title**

**Date** ____________________________