

# BPW INTERNATIONAL PROCEEDINGS

*of the*

## TWENTY-EIGHTH INTERNATIONAL CONGRESS

*on the theme*

### EMPOWERED WOMEN LEADING BUSINESS

International Convention Centre Jeju  
Jeju Province, Republic of Korea (South Korea)

23-27 May, 2014



THE XXVIII  
BPW INTERNATIONAL CONGRESS  
JEJU KOREA 23-27 MAY 2014

Official Address

International Federation of Business &  
Professional Women

Rue de Saint-Jean 26, 1203 Geneva, Switzerland  
presidents.office@bpw-international.org  
www.bpw-international.org



The contents make up the official proceedings and overview of the XXVIII BPW International Congress, held in Jeju, Republic of Korea, 23-27 May 2014. An online and printable version is available on the BPW International website and accessible to all members. This document is submitted to the International Executive Board (past and present) and International Board post Congress by President Freda (Aphroditi) Miriklis.

Details highlighting key achievements linked to the Helsinki Emergency Resolution: Integrated Strategy Roadmap, are listed in the Appendices.



*An image of members enjoying one of many performances including the traditional Korean dancers as performed by the Jeju Provincial Dance Troupe – Soul of Korea, during the Gala Dinner and Awards evening.*

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## 1 | CONGRESS

President and Mission Statement  
International Executive and Congress Planning Committees  
Office Holders and International volunteers  
Sponsors, Donors, Exhibitors  
Congress Patron and Logo  
Official and Social Functions

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Mission Statement

BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programs and projects around the world.

Vision Statement

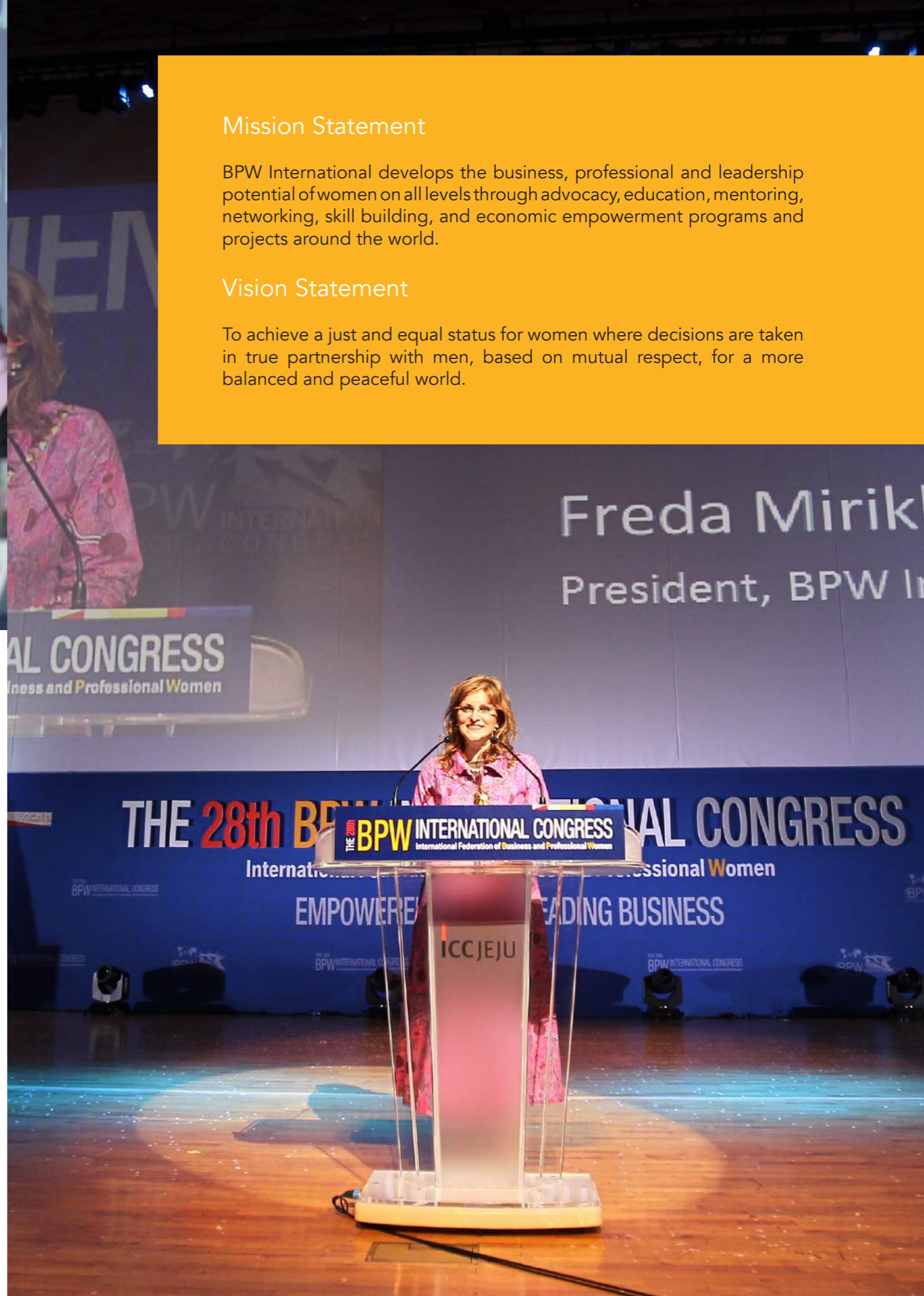
To achieve a just and equal status for women where decisions are taken in true partnership with men, based on mutual respect, for a more balanced and peaceful world.

## EMPOWERED WOMEN LEADING BUSINESS – FROM THE TOP, AT ALL LEVELS AND IN THE COMMUNITY

“Eighty-four years on and the issues are still the same but the armoury is different. Today, we are equipped with the vital piece that has been missing for decades - the business case. BPW International represents women in the economy and women in decision making roles. We continue to work strategically to increase women’s participation in these areas.

Today BPW women are bringing the voice of women to business and we stand as **Empowered Women Leading Business** and the driving force behind lasting changes in our workplaces, marketplaces and communities, advocating for the empowerment of women **from the top, at all levels, and in the communities** in which we live and serve.”

FREDA MIRIKLIS  
BPW International President (2011-2014)



# THE 28th BPW INTERNATIONAL CONGRESS

International Federation of Business and Professional Women

## EMPOWERED WOMEN LEADING BUSINESS



The 2011-14 BPW International Executive (and members of the HPC) at the First Business Session of Congress [Young BPW Representative, Anastasia Safarian is an apology] and Parliamentarians in background: FLTR Shirley Chang, BPW Taiwan; Sharon Selkirk, BPW Canada and Dr Patricia Harrison, Past International President and Chief Parliamentarian, BPW Australia

### International Planning Committee (IPC)

The IPC worked closely with the Hostess Planning Committee (HPC) in the lead up to Congress.

The Committee was chaired by the BPW International President Freda Miriklis and consisted of the 2011-2014 Executive (above).

### Hostess Planning Committee (HPC)

The HPC was chaired by the BPW Korea Immediate Past President **Hui-Cha Pak**, and led by BPW Korea President **Insil Lee**.

The committee included:

- President of BPW Jeju Club, Aeduk Im
- In-Sil An
- Heesue Chi
- Hyunwook Cho
- Soondeuk Chung
- Min Jung
- Joo-eun Kim
- Keumsoon Kim
- Hyun Lee
- Jungsook Lee
- Young-hai Park
- Juhee Yoo
- Youngsun Yoo

Staff members:

- Hyeon Park
- Soojeong Ro

The official Professional Congress Organiser (PCO) was Hessed Communications.

# INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

## XXVIII INTERNATIONAL CONGRESS JEJU PROVINCE, REPUBLIC OF KOREA (SOUTH KOREA) 23-27 May 2014

Chair: Freda (Aphroditi) Miriklis, INTERNATIONAL PRESIDENT



BPW Korea President, Insil Lee and International President Freda Miriklis welcome members to Jeju and to the 28th BPW International Congress at the Opening Ceremony on Friday 23rd of May 2014

### EXECUTIVE

International President	FREDA (APHRODITI) MIRIKLIS, Australia
1st Vice President - UN	HUGUETTE AKPLOGAN DOSSA, Benin
2nd Vice President – Membership	JILL WOROBEK, Canada
Executive Secretary	YASMIN DARWICH, Mexico
Finance Officer	SANDRA D’SOUZA, Australia (2012-2014)
Regional Coordinator - Africa	ADENIKE ADEYANJU-OSADOLOR, Nigeria
Regional Coordinator - Asia Pacific	SUSAN JONES, Australia
Regional Coordinator – Europe	SABINE SCHMELZER, Switzerland
Regional Coordinator - Latin America & the Spanish-Speaking Counties of the Caribbean	MARTA SOLIMANO, Argentina (2013-2014)
Regional Coordinator - North America & the non-Spanish-Speaking Countries of the Caribbean	BESSIE HIRONIMUS, USA

### Apologies

Young BPW	ANASTASIA VICTORIA SAFARIAN, USA
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### Previous members of executive

Finance Officer	GEVA MURANO, Australia (2011-2012)
Regional Coordinator - Latin America & the Spanish-Speaking Counties of the Caribbean	MARIA ELVIRA FERREIRA, Brazil (2011-12) GRACIELLA DE OTO, Argentina (2012-2013)

## PAST INTERNATIONAL PRESIDENTS

Immediate Past International President (2008-2011)	ELIZABETH BENHAM, USA
Past International President (2005-2008)	CHONCHANOK VIRAVAN, Thailand
Past International President (2002-2005)	ANTOINETTE RUEGG, Switzerland
Past International President (1999-2002)	PATRICIA HARRISON, Australia
Past International President (1996-1999)	SYLVIA G. PERRY, United Kingdom

## Apologies

Past International President (1993-1996)	LIVIA RICCI, Italy
Past International President (1989-1993)	YVETTE SWAN, Bahamas
Past International President (1985-1989)	TUULIKKI JUUSELA, Finland
Past International President (1983-1985)	ROSEMARIE MICHEL, Switzerland

## CHAIR FINANCIAL MANAGEMENT TEAM

SANDRA D'SOUZA, Australia

## CHAIRS OF STANDING COMMITTEES

Arts & Culture	GIUSEPPA BOMBACI, Italy
Business, Trade & Technology	MANJUL BATRA, USA (2013-2014): Session 4-6
Health	LUISA MONINI, Italy
Legislation	ENRICHETTA BELLINI FORNERA, Italy
Membership (Exec – VP)	JILL WOROBEK, Canada
Projects	GIUSEPPINA SEIDITA, Italy
UN Status of Women (Exec – VP)	HUGUETTE AKPLOGAN DOSSA, Benin

## Apologies

Agriculture	NANCY ASTONE, Italy
Development, Training & Employment	SARA MARTINS, Brazil (2012-2014)
Environment & Sustainable Development	KIRAN ASAD JAVED, Pakistan
Public Relations	EUPHEMIA BRICE-ROBERTS, USA (2014)
Young BPW (Exec)	ANASTASIA VICTORIA SAFARIAN, USA

## Previous Chairs of Standing Committees

Business, Trade & Technology	JULIANNA GARIBAY-SPARACIO, USA (2011-2013)
Development, Training & Employment	GRACIELLA DE OTO, Argentina (2011-2012)
Public Relations	MILDRED ESPINOZA (2011-2014)

## AD HOC COMMITTEES

Constitutional Advisory	ELIZABETH BENHAM, USA
Resolutions	JEAN MURRAY, Australia
President's Gold Award	CHO DONG-SUNG, South Korea

## CHAIRS OF TASK FORCES

Archives	CATHERINE BOSSHART, Switzerland
Congress Ambassadors	FREDA MIRIKLIS, Australia ANNE HILTY, USA
Equal Pay Day	BETTINA SCHLEICHER, Germany
Friends & Fellows	DORIS HALL, Canada
History	SYLVIA G PERRY, United Kingdom
Leadership & Lifelong Learning	ANTOINETTE RUEGG, Switzerland
Mentoring	MARIANNE PLATTNER, Switzerland
Peace & Intercultural Understanding	ELISA CAMPOS, Brazil
Philanthropic (& Fundraising)	LIZA LIN, Taiwan
Power to Make a Difference	CHONCHANOK VIRAVAN, Thailand
Women's Empowerment Principles (Project WEPs)	FREDA MIRIKLIS, Australia

## Apologies

Branding	UTA ZECH, Germany 2014
Twining	NELLINA MARIA BASILE, Italy

## Previous Chair of Task Force

Branding	BRIDGETTE ENGELER NEWBURY, Australia (2011-2013)
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## GOODWILL AMBASSADORS

	CHO DONG-SUNG, Korea
	H.E. DELIA DOMINGO ALBERT, Philippines
	ANNETTE LU, Taiwan
	H.R.H FAY JAHAN ARA
	ALISON HINDS, Barbados

## Apologies

ANN SHERRY AO, Australia



## CONGRESS AMBASSADORS

Africa	TINUADE IHAMA, Nigeria
Europe	EUFEMIA IPPOLITO, Italy MARIANNE PLATTNER, Switzerland HENRIKE VON PLATEN, Germany
North America	DORIS HALL, Canada
Latin America	BEATRIZ ZANELLA FETT, Brazil

## Apologies

	TUULIKKI JUUSELA, Finland
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## INVITED GUESTS / AGENCIES REPRESENTED

International Trade Centre (ITC), Geneva	VANESSA ERGBOGBO, VIRGINIA LITTLEJOHN
UN Global Compact, New York	LAUREN GULA
UN Women, Bangkok	SIRIPORN LAOSANG
OECD, Paris	PATTI O'NEIL
Singer, songwriter	ALISON HINDS
H.R.H The Prime Minister's Court, Bahrain	AHLAM JANAHI <sup>1</sup> FATEMEH DELEVAR
ZONTA International	LYNN MCKENZIE

## UNITED NATIONS & OTHER AGENCIES

UN New York	EVA RICHTER, USA
UN New York	ELIZABETH BENHAM, USA
UN Geneva	CATHERINE BOSSHART, Switzerland
UN Geneva	LESHA WITMER, Germany
UN Geneva	ARZU OZYOL, Turkey
UNESCO, Paris	MARIE CLAUDE MACHON, France
UNESCO – Brazil	BEATRIZ FETT, Brazil
UNESCO – Brazil	ELISA CAMPOS, Brazil
UNESCWA, Beirut	H.R.H FAY JAHAN ARA
ILO, OHCHR, Geneva	CATHERINE BOSSHART, Switzerland
FAO, Rome	CHRISTINA GORAJSKI VISCONTI, Italy

<sup>1</sup> Ms Janahi was an invited Congress speaker and represented H.R.H The Prime Minister's Court, Bahrain. She is the President of the Bahrain Businesswomen's Society and board member of Bahrain Chamber of Commerce and Industry.

DPI, New York	FRANCESCA BURACK, USA
DPI, New York	TESS MATEO, USA
DPI, New York	H.R.H FAY JAHAN ARA, Monaco
WHO, Geneva	LUISA MONINI, Italy
Council of Europe (CoE), Strasbourg	EUFEMIA IPPOLITO, Italy
European Women's Lobby (EWL), Brussels	SOLVEIG STAFFAS, Sweden

## Apologies

UN New York	SUSAN GUSHEE O'MALLEY, USA
UN New York	HARRIET FRIEDLANDER, USA
UN New York	ELIZABETH VANARDENNE, USA
UN Geneva	ELISABETH CLEMENT-ARNOLD, Switzerland
UN Geneva	FRANÇOISE VAN LEEUWEN, Switzerland
UN Vienna	MARLENE PARENZAN, Austria
UN Vienna	CHRISTA KIRCHMAIR, Austria
UNECA, Ethiopia	NIGEST HAILE, Ethiopia
UNECE, Geneva	FRANÇOISE VAN LEEUWEN, Switzerland
UNECLAC, Santiago	PATRICIA MAYA, Chile
UNESCAP, Bangkok	HUMA QURESHI, Pakistan
UNCTAD - Geneva	ELISABETH CLEMENT-ARNOLD, Switzerland
UNICEF, New York	SUSAN GUSHEE O'MALLEY, USA
DPI, New York (Youth Representative)	YUE FANG, USA
FAO, Rome	ANAROSA COLANGELO, Italy
WHO, Geneva	MICHELLE GERBER, Switzerland
WHO, Geneva	GABRIELLE GONZENBACH, Switzerland
Organisation of American States (OAS), Washington	KATHLEENE RAY, USA

## BPW INTERNATIONAL OFFICE OF ADMINISTRATION (2011-14)

### President's Office (Contractors & Volunteers)

Executive and Communications Manager	Angela Mcleod (2012-2014)
Administration Coordinator	Christina Turner (2013-2014)
Operations Manager	Vivien Hazel Streeter (2011-2013)
Translators	Diana Barragan (2011-2014) Pinella Bombaci (2013-2014) Livia Ricci (2011-2014)
Accountant	Roshan Strange (2012-2014)
Congress Programme Coordinator	Anne Hilty (2013-2014)
Membership Services/ Assistant Executive Secretary	Ann Swain (2014)
Membership Services	Michelle Miller (2011-2014)

Projects Officer	Aisha Sawari (2012-2014) Ruby Rozental (2011-2012)
Policy Officer(s)	Caroline Holmstrom (2013-2014) Caitlin Evans (2012)
E-news design	Ryan Kennedy (2013)
Graphic Design	Deanna Evertt (2013-14) Sandra D'Souza (2014)
Webmaster	Ari Canonica (2011-2014)
Probono Lawyers – Arnold Block Leibler	Brooke Percell Daniel Crick
Volunteers	Miriam Bidondo (2013-2014) Karen Hayes (2012-2014) Karen Delvin (2012-2014) Andrew Christy (2011-2014) Andy Scott (2011-2014) Catriona Miriklis (2012-2014) Eilidh Miriklis (2012-2014) Kimmaree Thompson (2011) Michael Field (2011) Jessica Vanderwyngaard (2011-2013) Selena Lyth Jill Ross
Interns	Sanna Fourt-Wells (2014) Tilly Brown (2014) Elizabeth Safarian Martina Mikulcikova Ayse Zeynep Ozbay
BSL (Business School Lausanne) Mary Mayenfisch & Students (2013)	Vaia Sarlikioti Diana Villamizar Natasa Kos Donna Butler Julia Safronova Ekaterina Scerbakova
NYU Stern (New York University's Leonard N. Stern School of Business) Professors Susan Stehlik & Aline Wolf and undergraduate business students:	Nisha Parikh Doris Hu Ariel Huang Melissa Yau Jacqueline Mai

**The complete list of members attending Congress is shown in Appendix 6.**

Non-members registered as observers at the XXVIII BPW International Congress included local Jeju residents, Korean citizens and external organisations such as: Global Elite Alliance (headed by CHI Xiao Yuan with 58 people registered) and the China Economic Cooperation International Association (10 members registered).



## SPONSORS

The success of the XXVIII BPW International Congress would not have been possible without the generous financial and in-kind sponsorship of many friends and supporters. We would like to acknowledge and graciously thank:

Our valuable sponsors:

- BPW Korea
- SungJoo Group
- Egyptian Tourism Authority
- Korea Tourism Organisation

Our cooperating organisations:

- Ministry of Gender & Family, Government of South Korea
- Jeju Provincial Government
- Korea Broadcasting System (KBS)

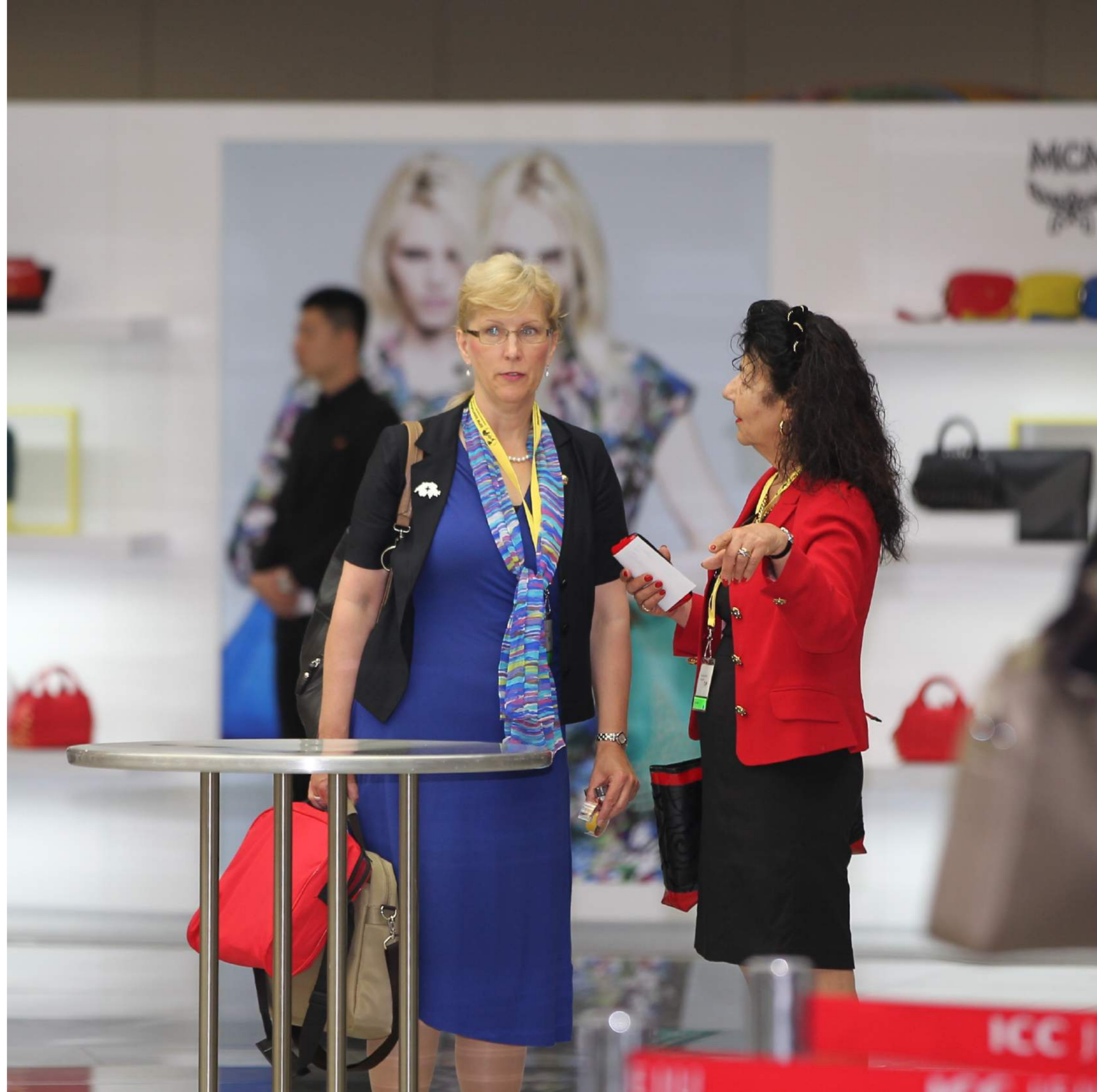
Our wonderful donors:

- H.R.H Fay Jahan Ara
- Giselle Rufer, Delance Swiss Watches
- Munja Kim, Kim Mandeok Memorial Foundation
- Alison Hinds, Vocalist
- Dr Sam Shee, Artist
- Juhee Yoo, Artist
- Miriam Bidondo, Graphic Designer
- BPW Egypt
- BPW Taiwan

Our generous exhibitors:

- Jeju Government
- BPW Korea
- BPW Grand Cayman
- Sungjoo Group
- Jung Hee Textile. Co
- BPW Jeju club
- BPW Barbados
- BPW Cotonou
- BPW Egypt

We would also like to thank the many Speakers and Presenters who travelled at their own cost and led world class dialogue as facilitators, performers and provocateurs, complementing our Congress work. Our event brought together medium and small business, entrepreneurs, educators, creative and government leaders, emerging talent and leading thinkers from around the world to tackle critical issues and opportunities, transferring knowledge across sectors. We thank everyone for their contribution.





**THE 28th BPW INTERNATIONAL CONGRESS**  
International Federation of Business and Professional Women

EMPOWERED WOMEN LEADING BUSINESS  
MAY 23 - 27, 2014 JEJU ISLAND, KOREA





**The XXVIII BPW International Congress was held under the High Patronage of the President of the Republic of Korea, Her Excellency, Geun-hye Park.**

## XXVIII BPW INTERNATIONAL CONGRESS

The Congress venue was the International Convention Centre Jeju - ICC Jeju - one of the leading convention centres equipped with the latest and modern facilities. All events were held at the ICC Jeju unless otherwise specified.

## CONGRESS LOGO

The official logo for the XXVIII BPW International Congress was created and designed by artist/painter Ms Ju-Hee Yoo, Chair BPW Korea Project Committee (2011-13) and represents three women dancing hand in hand during full moon, extended to BPW, who are dancing "Gang-gang-sulae" - a Korean traditional dance. It was later modified by graphic designer, Ms Miriam Bidondo, BPW Costa del Sol/BPW Campo de Gibraltar.

**In 2009, Gang-gang-sulae was designated a UNESCO World Heritage**, whose literal definition in Korean means "circle guard," derived from the word Gang ("circle") and Sulae ("guard"). Traditionally, women perform it as a ritual to pray for abundant harvests or riddance of invading enemy. It is typically danced at night under the starry shine of full moon looking at the sky and stepping towards moon.



**Gang-gang-sulae is performed by several women**, circled and hopping while holding hands, and the leader chants "gang gang sulae" and the rest follows creating echo in the midst of serene and quiet evening but in common abundance wish, one spirit and mind. Today, this ritual dance symbolizes a new paradigm of leadership: Unlike the conventional standard of Napoleonic leadership which glamorizes masculine control and hierarchal authority, the Gang-gang-sulae leadership is pacific and democratic in principle and in accord with the rationalist values of the today's world. As such, the BPW logo symbolizes the same where women dance before the radiance of a bright full moon, which clearly depicts reaching and moving forward to BPW aim and mission.

**The Gang-gang-sulae leadership comprised of multi leaders and cooperative participants**, their relationship based on active and horizontal communication— unlike the masculine leadership, which typically operates by means of vertical commands. It is effective to addressing feminine attributes such as care, sympathy and emphasis on human relations and connection and is a kind of leadership ideal in a society where information, communication and service play a major part - true to most of today's advanced societies. In the spirit of BPW's effort towards Equal Pay Day for women, the BPW International Congress of Korea in 2014 pursues feminine leadership, which is believed to be a vital force in organization, society and the entire world.

**Five colors are indicative of five directions** – Korean traditional colors: blue for east, white for west, red for south, black for north, and yellow for center. The logo is divided in five different colors; the sweeping diagonal lines that express the dynamism of enterprising women of today and the future. **Three Women – the symbolism of number 3**. While number 1 and number 2 represent solitude and opposition, "3" stands as an interposing number to resolving opposition and conflict. Therefore, the three women signify cooperation, union and solidity.



## OFFICIAL & SOCIAL FUNCTIONS

### CONGRESS TOURS

Pre and Post Congress Tours were organised by BPW Jeju club for members and included a stop over to a museum and to locally women owned businesses including a special visit to the famed "haenyeo" (free-diving women).

### INTERNATIONAL BOARD - CIVIC RECEPTION & TOUR

As part of the International Board program, the Governor of Jeju Special Self-Governing Province hosted a tour of the Cheonjiyeon Falls on Thursday 22 May and this was followed by the Civic Reception.



- Challenges for young women
- Have a clear vision of your career
  - Seek financial independence
  - Improve self-positioning
  - Expand leadership competences
  - Demand leadership positions
  - Use networks actively and check the selected company carefully, language, organisation – structure



### CONSTITUTION & RESOLUTION WORKSHOPS

Two separate workshops were held consecutively in the Samda room on the morning of Friday 23 May:

- 1. Constitution Workshop** - The Constitutional Advisory Committee Chair facilitated this for the benefit of all BPW delegates to assist their understanding of the proposed changes to the new Constitution and Regulations.
- 2. Resolution Workshop** - The Resolutions Chair facilitated this session to assist BPW delegates in their understanding of the proposed Resolutions and for proposers to consider friendly amendments.

## REGIONAL MEETINGS

The five BPW Regional meetings were held concurrently on Friday 23 May and were facilitated by BPW Regional Coordinators.

### 71<sup>st</sup> and 72<sup>nd</sup> INTERNATIONAL BOARD MEETINGS

The 71<sup>st</sup> Pre-Congress Board Meeting was held on Friday 23 May.

The 72<sup>nd</sup> Post-Congress Board Meeting was held on Tuesday 27 May.





## INTRODUCTORY WORKSHOPS

Four pre-congress introductory workshops were held on Friday 23 May. Attendees chose from the following:

- **My 1st Congress** was held for members attending congress for the first time and provided a program overview and orientation to the congress process.
- **MDGs & WEPs:** An update provided the latest information on the WEPs and the UN process for developing the Sustainable Development Goals (SDGs) that will follow the Millennium Development Goals (MDGs).
- The **Young BPW** workshop discussed current Young BPW initiatives and developments. Young BPWs were encouraged to join the Girl Power! Session organised by the Jeju Province Office of Education and the Fulbright Program (USA) afterwards.
- The **BPW club management** workshop allowed members to share best practices and learn about effective ways to run a club.





## BPW INTERNATIONAL FINANCIAL WORKSHOP

The Finance Director held a meeting on Thursday 22 May to inform members about current International and Australian Accounting standards in view of the more stringent financial and banking requirements after the Global Financial Crisis. Time was also allocated to review the BPW International audited financial accounts and to answer any finance related questions.

## OFFICIAL OPENING CEREMONY

The Opening Ceremony was held on Friday 23 May and was followed by the President's Reception.

Congress participants, special guests and speakers attended the Opening Ceremony, with performances by the modern and very dynamic dance group, Arirang Party, featuring big drums, entrancing musicians with fire, water, and dance performances. In addition to some BPW videos and a parade of the country flags there were welcome speeches by the Presidents of BPW Korea, BPW International, and the Republic of Korea and congratulatory video messages from UN executives and partners.



The evening continued with an Award Ceremony for the Lena Madesin Phillips Award, the Badge of Honor Awards, the Gertrude Mongella Award and the President's Awards (see Appendix 4).

To coincide with our Congress theme, the International President gave special recognition to keynote speaker and sponsor, CEO Kim Sung-joo, Chair and CEO of Sungjoo Group.

The opening ceremony ended with a live performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

Alison Hinds performs for members at the Official Opening Ceremony



Special recognition: Ms Kim Sung Joo named the congress Empowered Woman Leading Business



Dr Patricia Harrison, Australia, receiving Lena Madesin Phillips Award



Dr Chonchanok Viravan, Thailand, accepting Badge of Honor



Mrs Tinuade Ihama, Nigeria, accepting Gertrude Mongella Award



Mrs Angela McLeod, New Zealand, receiving President's Award

## PRESIDENT'S RECEPTION

The President's Reception at the Delizia restaurant was sponsored by BPW Korea and included a live music performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

The President's Reception followed the Official Opening Ceremony



# THE 28th BPW INTERNATIONAL CONGRESS

International Federation of Business and Professional Women

## EMPOWERED WOMEN LEADING BUSINESS



### PLENARY SESSIONS

From 24 May Plenary Sessions were held each morning in the Youngju Hall, followed by Breakout Sessions which ran parallel to the Business Sessions/General Assembly.

#### **Plenary I 24 May: Leading from the Top (Government/Policy)**

The session included a distinguished panel of leaders discussing high-level government and private sector issues and explored the diverse expressions of female leadership with a video message from the Director, Gender and Development, World Bank Group, who introduced the session by mapping the overlapping constraints - economic, social, and cultural - that public policy makers face, particularly in Africa, South America, and Asia.



# THE 28th BPW INTERNATIONAL

International Federation

## EMPOWERED WOMEN

BPW INTERNATIONAL CONGRESS



### Plenary II 25 May: Leading at all Levels (Corporations/Boards/Trade)

The session explored Corporations/Boards/Trade initiatives, and looked at increasing female engagement in the private sector. There was a focus on the need for substantive implementation beyond token application of equality policies as part of sustainability agendas. Speakers represented key UN Agencies, intergovernmental bodies, and business associations with congratulatory video messages from the Executive Director, United Nations Global Compact and Secretary General, IOE. The session concluded with the signing of a MOU between BPW International and the International Trade Centre (ITC).



# THE 28th BPW INTERNATIONAL

International Federation of Business Women  
EMPOWERED WOMEN LEADING BUSINESS

## Plenary III 26 May: Leading in the Community (Education/Civil Society/Indigenous)

The third plenary explored leadership across Education, Civil Society and Indigenous communities with a focus on traditional knowledge systems and how they could inform contemporary approaches to gender equality. It also included a presentation on the recently launched Knowledge Gateway for Women's Economic Empowerment, [www.empowerwomen.org](http://www.empowerwomen.org), an open global platform that promotes collaboration, learning and innovation to advance women's economic empowerment and emphasises the importance of "hope, aspiration and opportunity" in empowering female entrepreneurs in their communities.



## GENERAL ASSEMBLY - BUSINESS SESSIONS

Delegates and observers attended the Business Sessions of the General Assembly in Halla Hall from 24-27 May. The sessions included: financial, executive and other reports; nominations and elections; debates of proposed resolutions and constitutional amendments; installation of the newly elected executive board and presentation of the next Congress and other matters of BPW International business. The new BPW resources in line with the Integrated Strategy Roadmap Resolution from Helsinki Congress and the first BPW International Sustainability Report: Fulfilling the Legacy were launched. A presentation was made to chairs of the Constitution Advisory Committee and the Resolutions Taskforce and a proposed new logo was presented on behalf of the Branding Taskforce.





Presentation made to the CAC Chair, Liz Benham during Congress



Presentation made to the Resolutions Taskforce Chair, Dr Jean Murray, during Congress

## CONGRESS WORKSHOPS

In the afternoons of days 2-5 the following workshops were held:

### Day 2

Gender Training for Government Officials	Women in Information Technology
Soul of Leadership for Gender Equality	Embrace Fear~Play Bigger~Change the World!
Tips for Corporate Career Success	Media and Gender
Women on Boards	Project WEPs in Action
Woman Leader of Korea, Kim Mandeok	Balkan Centre for Women's Leadership
CEOs and WEPs: Training the Leaders	

### Day 3

African Women's Entrepreneurship Program: Nigeria	Successful Project Funding
When Women are Well, Economy & Business do Well	Better Implementing WEPs: Gen Y Perspective
Gender-based Violence and Prevention	Mentoring for Success
Single Mothers Empowerment	Latin American Women's Empowerment
Women for Water Programme	Sustainability and Agro-Health in Post-Conflict

### Day 4

GREAT Project: An Integrative Approach	BPW Faces at the UN: A Conversation
Sourcing from Women Vendors	Equal Pay Day
Business Incubator Training and Mentoring Project	Culture & Peace
Social Aspects of Business Failure	Action Strategies for Community Engagement
UN Women Knowledge Gateway	UNESCO for Jeju Women Divers

### Day 5

Declaration Working Groups (WG), which ran in parallel to the Business Sessions/General Assembly, compiled recommendations from the Plenary and Breakout Sessions to create the "BPW International Jeju Declaration". The four Working Groups included:

- WG1: Post 2015 Scenarios;
- WG2: Next Generation WEPs;
- WG3: Network Power; A BPW Declaration;
- WG4: Driving Change: Implementing the Declaration.





## BPW INTERNATIONAL JEJU DECLARATION

The **“BPW International Jeju Declaration”** (see Appendix 3) captured discussions at the plenary sessions, workshops and business sessions and gives a voice to all participants: voting and non-voting members, speakers, guests and observers. UN Representatives took a lead role in developing the position statement to support worldwide advocacy efforts and provide a consistent voice when representing the interests of women and girls around the world. The aim of the declaration was to increase the advocacy competence of our members at the local, national, regional and international levels with a clear focus on the priorities of BPW International.



## INSTALLATION CEREMONY OF BPW EXECUTIVE

The installation ceremony of the newly elected BPW International executive took place on the last day of congress before the General Assembly and was conducted by the International President and Vice President, Membership.

## LUNCHEONS

Buffet lunches were provided in the Delizia restaurant.

The Asia Women’s Empowerment Film Festival (sponsored by the national broadcaster of South Korea – KBS) and the Lunchtime Author Series were held concurrently in Youngju Hall.



## EXHIBITION

Affiliates, members and external exhibitors hired booths to showcase/sell products or promote their country/and or federation.



## INTERNATIONAL TRADE CENTRE (ITC)

The ITC held Business Networking sessions every morning for entrepreneurs interested in exploring business opportunities. On the last day of congress, the ITC held a workshop for businesswomen from developing countries.

## MOONLIGHT WALKING TOURS

The Korean National Tourism Organisation sponsored moonlight walking tours on Saturday 24 May and Monday 26 May.

## FRIENDS & FELLOWS PROGRAMME

The Livia Ricci Friends & Fellows Dinner was held at Sungcheon Port at the SEAES Hotel & Resort on Saturday 24 May. This Friends and Fellows Dinner was named in honor of Past International President Livia Ricci, commemorating her 90th birthday in 2013. The evening concluded with a special guest appearance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

## YOUNG BPW PROGRAMME

A Beach BBQ was held at the KaoKao Chinese and Seafood Buffet on Saturday 24 May and concluded with entertainment at the Jungmun Beach nightspot.



## DINE AROUNDS

BPW Federations and Affiliate Clubs hosted various dinner venues on Sunday 25 May. Members and guests chose from the following venues:

- Mawon Restaurant, Hosts: BPW Australia
- Woman Diver Restaurant, Hosts: BPW Barbados & BPW St. Kitts
- Haesong Restaurant, Hosts: BPW Brazil joined by BPW Argentina, BPW Ecuador, BPW Mexico
- Mojung Restaurant, Hosts: BPW Egypt and BPW Manama, Bahrain
- Shangri-la Yacht Club & Seafood Buffet, Hosts: BPW New Delhi, India, BPW France, BPW Germany, BPW Switzerland
- Bonte Museum, Hosts: BPW Nigeria
- Daeyooland, Hosts: BPW Taiwan

## GALA DINNER AND AWARDS CEREMONY

The Sungjoo Group sponsored the Gala Dinner and Awards evening held in Tamna Hall on Monday 26 May.

The International President presented the “Power to Make a Difference” Awards and the Candle-Lighting Ceremony was organised by BPW Korea. Full details of the Awards may be found in the Appendices. Raffles were drawn for BPW International, Young BPW and Young BPW Africa.

The Jeju government sponsored a performance by the Jeju Provincial Dance Troupe – Soul of Korea whose repertoire included a set of traditional and fusion Korean songs and dances. Members enjoyed performances by BPW Egypt and BPW Taiwan. The Junghee Textile Co (owned by a BPW Jeju member) sponsored the Hanbok Fashion Show. The evening concluded with a live music performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.



*Members join Alison Hinds, during her live music performance at the Gala Dinner and Awards Ceremony*

# GALA DINNER & AWARDS

*"Take a bow BPW Korea Immediate Past President and Chair of Hostess Planning Committee, Hui-Cha Pak!" Models assemble on stage after the Hanbok Fashion Show which included surprise members as models during the Gala Dinner and Awards Ceremony*



Members enjoyed traditional Korean dancers performed by the acclaimed Jeju Provincial Dance Troupe – Soul of Korea



The Candle-Lighting Ceremony was beautifully organised by BPW Korea



BPW Australia sang for members at the Farewell Party



Members enjoyed live performances during the Farewell party including Egyptian Dancers sponsored by the Egyptian Tourism Authority

## FAREWELL PARTY

The Farewell Party was held at Garden Cliffs, Hyatt Regency Jeju on Tuesday 27 May and sponsored by the Egyptian Tourism Authority and BPW Egypt.

Entertainment included live performances by Egyptian Dancers, South Carnival (renowned Jeju music group), BPW Affiliates, Alison Hinds and the traditional performance of the Gang-gang-su-wol-lae with guests joining hand in hand forming the "circle guard" dance (image of the official BPW Congress logo). Our farewell party festivities culminated with the ancient Asian tradition of releasing Sky Lanterns made of thin brightly coloured paper, symbolizing a bright future. The Congress celebrations concluded with an after party hosted by BPW Korea.





## BPW VIDEOS

BPW International videos had been created for Congress and were shown throughout Plenaries, General Assembly sessions, and during official social and side events:

- **BPW Logo:** Formation of the BPW congress logo.
- **BPW Timeline:** BPW International timeline of milestones and achievements.
- **BPW Website:** Promotion of the new BPW International website, sponsored by webmaster Ari Canonica.
- **BPW at CSW, New York:** Highlights of triennium activities during UN CSW meetings in New York.

## VIDEO MESSAGES

Video messages from the following were played during the Congress Opening Ceremony:

- The President of the Republic of Korea, Her Excellency, Geun-hye Park
- Under-Secretary General and Executive Director of UN Women, Phumzile Mlambo-Ngcuka
- Executive Director, United Nations Global Compact, Georg Kell
- Secretary General, IOE, Brent Wilton.

A special message sent from the Jeni Klugman, Gender and Development Director of The World Bank, was shown during Plenary Session II.

## 2 | GENERAL ASSEMBLY

Affiliates Represented  
First Business Session  
Second Business Session  
Third Business Session  
Fourth Business Session  
Fifth Business Session  
Sixth Business Session

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# INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN BPW INTERNATIONAL

## GENERAL ASSEMBLY

OFFICIAL DELEGATES REPRESENTED THE FOLLOWING 44 COUNTRIES

AFFILIATE FEDERATIONS		AFFILIATE CLUBS	
Argentina	3	American Samoa	1
Australia	3	Barbados	1
Austria	4	Benin	1
Bahrain	3	Bermuda	1
Belgium	3	Cameroon	1
Brazil	3	Cayman Islands	1
Canada	4	Cote d'Ivoire	1
Ecuador	3	Emirates	1
Egypt	3	Kuwait	1
Estonia	3	Malaysia	1
Finland	4	Norway	1
France	3	Philippines	1
Germany	5	St Kitts & St Nevis	1
Italy	4 (entitled to 8)	Uganda	1
Japan	3		
Korea	3		
Mexico	3		
Nepal	2 (entitled to 3)		
Netherlands	2 (entitled to 3)		
New Zealand	3		
Nigeria	3		
Singapore	3		
Spain	3		
Sweden	3		
Switzerland	6		
Taiwan	3		
Thailand	3		

Turkey	2 (entitled to 3)
United Kingdom	3
USA	3
Total Affiliate Federation and Club Delegates	110 (30 Federations and 14 Clubs)
Executive	10
Chairs of Standing Committees	4 (5 for Sessions 4-6) (+ 2 Executive members)
Past International Presidents	5
<b>TOTAL VOTING DELEGATES</b>	<b>129 (44 countries)</b> <b>130</b> from Session 4
Observers & Alternates	463
TOTAL MEMBERS PRESENT AT CONGRESS	593

\* BPW Tunis – Tunisia was signed in as an affiliate club and attended 1 session. This affiliation was confirmed in 2016.

### Notes

1. Some affiliates did not send full delegations as shown above
2. Not all Affiliates were represented at Congress.

The complete list of members attending Congress is shown in Appendix 6.

## FIRST BUSINESS SESSION

**Halla Hall, ICC Jeju**  
**Saturday 24 May at 10.40am**  
**In the chair: Freda (Aphrodit)**  
**Miriklis, International President**

Facilitator: Hellen Swales, BPW NEW ZEALAND

The FACILITATOR asked the General Assembly to rise to welcome the 2011-2014 Executive as they took their place on the platform.

INTERNATIONAL PRESIDENT Freda Miriklis, and BPW KOREA PRESIDENT, Dr Insil Lee, lit the candle in honor of the founder of BPW, Dr Lena Madesin Phillips, whose photograph was displayed.

PRESIDENT Freda Miriklis formally opened the session.

### Opening Remarks

The INTERNATIONAL PRESIDENT welcomed the AFFILIATE PRESIDENTS and voting DELEGATES, PAST INTERNATIONAL PRESIDENTS, GOODWILL and CONGRESS AMBASSADORS, PARTNERS and OBSERVERS including our UN REPRESENTATIVES.

Guests included OECD, UN GLOBAL COMPACT, and the BAHRAIN BUSINESS WOMEN'S SOCIETY.

The INTERNATIONAL PRESIDENT commented that the first Plenary Session had made a good start to the Congress and she hoped that everyone had enjoyed the Opening Ceremony the previous evening. The PROGRAMME COORDINATOR, Anne Hilty, had done an excellent job and each delegate had received a copy of the Workbook and the Congress Programme.

The INTERNATIONAL PRESIDENT reminded members that the theme was Empowered Women Leading Business at the top, at all levels and in the communities in which we lived and served.

During the three Plenary Sessions some 30 workshops would be held relating to one of the six Women's Empowerment Principles (WEPs). The seventh Principle, about reporting, transparency and progress to gender equality, would be in the form of a Declaration with input from the Workshops, the attendees, and the specialists that had joined us for Congress. Any new ideas generated would be captured in that document. UN REPRESENTATIVE, Tess Mateo, MODERATOR of Plenary Session One and Eva Richter, SENIOR UN REPRESENTATIVE, were coordinating the development of the BPW International Declaration.

In thanking the sponsors the PRESIDENT specifically acknowledged the Diamond and Platinum Sponsors, SUNGJOO GROUP, the EGYPTIAN TOURISM AUTHORITY, BPW KOREA and the KOREA TOURISM ORGANISATION.

The President went on to remind members of the importance of keeping to time and respect for each other's point of view.

Christine Heinze, BPW GERMANY, was introduced as the CHIEF TIMEKEEPER.

VICE-PRESIDENT MEMBERSHIP Jill Worobec led members in the reading of the BPW International Collect.

### Roll call

EXECUTIVE SECRETARY Yasmin Darwich conducted the Roll Call.

Members from Sudan were present as Observers.

### Apologies

Apologies had been received from:

- YOUNG BPW REPRESENTATIVE, Anastasia Victoria Safarian.
- INTERNATIONAL PAST PRESIDENTS, Rosemarie Michel, Tuulikki Juusela, Yvette Swan and Livia Ricci.
- PR CHAIR, Euphemia Brice-Roberts.
- EMPLOYMENT CHAIR, Manju Batra, who

would be arriving on Monday.

The PRESIDENT moved that the apologies be accepted, seconded by PAST INTERNATIONAL PRESIDENT Sylvia Perry, and carried.

PAST INTERNATIONAL PRESIDENT, Sylvia Perry informed members that it was Livia Ricci's 91st birthday, which would be celebrated at the Friends and Fellows Dinner that night. Yvette Swan was unable to attend as she had started a new career and was being ordained as a Minister.

### Minute of Silence

A minute of silence was held for members who had passed away since the XXVII Congress:

- Claire Fulcher, BPW USA, UN Representative (2012)
- Beryl Nashar, BPW Australia, PAST INTERNATIONAL PRESIDENT (2012)
- Jo-An Partridge, BPW Australia, E-news Coordinator (2013)
- Renata Helena Blodow, BPW Germany (2012)
- Bridge C. Vargo, BPW Germany (2013)
- Angèle Adrian, BPW France (2014)
- Pauline Gapper, BPW New Zealand
- Michèle Anognon, BPW Benin
- Evelyn Faderera Oluga, BPW Nigeria
- Princess Oyinade Asuni Akran, BPW Nigeria
- Deborah Adesola Sulola, BPW Nigeria
- Bola Mogaji, BPW Nigeria
- Miss Raquel Adamoli, BPW Argentina
- Dr. Nelly Dora Louzan Solimano, BPW Argentina
- Carmen Ojeda, BPW Chile
- Olga Julio, BPW Chile
- Olga Pino, BPW Chile
- Hilde Schmit de Becker, BPW Chile
- Clementina Hempel, BPW Chile

### Aims

FIRST VICE-PRESIDENT UNITED NATIONS Huguette Akplogan Dossa read the Aims of BPW International.

## Adoption of Programme

The PRESIDENT noted the programme printed on page 13 of the Workbook. She had received a request that the Constitution, Regulations and Procedure Manual Amendments be moved from Saturday to Monday before the Internal Resolutions were debated. This was supported by REGIONAL COORDINATOR NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN Bessie Hironimus.

BPW GERMANY supported the retention of the published programme as the Resolutions submitted were core business and should be dealt with first. She proposed a Motion to retain the published programme, seconded by BPW SWITZERLAND and BPW NEW ZEALAND.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan pointed out that usually the Constitution Amendments and Resolutions were interleaved and that in her view the Constitution was more important than the Resolutions.

BPW NEW ZEALAND spoke in support of retaining the published order.

EPW USA spoke in favour of changing the order as several of the Resolutions dealt with the Constitution and she was also concerned if we lost the quorum as almost happened in the last session at the Helsinki Congress.

BPW SWITZERLAND supported retaining the current order as the work on how BPW changed the world was more important than internal rules.

After some discussion about the various business sessions the following motion was put:

### Motion

The President stated the motion: Move that the block of Constitution, Regulations and Procedure Manual Amendments be debated in the Business session on Tuesday

before the Internal Resolutions.

This was proposed by PAST INTERNATIONAL PRESIDENTS Sylvia Perry and Elizabeth Benham, who were also members of the Constitution Advisory Committee.

The EXECUTIVE SECRETARY pointed out that digivote kits had not been issued and it was agreed that the tellers would be used.

## Credentials report

CREDENTIALS CHAIR reported that the following were present.

Signed in delegates in hall: 116<sup>2</sup>

The CREDENTIALS CHAIR confirmed that a quorum was present.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan requested a formal vote. CHIEF PARLIAMENTARIAN Patricia Harrison ruled that a formal secret vote be taken using the voting papers issued.

The CREDENTIALS CHAIR explained the voting procedure, telling delegates that they had to put the name of their affiliate on the voting paper and then tick their preference. The tellers would then come round to collect the papers.

The EXECUTIVE SECRETARY requested that the motion be put on the screen.

The INTERNATIONAL PRESIDENT said they had not felt that digivoting would be required in this first session as they had not expected so much debate.

Digivoting would be available as usual in the other sessions.

## Updated Credentials Report:

### Signed in delegates in hall: 117

The vote on the Order of the Programme was taken.

\* Maximum number of permitted delegates for registered affiliates: 137. Not all affiliates had full delegations. Number of delegates who had submitted credentials for Congress: 130

## Rules of Debate

The INTERNATIONAL PRESIDENT moved the adoption of the Rules of Debate as printed on page 11 of the Workbook. Seconded by BPW AUSTRALIA and carried.

## Result of motion on order of Programme

The paper vote on the motion was CARRIED by 2 votes.

There would have to be further changes made to the Programme as there were 2 candidates for the position of President and therefore the election needed to be before the last day, preceded by the full Nominations procedure.

After much discussion and advice from the Chief Parliamentarian the INTERNATIONAL PRESIDENT announced that the election for President would take place on 26 May in the morning with the vote in the afternoon.

THE INTERNATIONAL PAST PRESIDENTS stated that they very much regretted the absence of digivoting which made Congress more professional. The INTERNATIONAL PRESIDENT said it had been because of the cost and the Programme had been adjusted to have what were considered to be non-controversial topics in the 1st Business Session. The INTERNATIONAL PRESIDENT apologised to the General Assembly.

BPW MEXICO pointed out that scrutineers had not yet been appointed to oversee the voting.

## Appointment of parliamentarian, timekeepers and scrutineers

The International Board at their Pre-Congress Meeting had appointed the following:

Chief Parliamentarian: Patricia Harrison, BPW AUSTRALIA

Parliamentarians: Sharon Selkirk, BPW CANADA, Shirley Chang, BPW TAIWAN

Chief Teller: Christina Visconti, BPW ITALY

Chief Timekeeper: Christine Heinze BPW GERMANY

The INTERNATIONAL PRESIDENT moved that these be confirmed en bloc, seconded by BPW CANADA and carried.

The following timekeepers were appointed by the General Assembly: Maysola Alaki, Elizabeth Okosobo-Ibe, BPW NIGERIA.

The EXECUTIVE SECRETARY informed the General Assembly that the REGIONAL COORDINATORS had submitted the names of members for the Election Committee and the Nomination Committees.

Nominations from LATIN AMERICA and AFRICA were still required for the Elections Committee before they can elect their Chair.

The two Committees would meet at the break to decide who would chair each committee. The EXECUTIVE SECRETARY requested the ASSISTANT EXECUTIVE SECRETARY and PAST INTERNATIONAL PRESIDENT Sylvia Perry to attend the meetings with her.

## Credentials Committee

### Chair: Ann Swain, BPW UK

Members: Elaine White, BPW NEW ZEALAND Marilyn Forsythe, BPW AUSTRALIA

The CREDENTIALS CHAIR said that as they had been very busy with late registrants she had also received assistance from Annegret Hastedt, BPW GERMANY, and Enrichetta Bellini Fornera, BPW ITALY, who were experienced, having been on the Credentials Committee at previous Congresses.

It was confirmed that those last two had other responsibilities at Congress and therefore would not be members of the Credentials Committee.

The Motion to confirm Elaine White and

Marilyn Forsythe as members of the Credentials Committee for the duration of Congress was seconded by PAST INTERNATIONAL PRESIDENT Sylvia Perry and carried.

BPW AUSTRALIA requested that any discussion should be completed before commencing to vote.

## Adoption of Proceedings of XXVII Congress

The INTERNATIONAL PRESIDENT apologised for the numbering error in the Workbook. The EXECUTIVE SECRETARY moved the adoption of the Proceedings of the XXVII International Congress, which was approved by a show of hands.

## Announcements

As there was only 5 minutes of the First Business Session remaining the INTERNATIONAL PRESIDENT handed over to the GENERAL ASSEMBLY FACILITATOR for the following announcements:

- International Trade Centre (ITC) Networking Sessions for Women Entrepreneurs would take place between 8-9am daily. All participants in these sessions should complete a B2B form, which would assist ITC with business matching.
- Any members wanting photographs with the President should contact her Assistant, Angela McLeod, in the President's Room.

BPW NEW ZEALAND moved that the General Assembly postpone the lunch break for 15 minutes so that the Reports could be taken, seconded by BPW GERMANY. After the venue had confirmed that the change in time was possible the vote was taken and the motion carried on a show of hands.

FIRST VICE PRESIDENT Huguette Akplogan Dossa took the Chair.

## Report by International President

Freda Miriklis

*President's Report from p16-p24*

### **List of BPW events and conferences attended by President from p338-340 (Appendix 10.1)**

The PRESIDENT added to her report and began her Address with gratitude to all those who dared to make a difference by working with us during the Triennium and for believing in our Executive Board's vision. The Executive's achievements this Triennium were inspired by the words of our Founder, Dr Lena Madasin Phillips, who said that "If our motive is right, if we have faith, if we have vision and courage, accomplishment will follow."

She had been honored to serve and lead and work with members over the last three years and it had been an incredible experience. On behalf of the Executive she thanked everyone for their support because without it the Executive would not have been able to achieve as much as they had. The achievements belonged to the members.

The Executive always played a critical role and the PRESIDENT thanked each of them for the passion that they had brought to their respective work particularly over Congress and in face-to-face meetings.

We relied on many others who generously applied their knowledge and expertise to support the Executive in their work and in particular in the lead-up to Congress. The PRESIDENT thanked Angela McLeod from her office, Jean Murray who updated the Call to Congress documents to meet the new Constitution, and formatted the Constitution Amendments and Resolutions for the Congress Workbook. More recently, Ann Swain stepped up to bring her experience to organising the Credentials Desk. Australians Viv Hazel and Sharon Hill provided invaluable secretarial support to the EXECUTIVE SECRETARY.

The PRESIDENT also thanked Ari Canonica, Webmaster, for the work leading to the launch of the new website in 2013, and all the volunteers who worked so very willingly. She thanked the translators including PAST INTERNATIONAL

PRESIDENT Livia Ricci who had decided last year on her 90th birthday to hand over that role to Pinella Bombaci, BPW ITALY. Diana Barragan was not at Congress but did both the French and the Spanish translations. The Translation Team were an incredible support to the PRESIDENT and she really appreciated them being there for the organisation.

We were now at a historic moment in which societies, in both developed and developing countries in all regions of the world, were demanding changes to current models and structures that were clearly not working as countries could not afford to waste the potential of half the world's population.

BPW International was making its mark not only at the United Nations and other agencies but also with other civil society groups, governments and more importantly business. In March, the President of Zonta International, Lynn McKenzie, chaired a meeting of the International Presidents of NGOs in New York involving Soroptimist International, the International University Women and ourselves. We now had an in principle agreement for those organisations to be brought back into Project 5-0.

So BPW International had advanced during a Triennium in which there had been some major changes worldwide. The global financial crisis led to criticisms of the capitalist model and a lack of corporate responsibility had brought a recession that touched almost all countries. Was it a coincidence that the economic model built largely on the visions and perspectives of men failed? It was a system that had to change and the new order needed to be led by women and men together. Solutions to barriers left over from a different time were needed to reflect both a new economic reality and a new concept of justice.

As men largely wrote the history of the past centuries it was incumbent on the International Federation of Business and Professional Women to lead this change in cultures, in behaviours, in attitudes and to develop, participate in and implement a new beginning in this century, the Women's Century. To do that, BPW had

articulated three core policy-based initiatives that were all underpinned by the Women's Empowerment Principles. In addition to the above, which laid the foundation for our work, our second initiative was Equal Pay for Work of Equal Value and the Equal Pay Day Campaigns, initiated by BPW GERMANY, which BPW was now leading in over 22 countries worldwide.

The third initiative spoke to the very heart and soul of BPW members, the women entrepreneurs. BPW International had formed an alliance with the International Trade Centre to bring economic opportunities for women in the developing, the least developed or the transitional economies. For those in the developed countries BPW International formed an alliance with Commonwealth Businesswomen to offer opportunities for women to participate in the Commonwealth Business Forum. When this alliance started in 2011, less than 5% of those participating were women. By 2013, with BPW International's influence, 18.3% businesswomen participated in the Commonwealth Business Forum in Colombo, Sri Lanka. That was the impact BPW generated. Through the International Trade Centre deals worth over 20 million dollars had been generated in some of the developing, least developed and transitional economies.

BPW International was leading the way, and as a result earlier this year the INTERNATIONAL PRESIDENT was invited by the President of the United Nations General Assembly to address the General Assembly on the issues of women and the role of adolescents and girls in the Post 2015 Development Framework. Your voice was there at the United Nations and your voice made history in ensuring that it was part of the discussion on the Post 2015 Development Framework.

Our organisation had progressed across all fronts.

Internally, BPW International now had literature to help affiliates to work on the new initiatives and lead the way in their country. The PRESIDENT encouraged all members to go to the BPW International stand to see the promotional material, such as the new Affiliate

Report and Bookmarks, developed by VICE-PRESIDENT MEMBERSHIP, and the advocacy tools created by the VICE-PRESIDENT UN and her team. BPW now had short documents that fully explained BPW International initiatives at the international level, and described how members could play their part in encouraging the economic empowerment of women with examples from Affiliates around the world<sup>3</sup>.

Progress for women was progress for all. Investing in women was more than a matter of rights. It stood for good economic sense and that had been our focus during the Triennium and the work must continue. A lesson that she had learned during her Presidency was that when doors opened you must walk through them. That required preparation, which was why Project WEPs had been developed to establish a model that could be rolled out to Members world-wide. The Executive decided to start with 12 pilot countries. BPW took the lead in developing partnerships and establishing National Working Committees and National Plans of Action. The PRESIDENT encouraged members to attend the Project WEPs Workshop to see what some of those federations were delivering. With the assistance of three online meetings, the results that they had achieved in a very short period of time were impressive. The intention was that by 2016 a model would be developed that could be rolled out to all BPW Federations and Affiliate Clubs. BPW International should be proud of this initiative as it gave women a voice.

She would be attending the International Labour Conference (ILC) in Geneva and briefing the Business Committee, the employers, about the progress that had been made with the various partnerships. The General Assembly had heard the Secretary General of the IOE speak the previous day. The IOE was represented in 144 countries of which BPW was present in 98. That overlap offered an opportunity for IOE and BPW to work together and open doors to business in a way that had not been possible before. BPW must not rest until gender equality in the workplace had been achieved.

<sup>3</sup> - See Appendix 1 for details

Being prepared and focused enabled these achievements.

The 21<sup>st</sup> Century needed empowered women leading business, leading the business of government, leading the business of corporations and leading the business of society. She believed that this was the women's century, the century of inclusion and women's equal leadership and participation where gender equity and women's economic empowerment became front and centre. BPW members could make this happen.

It had been a privilege to serve as your twenty-second President and to work with a great team of Executive Members. In the words of the great philosopher, Hillel, in 50 BC, who reminds us that 'If I am only for myself what am I? And, if I am not for myself who will be for me? If not now when?'

We had a platform that would enable BPW to continue the journey building on the foundation laid by PAST INTERNATIONAL PRESIDENTS and others during this triennium.

The PRESIDENT moved that her Report be adopted. Seconded by BPW NEW ZEALAND and carried unanimously.

## Announcements

The REGIONAL COORDINATOR ASIA PACIFIC explained the lunch arrangements using the Vouchers provided.

The INTERNATIONAL PRESIDENT announced that the two Presidential candidates would be speaking on Sunday 25 May at the end of the morning session and the vote taken in the pre-lunch session on 26 May.

## The First Business Session was declared closed.

A video recording of the History of BPW International was played during the lunch interval.

## SECOND BUSINESS SESSION

**Halla Hall, ICC Jeju**  
**Sunday 25 May at 10.48 am**  
**In the chair: Freda Miriklis,**  
**International President**

### Announcement

The CREDENTIALS CHAIR asked delegates not to move their nameplates as some were taking over the spaces allocated to another affiliate. The nameplates were located at the start of the allocated block of seats.

Any delegates who had not collected a digivote kit on the way in should go to the door now to collect it.

The CHIEF TIMEKEEPER explained the light system, which showed a speaker when their time was up:

The CREDENTIALS CHAIR explained the digivote process and a practice run was undertaken. The system did not allow anyone to vote more than once.

The PRESIDENT explained that each delegate should have on her desk:

- Table showing the Amendments to the Constitution and Regulations and the Procedure Manual.
- A full set of nomination papers including those for members who stood from the floor.

Some adjustments had been made to the programme to accommodate the discussions yesterday and the changes were now on the screen. They were indicated in red and that was the Agenda for today. She also explained that the process of translating English into Korean and then into the official languages was leading to the delay being experienced by delegates using headsets.

BPW CANADA expressed their dismay that the Nominations package was not what had been requested. Instead of receiving a complete new package where each nominee had same number of words etc with the same layout there were considerable differences in the ones received today. It appeared to be most unfair.

The PRESIDENT offered to have the whole Nomination package redone in the correct format.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan asked that the Nominations Committee give their report and included recommendations on how that violation of the regulations should be dealt with.

The ELECTIONS COMMITTEE CHAIR, gave apologies for the NOMINATIONS CHAIR and her COMMITTEE as they were still meeting about a number of problems including the missing nomination information. The two committees had met to discuss some common concerns, which would be brought to the General Assembly. She requested that before any further information was circulated it be verified by the NOMINATIONS COMMITTEE first.

## Election Committee

The EXECUTIVE SECRETARY moved that Judith van Unen be approved as the ELECTIONS CHAIR, seconded by BPW NEW ZEALAND and carried.

The ELECTIONS COMMITTEE was composed of:

Justina Obehi Ogbeh, AFRICA,  
Judith van Unen, ASIA PACIFIC,  
Daniela Rigassi, EUROPE,  
Elisabete Freitas LATIN AMERICA,  
Caroline Romero NORTH AMERICA.

## Nominations Committee

The EXECUTIVE SECRETARY moved that Carolyn Grady, EPW USA be approved as NOMINATIONS CHAIR, seconded by BPW

SWITZERLAND and carried.

The NOMINATIONS COMMITTEE was composed of:

Iguehi Adetiba, AFRICA  
Colleen Brooker, ASIA PACIFIC  
Marianne Plattner, EUROPE  
Elisa Campos, LATIN AMERICA  
Carolyn Grady, NORTH AMERICA

## Executive Reports

*Workbook: p24-p44*

The PRESIDENT recommended that all the reports should be taken as read. A motion to that effect was proposed by BPW AUSTRALIA, seconded by VICE PRESIDENT UN and carried.

## Report by Vice President UN

Huguette Akplogan Dossa  
*Workbook: p24*

The VICE PRESIDENT UN reported that she had participated in the three Executive Meetings. She had aimed to make BPW International's actions visible within the United Nations and its various agencies and to improve processes and activities particularly with our UN Representatives and all Affiliates who came to CSW in New York.

As FIRST VICE-PRESIDENT she promoted the Triennium theme of Empowered Women Leading Business. She had a strong desire to engage the UN and its various agencies with the BPW International Triennium theme and our policy-led initiatives. She had tried to build a stable foundation, strengthen work with UN Representatives and Affiliates at local, national and international levels, exchanging and sharing resources with representatives.

BPW supported the Women's Empowerment Principles (WEPs) as they developed a framework to improve the economic situation for women around the world. They considered all opportunities to extend the benefit of the work to our Federations and Affiliate Clubs.

BPW was present at the WEPs event held at the Rockefeller Centre in New York by UN Global

Compact, the Secretary-General, Ban Ki-moon, and UN Women. At the WEPs Workshop the INTERNATIONAL PRESIDENT promoted BPW International's work at all levels including future WEPs activities.

The VICE PRESIDENT UN had coordinated the activities of the United Nations Representatives in regard to promoting BPW issues and projects in their meetings at the UN. They organised parallel events at the annual CSW meetings and prepared Annual Reports for the UN and Statements for CSW. They also worked with the PRESIDENT to organise the annual Leadership Summit in New York at which there was a UN Panel. The BPW CSW Handbook was developed for our Members to help them understand what they came to New York to do and the goals that they should be working for.

The major project had been to develop an Advocacy Strategy. Towards the end of the Triennium she had liaised with the UN Representatives to evaluate their progress.

The VICE PRESIDENT UN thanked her team, especially the UN Representatives and all the Affiliates who had participated in the work during the past three years.

There were no questions.

The VICE PRESIDENT UN moved the adoption of her report, which was seconded by BPW GERMANY and carried unanimously.

## Credentials Report

Total number of registered delegates: 130

Signed in delegates present in hall:	126
Federations present in hall:	29
Affiliate Clubs present in hall:	11

The Second Business Session was Quorate.

## Report by Vice President Membership

Jill Worobec  
*Workbook: p27*

The VICE PRESIDENT reported that she visited all five Regions.

During the triennium 23 new Clubs had been approved. Once they had paid their dues they became full members as Affiliate Clubs bringing the total to 73. Most of these new clubs were in the ASIA PACIFIC REGION and she congratulated their REGIONAL COORDINATOR for her hard work. The AFRICA REGION followed them closely.

There were 10 new Individual Affiliate Members making a total of 24.

There was also one new Federation, BPW Bahrain, with 3 clubs and 110 members, and they were represented at Congress. This made a total of 39 Federations<sup>4</sup>.

The new affiliate clubs include BPW Kuala Lumpur - Malaysia and BPW Kampala - Uganda while 3 more had just been approved, BPW Ulaanbaatar - Mongolia with 25 Members, BPW Hyderabad - India with 23 Members and BPW Al Jabriya - Kuwait with 20 Members.

The VICE PRESIDENT MEMBERSHIP included a slide presentation showing regional membership. She thanked the REGIONAL COORDINATOR EUROPE for preparing a Google map showing all the affiliates.

There were more potential clubs working towards affiliation but it was important not to rush the foundation stage.

At the start of the triennium she had asked all Presidents what they were doing to bring BPW International to grass roots members. From the information they provided, a PowerPoint presentation had been developed, which was available to Affiliates through the Regional Coordinators.

Packs of five bookmarks were also available on the Benefits of Membership - Core Initiatives, Friends, Fellows, Mentoring and Twinning.

In addition Resource Sheets were available on various BPW Initiatives and activities as well

<sup>4</sup> - 30 Federations were represented at Congress and 14 countries with Affiliate Clubs

as an Affiliate Guide. An updated President's Manual would be given to all new Affiliate Clubs to help them to understand BPW procedures and activities. See Appendix 1.

The VICE PRESIDENT MEMBERSHIP moved her report be accepted and open for discussion. This was seconded by BPW AUSTRALIA.

In response to the question from PAST INTERNATIONAL PRESIDENT Chonchanok Viravan about the number of member countries, the General Assembly was told that BPW had 39 Federations and 73 Affiliate Clubs in 99 countries.

During the Triennium four clubs were asked to resign through lack of contact and a few others had closed.

BPW AUSTRALIA asked for the total membership numbers and what the trend had been over the Triennium. The FINANCE OFFICER would provide the detail but there were around 23,000 members. Membership had decreased by 360 over the triennium but we were gaining 350 members with three prospective new clubs, which were not yet in the official figures as they had only just been approved.

The VICE PRESIDENT MEMBERSHIP moved the adoption of her report, which was seconded by BPW EGYPT and carried by a show of hands.

The INTERNATIONAL PRESIDENT thanked both Vice Presidents for their hard work during the Triennium.

She urged members to collect copies of the Resource Sheets and the Affiliate Guide from the BPW International booth immediately outside the Hall. They would also be available on the website. In addition there were nine brief Advocacy Sheets, outlining the various BPW International initiatives, to help Affiliates develop their supporting activities.

The Archives booklet prepared by Catherine Bosshart, BPW SWITZERLAND, explained electronic archiving of local records for affiliates.

## Report by Finance Officer

Sandra D'Souza

Workbook: p29

The FINANCE OFFICER presented a summary of some information in addition to her printed report.

The Revenue increased as a result of the dues increase and overall there was a net surplus during the Triennium. The accounting adjustments were required by the International Financial Reporting Standards and were a non-cash item.

The foreign exchange rate had fluctuated considerably over the triennium resulting in an unrealised exchange loss of 32,000 Euros in 2011, a gain of almost 8,000 Euros in 2012 and a loss of almost 20,000 Euros in 2013.

The auditors had also required BPW to make provision of 26,000 Euros for possible debts of unpaid dues in 2012. A significant proportion of the annual dues took up to three years to be paid as it was not always easy for some countries to transfer money and so they brought their dues in cash to events such as a Regional or International Congress.

In 2013 the auditors insisted on the provision being 100% of the amount owed and because of the amounts outstanding for 2012 and 2013 BPW had to agree, so there was another adjustment of 19,000 Euros. However we were expecting many affiliates to settle their outstanding accounts at Congress so that they were eligible to vote. This meant that the 2014 settlement would be favourable.

If those accounting adjustments were taken away there was a net operating surplus in comparison with the budget. In 2011 the surplus was 56,000 Euros, 2012 it was 22,000 Euros and in 2013 it was almost 40,000 Euros. The Executive had been very conservative in the management of the accounts and had operated as tightly as they could. In 2012 BPW sold quite a lot of stock and had run out of a lot of items. There was a range of new stock for purchase.

The budgeted membership for 2013 was 25,000 members but actual financial membership was 22,120.

At the Finance Workshop there had been questions about the various Funds. The Young BPW Fund had increased due to donations and effective fund-raising at the European Regional Congress in Sorrento. They were hoping to replicate that with their raffle here. Some of the money raised in Sorrento had been allocated to the Pakistan Natural Disaster Fund.

Monies from the La Paz Nursing School Fund amounting to 3,211.81 Euros had been forwarded to the project. The fund was showing a negative balance as there had been a banking error towards the end of the year and 960 Euros had been paid twice. The overpayment had been refunded in 2014 so the balance remained at zero.

A new Philippines Disaster Fund had been established and about 900 Euros had been donated mainly from BPW AUSTRALIA.

The Battersea Fund remained ring-fenced and the balance remained unchanged, as it was not in an interest-bearing account.

The FINANCE OFFICER introduced the strategic concept of volume membership discounts to the General Assembly as we depended on the membership fees for survival. It was a way of encouraging and rewarding Federations that increased membership. If they reached 7,500 members they would be offered a discount, which could increase as they further increased their membership. She showed a table demonstrating the level of discount that could be achieved.

The submitted budget needed to be amended as a result of some of the Resolutions and a final budget would be submitted to delegates at the end of the General Assembly.

A 1 Euro increase in both 2016 and 2017 had been proposed.

If approved, volume discounting would start in 2015. There had been a decline in membership

from 25,786 to 22,120 but it might be that the numbers reported were not necessarily the actual financial numbers. Volume discounts could help with transparency and reward the efforts of any Federation achieving high membership numbers.

She had not proposed any increase in the budget costs from those agreed for 2013 at the Helsinki Congress. It was a very tight budget but it was achievable.

The FINANCE OFFICER moved her report be accepted.

BPW SINGAPORE asked what percentage of the increased revenue in 2012 and 2013 was due to the increase in dues of 5 Euros and what was due to increased membership. The FINANCE OFFICER said that only about 5-10% was due to new members. BPW SINGAPORE also asked that notes should be included in the accounts explaining the composition of the bad debt provision and the impact on the following year when the majority of the dues had been collected.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan asked why the Battersea Fund was not in an interest bearing account as the interest gained in this way used to be very significant. During her term as PRESIDENT the interest from the Battersea Fund was around 18,000 Euros per year giving 54,000 Euros over the triennium.

The FINANCE OFFICER explained that the mandate was to ring fence the Fund in a low risk cash basis account so that there was no risk of losing the Fund. She had searched hard for an interest bearing account that met these criteria but since the global financial crisis, as a corporate body BPW would not be able to get more than 0.1% interest and she had taken the decision that it was not worth the charges involved in moving the account. To get a higher interest involved a higher level of risk. In UK we would not qualify for the small business and personal rates of 6% and to get a similar rate in Australia the Fund had to be in Australian Dollars. The risks around the fluctuating exchange rates could remove any

benefit. UBS did not want to accept Australian signatories, and the Fund was too small for their Wealth Management Division. Barclays were not interested.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan also asked if there could be a pie chart showing the relative amounts of the different sources of income over the triennium such as 20,000 Euros from the last Congress and 100,000 Euros in the Legacy Fund.

PAST INTERNATIONAL PRESIDENT Liz Benham clarified that the Barclays account had been closed in her triennium and the Battersea Fund was moved to HSBC in GBP not Euros. The financial crisis meant that there was no appropriate interest bearing bank account.

BPW AUSTRALIA asked whether in moving the report delegates would also be voting on the proposal for discounted Memberships because they would be very much against that as it was a disadvantage for smaller countries and in the ASIA PACIFIC region there were a large number of small countries who did not even have 7,500 in their population, never mind in their Membership. Conversely, large Federations that did reach a membership of 10,000 also received fees nationally from those Members and so were quite wealthy.

PAST INTERNATIONAL PRESIDENT Sylvia Perry asked for hard copies of the proposed budget to be given to delegates. This was agreed. She went on to ask whether the rounded figures for the payments to Committees in one year were for allowances or claimed expenses. The FINANCE OFFICER explained that all expenses had to be supported by receipts and allowances were claimed by submission of an invoice. The "neat numbers" in that particular year were allowances to try to subsidise both the WEPs project, and encourage Committee representatives to come to Congress. In 2012 they did not have scope for such adjustments. BPW accounts were done on an accrual basis.

BPW GERMANY pointed out that there was 400,000 Euros in the Battersea Fund not working for the organisation. She urged that

Congress should consider how to manage the Fund and make it work for BPW and not just a risk management measure. The next FINANCE OFFICER and her successor were invited to come up with proposals.

Her second request was that the FINANCE OFFICER should make sure that those office holders in BPW entitled to payments were issued with clear guidance, because in some cases, mainly with Committees and UN Reps, people were unaware how to submit a claim for expenses or any allowance to which they were entitled. The FINANCE OFFICER apologised if she had missed anyone when she took over. They had issued guidance and had also stopped issuing honoraria and requested an invoice instead. If anyone felt that they had been omitted they should contact the FINANCE OFFICER.

As a point of information, the INTERNATIONAL PRESIDENT made it clear that discussion and voting would be on the Report of the Finance Officer, and the budget would be voted on separately when it was redistributed later.

EPW USA, asked about the availability of information on the procedures and criteria for distribution of the various Disaster Funds that had been established. The INTERNATIONAL PRESIDENT explained that a formal process had been established by the previous Executive and should be on the website.

EPW USA wanted to know if any of the 1,000 Euros collected for the Haiti Fund had been distributed. The FINANCE OFFICER said that BPW HAITI, for whom the Fund had been established, had to apply to the Executive giving details of the required disbursement of the Fund. The Regional Coordinator might be able to help. This Procedure applied to all such funds.

PAST INTERNATIONAL PRESIDENT Liz Benham asked about the use of the BPW International Archives annual budget of 10,000 Euros established in the last triennium. BPW was supposed to donate annually to the Aletta Institute as they stored all the archival records. In addition the budget had been expected

to cover some of the expenses of the Archive Committee. Most of their work was voluntary but they did need to travel to the Aletta Institute occasionally. The FINANCE OFFICER said BPW had been paying an annual donation to the Aletta Institute (now known as Atria).

BPW NEW ZEALAND asked when the deficit in the North America Regional Fund was going to be repaid. The FINANCE OFFICER explained that the North American Regional Congress had made a loss as registration numbers had been lower than expected, the fixed costs were unable to be changed and there had also been a problem with the registration system. Although the system informed members that they had paid the fee the money did not reach the BPW bank account. The REGIONAL COORDINATOR for NORTH AMERICA explained that one of the conditions for holding the next Regional Congress in Grand Cayman was that there would be a fundraiser to cover the remaining debt. All their Affiliates were being encouraged to fundraise as well. Since the report had been prepared the loss had been reduced as all registration fees had now been collected. By the next International Congress the debt should have been repaid.

The FINANCE OFFICER moved the adoption of the Finance Report without any volume membership discount and without a budget. Seconded by BPW AUSTRALIA and carried with 5 abstentions.

### **Report by Resolutions Chair:**

Jean Murray  
*Workbook: p73*

RESOLUTIONS CHAIR Jean Murray referred to her written report on page 73, and moved that the report be accepted.

She commented that resolutions were an important part of the core business of BPW. In particular, the Resolutions that were passed on external matters were the foundation of BPW lobbying. So she was really pleased with the high level of focus that our Affiliates had shown in putting them forward. They did not stop here - the Resolutions had a life. They had a life before Congress, and they had a life

after. Some of them were the responsibility of the Executive to implement, particularly many of the operational resolutions, but the others were for members to take back and work within their Affiliate.

All the BPW International resolutions that had been passed over several decades were in two large volumes on the website. All members should be aware of these, in particular those that set our advocacy policy and the commitments we had made to take these issues forward. She stressed the importance of the advocacy Resolutions passed by the General Assembly being used by our UN Representatives as the basis of their advocacy on BPW International's behalf at various UN meetings. The UN Representatives had submitted a Resolution to this General Assembly that connects the resolutions passed with their advocacy platform, thereby closing the circle.

RESOLUTIONS CHAIR Jean Murray advised delegates that when voting on the Resolutions they were only voting on the motion, not on the Implementation or the Rationale. Amendments can be made only to the motion. Sometimes Affiliates supported the motion but expressed concern that the implementation was too tightly described. By separating the motion from the proposed implementation, it is possible for Affiliates to implement it in a different way in their country in order to achieve the required outcome.

The RESOLUTIONS CHAIR again moved her report for adoption, seconded by BPW CANADA and carried unanimously.

The INTERNATIONAL PRESIDENT reminded delegates of the Standing Orders for debate with regard to timing.

### **Resolutions - Session 1 Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

#### **Resolution E-3: CEDAW and the Rights of Persons with Disabilities**

*Workbook: English p186, French p212, Italian*

*p212, Spanish p263.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates strongly urge their governments or states to address General Recommendation 18 (10<sup>th</sup> session 1991) – Disabled Women: “State Parties provide information on disabled women in their (CEDAW) periodic reports, and on measures taken to deal with their particular situation, including special measures to ensure that they have equal access to education and employment, health services and social security, and to ensure that they can participate in all areas of social and cultural life.”*
2. *Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation on women and girls with disabilities.*

BPW NEW ZEALAND stated that all women had rights but women with disabilities battled to receive an education, to access health services and to participate in employment and economic life. The double barrier of being a woman and having a disability greatly reduced freedom and opportunity and this was a global issue. The talent and ability of a huge group of women was not being developed or used and this was to the loss of all. It was incumbent on those who worked for Gender Equity to include the rights of disabled women, and one of the best ways of doing this was to ensure that states or governments were keeping the promises they had made when they ratified international treaties.

The main treaty dealing with the rights of women was CEDAW. A key issue in General Recommendation 18 of CEDAW was the provision of information through government or state periodic reports on disabled women and the special measures taken to improve their particular situation. At present there was very little information on disabled women provided in those reports. BPW members needed to



ensure that their states or governments were addressing General Recommendation 18.

BPW needed to advocate for data collection, data on participation in employment, education, on use of health services, on incidents of abuse and violence. It then became possible to measure progress in providing social, cultural and economic access. BPW also needed to support, encourage and contribute to alternate or shadow reports because economic empowerment of all women would advance if members pressed their state or government to fulfil their obligations under CEDAW.

The Secunder, BPW AUSTRALIA, said that it was important to recall that the World Health Organisation defined disability as, "occurring when a person with an impairment of some kind lives in a world that doesn't take that into account". In other words, a woman who had a chronic back problem like her was fine until she had to keep standing up, coming to the microphone, sitting down, then she started to confront disability. Most people thought of disability as a person in a wheelchair or in a hospital bed. In fact disability was much, much more common than people realised and it affected many, many more women than you might think. Whatever form it took, it increased a woman's vulnerability to discrimination, exclusion and violence. Since being a woman was in itself a vulnerability factor, women with disability had a double vulnerability.

CEDAW was the primary convention that enshrined governments' commitment to reducing that vulnerability so that all women, including those with disability, could enjoy all of their rights. One of the most effective ways that BPW Affiliates could influence government policy and action was to bring to their attention, and to international attention, the promises they had made and how they were not being kept. NGO or Shadow Reports to the UN Treaty Bodies allowed input into discussions on issues that were of concern to women - in this case the rights of girls and women with disability. Those voices were then heard loud and clear, not only by the international community but also by our own governments. It was vital that our governments included policies and

programmemes relating to disability in their reports so that their effectiveness could be monitored.

There were no speakers against the motion.

The motion was put to the vote and received 107 votes for and none against.

**Resolution E-3 was carried.**

## **Resolution E-1: UN Convention on the Rights of Persons with Disabilities**

*Workbook: English p183, French p209, Italian p236, Spanish p260.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates investigate whether their government or state has signed and ratified UNCRPD*
2. *if their government or state has not undertaken both signing and ratifying the UNCRPD, that the Affiliate asks why and strongly urges this to be undertaken.*

The United Nations Convention on the Rights of Persons with Disabilities (NCRPD) stated the obligations of governments to protect human rights and fundamental freedoms of disabled people. Protection was necessary as it was well documented that women with disabilities were often at greater risk from violence, injury, abuse, neglect, mal-treatment and exploitation. Sobering recent research from New Zealand showed that disabled women were three times more likely to be subjected to threats of sexual abuse and three times more likely to actually suffer actual sexual assault than able-bodied women. Article Six of the UNCPRD Convention dealt exclusively with women and recognised that women and girls with disabilities faced multiple discrimination and required additional measures to ensure full and equal enjoyment by them of all human rights and fundamental freedoms.

UNCRPD was inspirational in that it required action by governments, namely "To promote recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workplace and the labour market;" If opportunity was to be open to all and the internationally agreed Development Goals of gender equity and empowerment of women were to be met, ratifying this Convention was a state's responsibility to its people. The Resolution asked affiliates to investigate if their government had signed and ratified the UNCRPD, and if not, to urge them to so. We needed to do this on behalf of all disabled women for their social and their economic empowerment.

The Secunder, BPW AUSTRALIA, explained that if affiliates worked with their governments to ensure that they ratified the UN Convention on the Rights of Persons with Disabilities that would go quite some way to complying with WEPs 2 on Equal Opportunity, Inclusion and Non Discrimination in the World of Work and also to WEPs 3 which focused on Health, Safety and Freedom from Violence. It was therefore of great relevance to us as BPW Members.

BPW GERMANY had a point of clarification. The first query was why Affiliates were being asked to investigate who had signed when there was a website from UN Treaty Office which stated who had signed, ratified and acceded. BPW could easily offer it as a link but the important part was if their Government had not signed or ratified the Treaty then an affiliate should find out "why" because that determined the nature of the campaign required to get them to accede.

BPW NEW ZEALAND were happy to accept that as a Friendly Amendment and had inserted "asks why and" in the second paragraph. This was now part of the substantive motion.

The RESOLUTIONS CHAIR put the amended Resolution E-1 to the vote. It received 109 votes for with 1 abstention.

**Resolution E-1 was carried.**

BPW GERMANY raised a Point of Order. The

CREDENTIALS CHAIR had reported that there were 126 voting delegates in the room and yet only 110 were recorded on the screen so either 16 people had left the room or were not voting.

The RESOLUTIONS CHAIR reported that the CREDENTIALS CHAIR had advised that one digivote kit appeared not to be working and it was possible that people were pushing the button too soon. This had not affected the outcome.

BPW CANADA moved that the session be extended by 15 minutes, seconded by EXECUTIVE SECRETARY and agreed by a show of hands.

## **Resolution E-2: Optional Protocol to UN Convention on the Rights of People with Disabilities**

*Workbook: English p184, French p210, Italian p237, Spanish p261.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates investigate if their government or state has signed and ratified the Optional Protocol to the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD)*
2. *if their government of state has not both signed and ratified the Optional Protocol, that the Affiliate asks why and strongly urges this to be undertaken.*

BPW NEW ZEALAND raised the issue of what if things went wrong for a disabled person? What happened if their rights were breached and they could not get their state or government to act on their behalf or make improvements? The Optional Protocol to the UNCRPD provided the answers as it established an individual complaints mechanism. Effectively, the Optional Protocol gave citizens of states and countries who had ratified the Optional Protocol access to a United Nations Committee. The individuals or groups who claimed that their rights

under the Convention had been breached could lodge a complaint, and in addition the Committee may investigate, report on and make recommendations on grave or systemic violations of the Convention, which established an enquiry process. It allowed disabled people to complain when their government, state or agencies had either been the perpetrator or had not provided adequate means of eliminating discrimination.

However, many countries that ratified the UNCRPD Convention did not sign and ratify the Optional Protocol. In April 2014 there were 158 signatories to the Convention and only 92 signatories to the Optional Protocol.

This mechanism for redress would not operate unless it was ratified. Members were asked to find out the status of the Optional Protocol in their country, and if it had not been signed or ratified then the government should be asked for the reason and a campaign launched.

In seconding the motion BPW AUSTRALIA said it was clearly a logical addition to the work that must be pursued with our governments to ensure the rights of women with disabilities were not only recognised but guaranteed in practice.

Since the late 1980's, United Nations Conventions had been adopted along with the establishment of a body, usually a Committee that would monitor the implementation. In essence, this was a way of keeping countries honest. Increasingly through Optional Protocols to the Conventions they oversee, these Committees were also taking on the role of a complaints or reporting mechanism, which gave those who believed that they were not enjoying the rights guaranteed to them in a Convention a means of highlighting their problems and enabled them to seek redress.

As an organisation BPW International advocated that women must have a voice and must be heard. This Optional Protocol gave women with disabilities exactly that. It allowed their voices to be heard at the highest levels of the international community and opened up doors not only to finding solutions to individual

violations of women's rights but guaranteed that all women's rights were taken seriously.

The RESOLUTIONS CHAIR proposed that the same change (Insert "asks why and" in para 2) be made to the Resolution as was made to the previous one. This was agreed by BPW NEW ZEALAND.

There was no discussion so the substantive motion was put to the vote and received 115 votes for with none against or abstaining.

#### **Resolution E-2 was carried.**

The INTERNATIONAL PRESIDENT announced that two Presidential Candidates would be making their presentations in the morning.

### **The Second Business Session was declared closed.**

## **THIRD BUSINESS SESSION**

### **Halla Hall, ICC Jeju Monday 26 May at 10.40am In the chair: Freda Miriklis, International President**

The INTERNATIONAL PRESIDENT welcomed delegates to the third Business Session and called for the Nominations Report.

#### **Nominations Report: NOMINATIONS CHAIR Caroline Grady**

The NOMINATIONS CHAIR said there were still two vacancies for Standing Committee Chairs. She called for nominations from the floor for the STANDING COMMITTEE CHAIR for ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND WATER.

The CHIEF PARLIAMENTARIAN explained that if there were no nominations from the floor then nominations in writing could be requested and given to the NOMINATION CHAIR. That would enable people to discuss amongst themselves. The NOMINATIONS CHAIR confirmed that she would keep the nomination lists open until 5pm.

#### **PUBLIC RELATIONS.**

The NOMINATIONS CHAIR then called for nominations from the floor for the STANDING COMMITTEE CHAIR for PUBLIC RELATIONS.

BPW ST KITTS & NEVIS nominated Christine Walwyn, BPW ST KITTS & NEVIS.

BPW AUSTRALIA nominated June Kane, BPW AUSTRALIA.

The NOMINATIONS CHAIR reminded Affiliates who nominated a candidate from the floor that the full documentation for the nominee must be given to the Nominations Committee Chair within two hours. She would announce the nominees who had complied with all the requirements by the end of the day.

The NOMINATIONS CHAIR moved that her report be accepted, seconded by BPW BAHRAIN and carried by a show of hands.

The NOMINATIONS CHAIR was thanked for her hard work.

#### **Credentials Report**

Total registered delegates	130
Signed in delegates in hall	128

See p65 and footnote on p68.

#### **Presentations by Presidential Candidates**

The INTERNATIONAL PRESIDENT announced that the two candidates would each speak for five minutes.

#### **Presidential candidate: Dr. Yasmin Darwich**

Yasmin Darwich said that once again she was here to talk from her heart and as always, her agenda was open and she had only her love and commitment for BPW, which she offered to members.

Over the past 30 years she had come before the General Assembly five times to ask for an opportunity to serve members. On each of those times members had given her their support and she had served members to the best of her ability.

She was now before them again with the promise to give them all she had so that they could work together to empower themselves, the members and women around the world. In order to keep our upward mobility BPW needed experience, dedication and hard work: that was why she was running for INTERNATIONAL PRESIDENT. To offer members her full time work, her talent and all her passion. Her commitment to them was based on three basic points: Dynamic Management, Membership Recruitment & Retention, and Sustainable

Programmes.

Dynamic Management involved facing emerging issues promptly and effectively using innovation and modern technologies and improved communication.

Membership Recruitment & Retention involved attracting young members while keeping a balanced membership and providing membership services of value.

Sustainable Programmes meant that BPW would continue with the existing programmes such as Women in Decision Making roles, United Nations, Equal Pay Day, WEPS, ITC and so on. We would make BPW INTERNATIONAL the leader in Women's Issues.

She strongly believed that what made BPW so special were its Members. Because of that she stood on her BPW work record of more than three decades that allowed her to offer her knowledge, passion, experience and commitment to serve all BPW Members with pride and honor as INTERNATIONAL PRESIDENT.

Her work would be with the Members and for the Members. Let's work together, keeping our roots, building our future!

## **Presidential Candidate: Huguette Akplogan Dossa**

Huguette Akplogan Dossa said she was standing for PRESIDENT because she wanted to build on the work of this Triennium to take the organisation into the future. Working closely with the Presidents she knew what had been done and what still had to be done. She believed that we needed to build on our the past achievements so that BPW could have a solid, sustainable future.

As their leader she would focus on a united BPW INTERNATIONAL that provided tools for our Members. A BPW INTERNATIONAL that strongly advocated for women, that lobbied for CEDAW and the newly adopted Resolutions, and a BPW INTERNATIONAL that had a

professional internal work structure. During the past ten years she had started Clubs in her own country, Benin, and as Regional Coordinator she had built clubs in both English- and French-speaking countries in Africa. She had worked at the UN and dedicated a lot of time to understanding the UN agencies. She loved working as a team and would build a united Executive. She cared about the organisation; she cared about members.

She knew what had to be done for women in the workplace, for society and for our organisation. She was a civil society activist and her work for BPW and other national and international civil society groups had prepared her for the work at hand.

As a successful entrepreneur her business, her financial management skills, her success with projects and her organisational management skills were an asset to BPW INTERNATIONAL.

She was setting aside all her personal activities to bring those skills to BPW INTERNATIONAL and best of all her country, her family and her husband fully supported her work.

She was ready to lead, to lead a BPW that had projects, vision, work and personal contacts at the grass roots level. There was a lot at stake, the momentum must be maintained. BPW needed to keep moving forward. They were the custodians of the future and she would work with members to build the future they wanted.

## **Reports of UN Representatives**

*Workbook: p75-p85*

BPW AUSTRALIA moved the adoption of Reports by the UN REPRESENTATIVES, seconded by IMMEDIATE PAST INTERNATIONAL PRESIDENT Liz Benham, and carried on a show of hands.

## **Reports by Standing Committees and Taskforces**

*Workbook: p46-p73*

BPW CANADA moved the adoption of the Reports of the STANDING COMMITTEES AND

TASKFORCES, seconded by BPW GERMANY and carried by a show of hands.

## **Report by Executive Secretary:**

Yasmin Darwich

*Workbook: p31*

This had been a very challenging term not only for herself as Executive Secretary but for all the Members of the Executive during the Triennium as they had been working with two Constitutions and with new procedures. This was unprecedented in the history of BPW INTERNATIONAL. BPW had adopted a new Constitution in Helsinki in 2011 and we had worked with the 2008 Constitution until the Procedure Manual had been approved by the International Board. Now we were complying with the new Constitution supported by the Procedure Manual and the Organisation Guidelines.

As members could see in her Report in addition to the duties assigned to the EXECUTIVE SECRETARY she had participated in four of the five Regional Conferences where she had explained to Affiliates what the new procedures would mean to their own Constitutions and rules.

Those visits also gave her the opportunity to meet Members, to get to know them better and to talk about their concerns over the new governance documents.

She was honored to have been invited to participate in the training programme 'Intercultural Understanding' by Dr Antoinette Rüegg that took place last April in Cairo. During the last two years she had participated in the Leadership Summit and UN CSW. She had attended the International Young BPW Conference in Sorrento and also met Young BPW Members in Puerto Rico during the North American Regional Conference. It had been a great pleasure to attend the chartering of three new clubs: BPW LANGLEY in CANADA, ST. KITTS in the Caribbean and BPW MANAMA in BAHRAIN.

She could not describe the experience of

working with the Executive members, the International Board and the members around the world. There was nothing more important than getting to know Members personally and together working as a team in the spirit of BPW. She wanted to express her gratitude to her colleagues on the EXECUTIVE, the INTERNATIONAL BOARD, to her own Federation BPW MEXICO, the Members of LATIN AMERICA REGION and the PAST INTERNATIONAL PRESIDENTS for their support during the triennium.

Most of all, she wanted to thank members, because they were her inspiration and the reason she kept working in BPW.

The EXECUTIVE SECRETARY moved the adoption of her report, seconded by EPW USA and carried by a show of hands.

The CHAIR reminded TIMEKEEPERS that there was a ten second delay with the translation due to the two-stage process.

## **Report by Young BPW Representative:**

Anastasia Victoria Safarian

*Workbook: p33*

Due to work and family commitments, the Young BPW Representative could not be at Congress and at her request the Young BPW Report was read by the INTERNATIONAL PRESIDENT, with the FIRST VICE-PRESIDENT in the Chair.

The YOUNG BPW REPRESENTATIVE reported that at times she tried to imagine what life would look like in 2050. What problems would we as a society be facing - violence, economic crisis, hunger? What would society have achieved - gender equality, human rights, peace? She did not have all the answers but what she did know was that it was up to her to put her thoughts into actions and be part of developing the successes for 2050. As the Young BPW International Representative for the 2011 to 2014 Triennium, she had contributed, learned, challenged and found a new appreciation for women of all ages and their contributions to

society through business.

During her term she had organised the Young BPW International Congress alongside the BPW European Congress with the help of the Regional Coordinators and had been able to assist Young BPW leaders representing all five regions. She had raised funds to support the La Paz Nursing School in Mexico; the BPW Quality School in Karachi, the BPW Sri Lanka Change Project and the BPW International Fund for Young BPWs to attend Congress.

She had moved communications online and established a successful, social media presence for Young BPW International. With the help of EPW New York State and our UN Representatives she had been able to ensure that a Young UN Representative represented BPW INTERNATIONAL. She consistently encouraged young women to intern for BPW INTERNATIONAL and was able to fully support the BPW Executive Board. At the same time she realised that all her work would not have been possible without the dedication of BPW Members and thanked everyone for their efforts, advice and support.

More than ever before, the time had come to involve Young BPW in contributing to the future of BPW. The organisation should fully commit to the Resolution passed at the 2002 Congress and establish a Young BPW Representative position on all BPW Boards. In support of this Resolution, the 2020 Young BPW on Boards Project had been launched. The aim of the project was to attract new, young members and increase leadership within the organisation. The video campaign "I Want to Achieve" had been launched in September 2013 and aimed to support membership growth and gave virtual visibility to BPW. The video campaign encouraged women of all ages to follow their dreams and to contribute to their communities while also providing data that showed that the world was still behind in gender equality at many levels.

BPW INTERNATIONAL members, regardless of age, were the organisation's sustenance. Member development was an ongoing process of investing in the individuals that make up

the organisation and Young BPW Members were a BPW INTERNATIONAL niche. To be sustainable BPW must be inclusive of young leaders in the organisational road map. This created diversity of experiences and skills, provided new and fresh points of view, allowed for access to expertise on issues and challenges facing the changing times in which we lived and ensured that BPW INTERNATIONAL was truly representative of all present and potential leaders.

It was time to put into practice the ideal of equality for all women in BPW. The future of Young BPW was exciting; the fresh website look, active online presence and face-to-face meetings around the world were all providing positive feedback about the commitment of women under 35 to BPW Aims and Goals. She thanked Executive Board Members for their support and members for having given her the unique opportunity to lead and to leave a positive, personal legacy with BPW INTERNATIONAL.

The CHAIR thanked the INTERNATIONAL PRESIDENT for presenting the Report of the YOUNG BPW REPRESENTATIVE.

BPW GERMANY moved the adoption of the Report, seconded by EPW USA and carried by a show of hands.

### Timekeeping

The Chair asked the CHIEF TIMEKEEPER, Christine Heinz, to clarify the lighting system for timing:

Green Light: Within time

Yellow light: 30 seconds left

Red Light: Bell would be rung and the speaker must stop.

## Resolutions - Session 2

### Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR

*Resolutions E-4, E-5 and E-7 would be debated in this session. There were friendly amendments for two of these and they had*

*been translated into the official languages. One copy per delegation was available.*

### Resolution E-4: Gender Empowerment to Reduce Damages by Natural Disaster

*Workbook: p188, French p213, Italian p240, Spanish p264.*

Proposed by BPW JAPAN

Seconded by BPW NEW ZEALAND

BPW International

- *urges BPW Affiliates to demand of their government gender equality in the decision-making process of disasters which means women should be included on planning committees and on administration bodies, including:*
  - *before the disaster, women should be included on committees to discuss disaster prevention measures, to reflect women's interests*
  - *at the disaster, women managers should be assigned in addition to men managers at shelters to ensure women's human dignity*
  - *women should be added to committees to discuss support systems for their economic independence, in order to prevent women's status being neglected.*
- *urges our representatives to the United Nations in Geneva to request the Special Rapporteur on the Protection of Persons in the Event of Disasters to call on all UN Member States to include gender-sensitive procedures in their disaster preparedness and post-disaster management.*

BPW JAPAN explained that many serious disasters had occurred and many victims were reported. In order to reduce the victims of natural disasters, given evidence indicates that half the victims were women, they had prepared a Resolution on Gender Empowerment to Reduce Damages by Natural Disasters to recognise the importance of involving women in the solution and in developing strategies to deal with such disasters. Women's empowerment was

important and gender equality was important. CSW 58 passed the Resolution "Gender Equality on the Empowerment of Women in Natural Disasters" submitted by the Japanese Government. We need to challenge to reduce the tragedy caused by natural disasters.

BPW NEW ZEALAND expressed their strong support in seconding the Resolution as in their recent history they had experienced two major disasters both affecting Christchurch. The area continued to be affected by aftershocks, serious flooding and the continued clean-up of liquefaction. Whilst the mobilisation of disaster recovery teams both nationally and internationally was immediate, the worst outcomes from their disasters affecting the women and children all revolved around longer-term social issues. The trauma of continual shakes and massive flooding had resulted in a big increase in mental health problems. Many families were still living in undignified and unsuitable shelters such as garages or caravans - damp, cold and unsanitary - three years after the earthquakes.

Women in New Zealand were involved in decision-making bodies such as State Sector Boards and Committees and as Chief Executives of Public Service Departments and they were making progress. But if that was what it was like in a country with a small population of about four million, imagine what it must be like in Japan with its high population density and its struggle for gender equality.

Whilst recognising that it took time to re-build it was imperative that the social issues were also addressed. Men focussed on bricks and mortar. Women took a much more holistic approach. Gender equality in the decision-making process would enable that to happen. BPW must continue to advocate for women. This Resolution was commended to the General Assembly because it met WEPs Principles 3 and 6, which related to Health, Safety, Community Initiatives and Advocacy.

First friendly amendment to the rationale from BPW JAPAN:

Recognising that global warming and plate tectonics will increase natural disasters.

Second Friendly amendment from BPW AUSTRALIA:

Add: BPW INTERNATIONAL urges our Representatives to the United Nations in Geneva to request a special rapporteur on the projection of persons in the event of disasters to call on all UN Member States to include gender sensitive procedures in their disaster preparedness, and post-disaster management.

These were accepted by BPW JAPAN and circulated to delegates.

There appeared to be a problem with the digivoting system so it was agreed that voting would be by a show of hands.

**Resolution E-4 was carried unanimously.**

## Resolution E-5: Gender Balance on Boards

Workbook: English p189, French p214, Italian p241, Spanish p265.

Proposed by BPW FRANCE and supported by BPW SWITZERLAND, BPW AUSTRIA, BPW FINLAND, BPW SWEDEN, BPW GERMANY and BPW POLAND

Seconded by LEGISLATION COMMITTEE CHAIR, Enrichetta Bellini Fornera.

BPW International resolves to

1. call on Affiliates to lobby governments and private and public corporations, in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards and in decision-making positions by 2020:
  - These measures should allow a legally-regulated or self-regulated gradual implementation and should be applied to all listed and unlisted companies and all state-owned or participating state companies, excluding companies with less than 50 employees.
  - These measures should be supported

*by dissuasive and effective sanctions and appropriate to the country or region such as fines, nullity of board decisions and the suspension of benefits of directors.*

2. propose measures to increase women's representation on boards and executive committees within both the private and public sector, such as:
  - corporate commitment to fill the pipeline of women leaders by reaching a target [at least 40% women in the top 10]
  - most senior positions for companies over 1000 employees]
  - fostering the publication of gender indicators on the company website, in order to raise awareness of the company's effort to achieve gender equality at the highest level
  - favouring companies with gender-balanced boards in public procurement
  - introducing accompanying measures to change attitudes and ways of working in companies (supporting "work life fit", non-linear career)
  - empowering women in order to have them reach the ladder (coaching, mentoring initiatives).

BPW FRANCE reminded members that women represented 15% of Board Members in large companies worldwide. Women represented less than 5% of the Chief Executive Officers (CEOs) of the top 500 largest companies in the world.

That was business nonsense since we knew that companies with a significant proportion of women on their Boards were performing much better than those without. This was a nonsense regarding skills as in many countries there were more women than men with high education qualifications. This was a nonsense regarding the aspirations of women as we knew that women did have the ambition.

BPW had been advocating for some time to have women on Boards, to have women in leadership positions, but the situation was

evolving very, very slowly. It was evolving slowly because it was a nomination process issue. It was a nomination process for Board Members, which was based on informal networks, men's informal networks and similarity. It was men promoting the same male standard profiles.

We could change this with a legal women's quota with binding requirements. This had been proved in the 13 countries within Europe who had already implemented targeted objectives, binding targets, voluntary targets or legal quotas. That was why we have sought your vote to have legal female quotas in large organisations, both in the, private and public sector.

"Quota" meant a measurable objective. However the implementation might be different from one country to another with variations in the timeline, effective sanctions and measures that BPW might propose and support, such as a women's database or financial training. Ultimately, BPW EUROPE was convinced that legal women's quotas would have a positive impact on the nomination process, making it more transparent and basing decisions on skills and experience. It would have a positive impact on corporate governance and result in Boards that were truly diverse with different profiles and perspectives.

The resolution was seconded by the LEGISLATION COMMITTEE CHAIR who stated that it was a natural follow-up to the work that the Legislation Committee had done over two years preparing a 43-page PowerPoint which had been translated into the 4 official languages and posted on the BPW website. This provided detailed information about policy and legislation on quotas in all the European countries, both inside and outside the Euro Zone. The Legislation Committee had a dream that Balance on Boards would become a worldwide campaign, like the Equal Pay Day campaign as a result of this Resolution.

The RESOLUTIONS CHAIR showed a slide with some of the measures that the Resolution listed for implementation and pointed out that it said 'such as' indicating that, rather than being a restrictive list, these were provided as

examples of implementation measures from which countries could select.

BPW UK supported Women on Boards as one of their main action areas but did not believe in the quota system. She sought clarification on whether quotas were implicit in this motion. If they were BPW UK could not support the motion.

BPW FRANCE explained that the Resolution was to encourage BPW to advocate for binding measures and for companies to have measurable objectives or targets.

The INTERNATIONAL PRESIDENT pointed out that the outcome of having more women on Boards could either be through government legislation, which was what was being referred to as setting quotas, or through other mechanisms, as in AUSTRALIA where guidelines were set by the stock exchange or targets set by the private sector itself. She did not think that the resolution specified which route an affiliate should follow as it was for each Affiliate to achieve the desired result in their country.

As no one spoke against the resolution the vote was taken, with 115 for and 2 against.

**Resolution E-5 was carried.**

## Resolution E-7: Endorsing the Clean Clothes Campaign

Workbook: English p194, French p214, Italian p241, Spanish p265.

Proposed by BPW GERMANY  
Seconded by BPW SWITZERLAND

There had been several friendly amendments, which had been accepted by BPW GERMANY and had been distributed to delegates.

The Resolution was proposed by BPW GERMANY who thanked BPW AUSTRALIA and BPW SWITZERLAND for their help in developing the resolution and endorsing it. This included a change to the title of the Resolution.

### **Resolution E7: Endorsing the campaigns for decent working conditions in the garment industry**

- resolves to address this issue as a policy priority by endorsing the Clean Clothes Campaign and similar initiatives in other regions and countries.
- and actively advocates through its Affiliates and UN representatives for the implementation of the “Decent Work Agenda” and initiatives derived from that, with gender equality as a crosscutting objective and adoption of the WEPs by the companies involved to create a safe garment industry with living wages and equal treatment.

BPW GERMANY explained the history of the proposal. In 1999 BPW was probably the first organisation in the world to call attention to the problems of the people working in the garment industry and that resulted in a Resolution on the Clean Clothes Campaign.

We were all shocked last year with the disaster in Bangladesh and subsequent disasters in other countries. Of course that refocused attention on assisting women in that particular industry, in terms of working conditions, equal pay, safety and sustainable development because it was also an industry that used dye and water and did all kinds of things, sometimes not very pleasant, to the environment.

BPW GERMANY had looked at the original 1999 Resolution on this issue and realised that new developments made it necessary to ask for a renewed mandate and a new commitment, acknowledging the campaigns with similar aims that had been established in other parts of the world. The common goal was to improve the working conditions in the garment industry, especially for the women who worked there in terms of not only the general working conditions but also the social and environmental conditions.

The resolution listed a range of strategies that Affiliates could use to further the cause, including supporting existing campaigns. BPW Representatives at ILO should be asked to work with those groups to give a very important

signal that we supported these campaigns and BPW International was putting our full strength behind that goal. BPW GERMANY suggested that, in the future, BPW should consider similar campaigns for other industries facing similar problems.

The Secunder, BPW SWITZERLAND, strongly supported the Resolution and the friendly Amendments. It was simple. Women made all the clothes that we wore every day. So how could we not support a campaign that wanted to ensure that all those women were protected, were paid well and had a decent life? So for us it was simple, we have to support the resolution and we also have, through our Affiliates, to work for these women.

As there were no speakers against the motion, the vote was taken with 106 for and 1 against.

#### **Resolution E-7 was carried.**

The RESOLUTIONS CHAIR announced that there was time to take one more Resolution.

### **Resolution E-8: BPW International Statement to the Commission on the Status of Women**

*Workbook: English p194, French p220, Italian p246, Spanish p271.*

Proposed by BPW GERMANY  
Seconded by VICE-PRESIDENT UN

Speaking as BPW GERMANY, Lesha Witmer explained her role as a BPW International UN Representative and her shared hope with other UN Representatives who attended the General Assembly that this CSW Statement would set a precedent, in that Congress decisions would inform the thinking of all BPW International UN Representatives when they were advocating on issues and would influence how they phrased documents submitted to the UN. They did not want to advocate as UN Representatives in splendid isolation but rather to promote issues that were supported by our Affiliates and our countries, because they could talk to the UN as much as they liked but if the Member States

did not vote in support of it, there was no point.

So UN Representatives should not do it alone, and BPW Affiliates could not do it alone. There had to be teamwork. One of the pledges made on behalf of the UN Representatives in the Statement was to compile documentation, including this Resolution and additional advice provided at this Congress on other Resolutions, to inform an advocacy paper that could be used by all Affiliates when they raised those issues with their Member States and their governments.

This Statement was a compilation of the work that had been done during the recent Commission on the Status of Women and used discussions and papers submitted so far in the Post 2015 process so that the conclusions were the starting point for the work of the next period.

There were two recommendations in the Statement relevant to the Post 2015 Agenda. One was a Recommendation to the UN to have a standalone, dedicated goal on equity and non-discrimination. The second was to have a dedicated goal on water and sanitation because water was very much linked to equity and economic empowerment possibilities.

Members would recognise the other elements of the Statement. Additional matters that remained to be addressed included the Equal Pay Campaign and the Women’s Empowerment Principles, and the way they could be translated into policy. She hoped she had adequately explained the purpose of the Statement and that members would give it their full support.

The Resolution was seconded by the VICE-PRESIDENT UN who thanked all the UN Representatives for the work that they had done. They had focussed their work on the past initiatives, which had been submitted to the UN on behalf of BPW International, but without genuine involvement of the members. The intention of this resolution was to provide a way of involving members. The UN Representatives undertook to investigate how the work could be implemented at Affiliate level. The feedback could then be passed to the Regional

Coordinators, linking to International level.

She hoped that members in future could say that the General Assembly was aware that UN Representatives wanted to involve all Members in all these issues at UN level.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, explained that she had been VICE-PRESIDENT UN and, while it was always ideal to work with the Resolutions to try to make sure that they went through the UN, in practice it did not work that way. The UN had their own agenda and our UN Representatives would work with the UN in formulating a document and making the statement acceptable. The time limit for those statements was also very critical. It was crucial that recommendations were made on the right topic at the right time. She advised that consultation is ideal but, in practice, within these constraints it was not always possible to implement it. Whenever possible it was good to refer to a relevant Resolution but sometimes a compromise between ideals and practicality had to be reached.

The PRESIDENT vacated the Chair and spoke from the floor stating that in her prior role she had been VICE PRESIDENT UN and that being a UN Representative was a very difficult role. UN Representatives were expected to read a lot of information, as we had a large number of Resolutions. It was ineffective; it did not work. We needed this Resolution so that we could get on with the business of BPW, so that we could represent the voice of our Members at the United Nations. This Resolution enabled greater effectiveness in our UN advocacy. What we had been doing for the last 30 years had not been as effective as it could be and she urged members to support the Resolution.

The RESOLUTIONS CHAIR explained a point of process that had been raised. The original proposer of the motion was VICE-PRESIDENT UN who had delegated Lesha Witmer as a member of her team to speak. However, only a Delegate could speak so it would be recorded that Lesha Witmer was speaking as BPW GERMANY. The RESOLUTIONS CHAIR asked if everyone was comfortable with that

and also received confirmation from the CHIEF PARLIAMENTARIAN.

As there was no-one wishing to speak against the motion it was put to the vote and passed with 98 for, 7 against and 3 abstentions.

**Resolution E-8 was carried.**

## Equal Pay Day Campaign

THE INTERNATIONAL PRESIDENT announced that BPW GERMANY had heard from the German Government within the last 72 hours that they would receive another one million Euros to continue their work with the Equal Pay Day Campaign and congratulated them. The General Assembly applauded the announcement.

BPW FRANCE proposed that the Resolutions session be extended by 15 minutes, seconded by VICE-PRESIDENT MEMBERSHIP and carried by a show of hands.

The RESOLUTIONS CHAIR reported that as she did not have the slides for other amendments with her and the proposer for the only Resolution without amendments, **E-6a Prevention of Child Marriage** was not in the room she was unable to continue.

The INTERNATIONAL PRESIDENT resumed the Chair and called for the Credentials Report.

## Credentials Report

Signed in delegates in hall: 127

## Point of Order

The ELECTIONS CHAIR apologised for the administrative error that had caused a slide with the name of a candidate announcing her as the next President to flash up on the screen. Slides were prepared for all options in advance and it had no implications for the election process.

The PRESIDENT thanked the ELECTIONS CHAIR for that Point of Order.

The PRESIDENT welcomed Chansamorn Wattanavekin, BPW THAILAND, a recipient of the BPW BADGE of HONOR and a BPW FELLOW.

## Presidential Elections

The ELECTIONS CHAIR explained that she was keen to ensure that everyone understood the process so that it was seen to be fair and open. She introduced the members of the Elections Committee who each represented a Region.

Given that there was more than one candidate for PRESIDENT the voting for this position was required to be undertaken that day, and the voting for the other Executive positions would be conducted the following day.

The election would be conducted by a secret ballot and at the end of the process the ELECTIONS CHAIR would communicate the final vote to the General Assembly. The digivote system would record the vote which would be reported to the Assembly. The result was by simple majority vote; abstentions did not count.

In the event of a tied vote both names would be given to the PRESIDENT of BPW INTERNATIONAL on identical cards with the names hidden and the name she drew would become the next PRESIDENT.

The ELECTIONS CHAIR reported that she had been approached by a number of people who felt that there had been attempts to put undue pressure on some delegates or delegations. She reminded members of the Aims and Objectives of BPW, which had very high values about equality and fairness for all.

The name of the unsuccessful candidate for PRESIDENT would be incorporated into the list of nominations for VICE-PRESIDENT based on their eligibility to stand as a VICE-PRESIDENT in the role indicated by the candidate.

She called on the NOMINATIONS CHAIR to say if either of the candidates had notified their intention regarding the VICE-PRESIDENT role. The NOMINATIONS CHAIR reported that she

had been told that nominations were secret and would be announced after the election of the PRESIDENT.

The NOMINATIONS CHAIR announced the two candidates: Huguette Akplogan Dossa and Yasmin Darwich, and confirmed that both nominees' documentation was correct and there had been no breaches of the relevant procedures.

The CREDENTIALS CHAIR confirmed that the voting devices had been provided only to eligible voting delegates, that the Digivoting System Operator had the names of the relevant candidates, and that the Digivoting had been set to secret ballot.

Signed in delegates in hall: 128.

Delegates should press 1 for Huguette Akplogan Dossa and 2 for Yasmin Darwich.

The machines only accepted one press so each delegate could only vote once.

The winning candidate was the one with the most votes and must have over 50% of the possible votes.

The CREDENTIALS CHAIR gave the results to the ELECTIONS CHAIR who announced that there were 128 voting delegates in the hall and 120 votes had been received.

The results were Huguette Akplogan Dossa 56, Yasmin Darwich 64.

The ELECTION CHAIR reminded everyone that there must be no influencing of anyone with regard to the elections the following day.

She went on to thank members for their time, patience and the conduct of the election and congratulated the winner and both candidates who were both obviously great people for BPW INTERNATIONAL.

The NOMINATIONS CHAIR announced that Huguette Akplogan Dossa had expressed her intent to run for VICE-PRESIDENT MEMBERSHIP so her name would be added to

the ballot for tomorrow.

The NOMINATIONS CHAIR went on to remind candidates for the two open positions and those intending to nominate from the floor that their documentation must be received that day so that it could be checked and their names included in the list to be announced the following morning.

The INTERNATIONAL PRESIDENT thanked both the NOMINATIONS CHAIR and the ELECTIONS CHAIR for their work.

The INTERNATIONAL PRESIDENT declared Yasmin Darwich the incoming PRESIDENT of BPW INTERNATIONAL.

## The Third Business Session was closed.

## FOURTH BUSINESS SESSION

Halla Hall, ICC Jeju  
Tuesday 27 May at 10.40am  
In the chair: Freda Miriklis,  
International President

The PRESIDENT welcomed everyone and announced that the third PARLIAMENTARIAN, Shirley Chang, had had to leave Congress and in her place the Executive had nominated Colleen Brooker, BPW NEW ZEALAND. This was seconded by BPW KUALA LUMPUR-MALAYSIA and the nomination approved.

### Credentials Report

Voting delegates in hall: 86

### Immediate Past President's Report

Liz Benham  
*Workbook: p44*

The IMMEDIATE PAST PRESIDENT referred delegates to her report and acknowledged PAST FINANCE DIRECTOR Thitinan Wattanavekin, from BPW THAILAND and, PAST INTERNATIONAL PRESIDENT Chonchanok Viravan for all of the work that they had done as BPW continued to build on that term.

As required by the Constitution, the Congress finance reports were the responsibility of herself and FINANCE DIRECTOR Sujey Albert, and so the XXVII Congress audit and financial reports were distributed to the International Board at the end of June 2012, one year after the Helsinki Congress, with a balance in the Congress Accounts of 229,761 EUROS. It was important to note that this did not come from registrations but from serious negotiations with the Helsinki Hall venue because new construction had not been completed in time for Congress. The opportunity had been taken to negotiate for a substantial discount on the final payment of the contract. The financial contributions made

by the former Vice President of Taiwan and the former PRESIDENT of BPW TAIWAN, Annette Lu, were again acknowledged as well as the support of BPW FINLAND and all the vendors with whom BPW had negotiated.

The IMMEDIATE PAST PRESIDENT declared she was happy to complete her term leaving the incoming Executive with systems, processes and staff in place for efficient management, along with the increased revenue from the dues increase.

Having initiated the partnerships with ITC and the WEPs, the IMMEDIATE PAST PRESIDENT had continued her commitment to work on the Women's Empowerment Principles Leadership Group, and the first ITC Platform for Action Women Vendors' Forum which was held in Chongqing, China, where she had prepared, screened, solicited and communicated with participants in the construction sector working with a survey developed from a database of our Members' businesses.

She reiterated that the database was very, very important for our Members as it enabled them to access opportunities for their businesses and professions.

The IMMEDIATE PAST PRESIDENT moved that her Report be accepted. Seconded by the REGIONAL COORDINATOR for NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN and accepted by a show of hands.

## REPORTS BY REGIONAL COORDINATORS

### REGIONAL COORDINATOR - AFRICA

Adenike Adejanyu-Osadolor  
*Workbook; p34*

Currently there were 20 countries affiliated to BPW in Africa with two more being formed. BPW NIGERIA increased from 7 Clubs to 13 and more were in line for inauguration. There were five new Affiliate Clubs, two in Senegal and one each in Uganda, South Sudan and

Ethiopia.

Two Clubs were being started in Tunisia and Liberia and BPW were in discussion with women in Burundi and Guinea-Bissau.

BPW AFRICA had been raising the bar this triennium. Club Presidents were increasingly being drawn from high-level professional and business people. BPW AFRICA had academics, professors, government functionaries, former Prime Ministers and senators leading the Clubs. The Region's winning team were the Club Presidents.

The goal for this triennium had been to empower African women through projects and activities. In BPW BARI – SUDAN both Bari and Darfur women from a community which had been in conflict had been empowered to go back into that community.

This focus expressed the reality of our diversity. In South Africa for instance we worked at a high level, while we worked at community level in other countries, like Kenya and Bari, where there was strong advocacy. One of the Clubs in the Cameroon made a documentary on violence against women recently and had been invited to show it to the French Senate. It brought them great recognition and the French Senators were now collaborating with them on the project. BPW NIGERIA was very active with **"Bring our girls back"** and delegates will hear more about that in the Resolutions.

One achievement this Triennium had been to increase communication and participatory leadership. BPW AFRICA collaborated with their Members, their Presidents and their clubs across the continent and worked well together. The visibility of Africa this Triennium had been very high. They were actively involved in Congress with about ten members as speakers. Many from Africa had been recognised as Women of the Week and BPW AFRICA had active members on Standing Committees.

A Foundation had been started during the triennium to support the future of BPW AFRICA, and its constitution had been adopted at the Regional Congress. In addition their Young

BPW membership had increased from just over zero to nearly 100.

THE REGIONAL COORDINATOR AFRICA moved that her report be adopted, seconded by BPW NEPAL and carried unanimously by a show of hands.

The INTERNATIONAL PRESIDENT congratulated BPW AFRICA for all their work, which had resulted in the Executive Director of UN Women making a presentation at the African Regional Congress soon after her appointment by Secretary General Ban-Ki Moon.

### REGIONAL COORDINATOR - ASIA PACIFIC

Susan Jones  
*Workbook: p36*

The REGIONAL COORDINATOR-ASIAPACIFIC thanked PRESIDENT Insil for everything she and the Members of BPW KOREA had done to host this Congress. She also gave special thanks to PRESIDENT Aeduck and all the BPW JEJU Members. Over the past months they had worked tirelessly to make this Congress a reality.

BPW had a very strong presence in the ASIA PACIFIC Region with representation in some 28 countries. It was a vast region, spanning 11 time zones. With some 4,000 Members covering a huge area from the islands in the Pacific to the Arab States, they were a Region of many cultures, customs, religions and languages yet for all of their diversity they were joined together through a shared vision and commitment to the goal of advancing gender equality and women's empowerment in their economies.

BPW ASIA PACIFIC was the fastest growing region in BPW INTERNATIONAL and the REGIONAL COORDINATOR showed a slide that listed all the new clubs, Affiliates and countries during the triennium in Asia Pacific. A new Regional Constitution had been adopted, and nine Affiliate Clubs were twinned. Nations made included BPW NEW ZEALAND to BPW NEPAL, and BPW JAPAN to the BPW Ormoc



Disaster Fund. There had been a lot of interest in the Presidents' Meeting for the positions of sub-Regional Coordinators.

Looking forward, as an organisation they could help steer the world in a direction that would further empower women. There was much to be done and she thanked the Presidents in her region for nominating her for a second term of office.

The REGIONAL COORDINATOR-ASIA PACIFIC moved that her report be adopted, seconded by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, and carried by a show of hands.

## REGIONAL COORDINATOR - EUROPE

Sabine Schmelzer  
*Workbook: p38*

The REGIONAL COORDINATOR - EUROPE made two points as she had a video to show.

Young BPWs were the future of our organisation. BPW would not survive without Young BPWs and BPW wanted more Women on Boards. But where could you learn to be a Board Member? There was no better place than BPW to learn and that was why they put the two issues together and started the campaign "Young Women on BPW Boards in Europe". She had always had a Young BPW member on her BPW Board and had seen the personal development that took place during their term. Those who knew Miette Dechelle in BPW EUROPE had seen this over the past three years. It was not only a benefit for them as the rest of us also benefitted from their skills. Miette is a professional lobbyist and they learnt a lot from each other. That was why she became convinced that they needed at least one Young BPW at all Board levels including Club level. There were around 500 Clubs in Europe and if they took one Young BPW on each of these Boards, they could develop 500 each term of office. On a worldwide scale BPW could prepare a lot of young women for higher positions. It was an opportunity that should not be missed.

The second point was the BPW dance. You might think this was not BPW business but the dance linked us in all the regions where members danced it. Dancing was a language that all women loved and understood and they could dance together and move forward together without any language problems. To dance together after a long meeting like today refreshed our energy, and joined us together and she hoped that members would continue to dance.

The video showed what had been achieved in the past Triennium in Europe.

The REGIONAL COORDINATOR - EUROPE moved the adoption of her report, seconded by the EXECUTIVE SECRETARY, and carried by a show of hands.

The INTERNATIONAL PRESIDENT thanked the REGIONAL COORDINATOR – EUROPE for her contribution, especially her IT expertise, which had been greatly valued.

## REGIONAL COORDINATOR - LATIN AMERICA AND SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN

Marta Solimano  
*Workbook: p40-41*

The main objective of the past triennium had been to increase membership, especially of Young BPW. She had encouraged projects requiring cooperation amongst member countries by promoting partnership with other BPW women and agencies in the other regions.

They had worked to empower women to build organisations that could overcome significant challenges and achieve business goals through the use of WEPs. They were helping each Federation or Affiliate Club to obtain government recognition and, with this support, advocate for new laws or improved enforcement of existing legislation to help women avoid gender violence and achieve equality of labour conditions.

They had supported mentoring programmes.

These initiatives contributed to improved links between BPW and Latin American women and helped to make a real difference.

The REGIONAL COORDINATOR moved the adoption of her report, seconded by EPW USA and carried by a show of hands.

## Announcement

The INTERNATIONAL PRESIDENT welcomed, BUSINESS and TRADE STANDING COMMITTEE CHAIR Manjul Batra, to the Congress.

## REGIONAL COORDINATOR - NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN

Bessie Hironimus  
*Workbook: p42*

The main objectives in the Triennium had been:

- To increase membership within the Affiliate Federations and Clubs.
- To provide membership training to the officers and to the members of the Region so that they were all familiar with BPW.
- To encourage and promote communication within the Affiliates, the Region and BPW INTERNATIONAL and to be an advocate for the Members as a whole, in a fair and proactive manner.

The major issues in the Region had been the following initiatives: WEPs, advocacy, Equal Pay Day, human trafficking, domestic violence, women and girl shelters. Members were very, very involved in those issues. They were also dedicated to the education not just of their Members but of the women and girls in their communities. Most of our Affiliates, if not all of them, had scholarship programmes for young girls, for re-entry and for low-income women.

She was pleased to report that they did not lose any affiliates and the Region was growing. There was one new country, St Kitts, as an affiliate and she was working with two other

countries, the BRITISH VIRGIN ISLANDS and DOMINICA to start new affiliates. She also had contacts in two other countries.

The Regional Congress had been held in Puerto Rico, combined with a Leadership Summit and the first Young BPW Regional Meeting. The theme was "Empowerment to Lead".

The next Regional Conference would be in Grand Cayman.

The REGIONAL COORDINATOR moved the adoption of her report, seconded by BPW CANADA and carried by a show of hands

## Second Report of Nominations Committee

The additional documentation had been distributed to delegations.

The CHAIR presented the Second Report of the NOMINATIONS COMMITTEE. Candidates had been nominated for the vacant positions of Standing Committee Chairs. Their paperwork had been accepted and they had been confirmed for election.

For ENVIRONMENT, SUSTAINABLE DEVELOPMENT & WATER there were three candidates:

- Yara Blochtein, BPW BRAZIL
- Carolyn Ann Savage, BPW NEW ZEALAND
- Lesha Witmer, BPW GERMANY

For PUBLIC RELATIONS there were two candidates:

- Dr. June Kane, BPW AUSTRALIA
- Dr. Christine Walwyn, BPW ST KITTS

Delegates were reminded that Huguette Akplogan Dossa, BPW BENIN was an additional candidate for the office of VICE PRESIDENT MEMBERSHIP.

Written notification had been received from Michèle Ekue Ahouadi, BPW BENIN, withdrawing her nomination for FINANCE OFFICER. The ELECTION COMMITTEE had

been notified.

The INTERNATIONAL PRESIDENT moved the adoption of the Second Report of the NOMINATIONS COMMITTEE, seconded by BPW SWEDEN and carried by a show of hands.

## **Presentations by Candidates for Vice President**

### **Vice President UN**

The INTERNATIONAL PRESIDENT announced that there was one candidate for VICE PRESIDENT UNITED NATIONS.

#### **Dr Arzu Ozyol, BPW TURKEY**

Arzu Ozyol explained that she was talking with her heart and her mind but as she was very excited she preferred to read her presentation.

There were three major reasons behind her decision to stand. The first came from the experience that she had gained through voluntary work for BPW INTERNATIONAL at national and international levels. The second one was her broad educational background and the third her professional expertise that she could use at international level.

She was aware of the impact that BPW INTERNATIONAL had made on gender policies over the years but she felt that improving collaboration within our organisation would increase our contribution. If she were elected, her motto would be 'cooperative leadership'. For this she planned to encourage Members to get involved in United Nations processes at national, regional and international levels by facilitating access to information about UN work, and increasing the number of UN Agencies with which we collaborated.

Her other goal was developing a methodology that could benefit our Members by providing individual and institutional support to assist them in developing gender expertise. She believed that a pilot programme would be available before the end of her term.

She believed that with more planned activity and broad-based team-working it was possible to identify opportunities and challenges to ensure full and effective participation of women in sustainable development policies, programmes and decision making at all levels and to disseminate United Nations decisions to the world.

The INTERNATIONAL PRESIDENT informed delegates that the next three presentations were by those standing for VICE PRESIDENT MEMBERSHIP and they would be presenting in alphabetical order.

#### **Dr Amany Asfour, BPW EGYPT**

Dr Amany Asfour explained that it had been an honour to join the BPW INTERNATIONAL family in 2000. Since that time she had been committed to being an active Member of BPW INTERNATIONAL.

The role of VICE PRESIDENT MEMBERSHIP was a crucial one because it was not about getting dues from our Members but about providing a service for our Members and that was the core issue for the Executive. How could we get our services to all Members including those at the grass roots? Her vision for how that could be achieved by BPW INTERNATIONAL, the biggest organisation for business and professional women, was based on six 'C's.

The first C was Commitment - to the cause of empowering our women including the grass roots level.

The second C was Communication - between each other from top down throughout all Federations and Clubs.

The third C was Capacity – how to build the capacity of our Members. How could BPW have projects which developed them?

The fourth C was Cross Cultural Understanding - how could this be developed among our Members. The richness of our organisation was our diversity. How could these cross-cultural issues be brought together?

The fifth C was Congress - in the 15 years she had been in BPW INTERNATIONAL, she had attended every International Congress and visited many Regional Congresses. In this triennium she attended the European Regional Congress in Sorrento, the Asia Pacific Congress in Taiwan and the African Congress in South Africa.

The final C was Clubs – she was experienced in building clubs as she had started in Egypt with one Club and later they became a Federation. Then she helped with establishing Clubs across the world. In Sudan she started one and now there were six working as a Federation. In Africa she had helped many Clubs, including in the Arab States, which was the dream of Lena Madesin Phillips. In this Triennium she helped to start BPW in Kuwait, in Bahrain, in Sharja and her vision was to extend BPW to all 22 Arab States.

It would be her real pleasure and honour to serve as VICE PRESIDENT MEMBERSHIP, to build the capacity of our Members, to communicate together, to come together and to be one BPW INTERNATIONAL across the world.

#### **Manjul Batra, EPW USA**

Manjul Batra explained that a family emergency with her daughter having an emergency operation after they landed in Shanghai had resulted in her arriving late.

At the hospital women doctors serviced them and there were other women personnel, but the top two doctors were men! How could we sell BPW to those young women and show the value that we could add to assist them gain promotion to the higher levels? We needed to project ourselves and the values we offered everyone. We were like a multi-national firm. We needed to understand how it operated, we needed to understand the Women's Empowerment Principles, we needed the Members to understand. All our members were leaders but two gaps were developing: a leadership gap and a generation gap. So we needed to somehow market our values to other people, we needed a vision, we needed to project it and we needed a common

understanding among all Members of that vision.

Now why was she standing for VICE PRESIDENT MEMBERSHIP? She had always been a leader in her own field. In India she had been the first management trainee for a multi-national firm. When she came to the USA she was the first woman broker for 40 years who had set up her own business. She had been on many boards - all because of BPW and its training. She was on the Rotary Club Board, the Chamber of Commerce Board - all men. So she knew what it took to get women on Boards.

She was one of four generations of BPW who knew BPW and lived BPW.

#### **Huguette Akplogan Dossa, BPW BENIN**

Huguette Akplogan Dossa highlighted her commitment to the future direction of BPW INTERNATIONAL and her current Executive experience. She understood the issues affecting BPW globally and the importance of Membership to the organisation. From her current position she understood the needs of the younger Members through her work at the UN and involvement with projects. They joined BPW because they wanted to make a difference.

As VICE PRESIDENT MEMBERSHIP she would build on the work done by the current VICE PRESIDENT Jill Worobec, working closely with Regional Coordinators to strengthen each region by taking care of Federations and Clubs.

Membership recruitment and retention were crucial if we were to carry on our good work, and she would provide the leadership that enabled this to happen. It was important that we were all connected and so she would utilise social media, webinars and other tools to reach out to our Membership, to engage them in the recruitment and retention of our Members.

Her objectives were:

- To lead with the support of the Membership and Standing Committees.

- To develop and provide Membership information on WEPs, ITC and all BPW programmes.
- To provide advice on Membership problems including development and retention strategies.
- To encourage and support the formation of new Affiliate Clubs and Federations.
- To publish an Annual Report on Membership for distribution to the International Board.

We needed to both keep our Members and grow our Membership. She wanted to harness the enthusiasm of members and work together to empower women throughout the world.

## Elections

The ELECTION COMMITTEE CHAIR introduced the following candidates for the Executive:

- EXECUTIVE SECRETARY: Beatriz Fett
- FINANCE OFFICER: JoAnn Ritko Pozzi
- YOUNG BPW: Ketlin Tackman
- REGIONAL COORDINATORS
- AFRICA: Adenike Adejanyu-Osador
- ASIA PACIFIC: Susan Jones
- EUROPE: Karin Raguin
- LATIN AMERICA and SPANISH-SPEAKING COUNTRIES OF THE CARIBBEAN: Marta Susana Solimano
- NORTH AMERICA and THE NON SPANISH-SPEAKING COUNTRIES OF THE CARIBBEAN: Bessie Hironimus.

BPW AUSTRALIA moved that the session be extended by 20 minutes, seconded by BPW NEW ZEALAND and carried.

The ELECTION COMMITTEE CHAIR presented the candidates for STANDING COMMITTEE CHAIRS:

AGRICULTURE:  
Nancy Alstone, BPW ITALY

ARTS AND CULTURE:  
Pinella Bombaci, BPW ITALY

BUSINESS TRADE AND TECHNOLOGY:  
Sara Martins, BPW BRAZIL

DEVELOPMENT TRAINING and EMPLOYMENT:  
Francesca Burack, EPW USA

ENVIRONMENT, SUSTAINABLE DEVELOPMENT and WATER:  
Yara Blochtein, BPW BRAZIL  
Carolyn Ann Savage, BPW NEW ZEALAND  
Leshia Witmer, BPW GERMANY

HEALTH:  
Luisa Monini, BPW ITALY

LEGISLATION:  
Enrichetta Bellini Fornera, BPW SPAIN

PROJECTS:  
Ojobo Atuluku, BPW NIGERIA  
Giuseppina Seidita, BPW ITALY

PUBLIC RELATIONS:  
June Kane, BPW AUSTRALIA  
Christine Walwyn, BPW ST KITTS

The ELECTION COMMITTEE Chair urged the members to meet with the candidates so they could make an informed decision.

The elections would take place later in the session.

## Credentials Report

Maximum voting delegates: 130

Signed in delegates in hall: 118

10 Executive members,  
5 Past International Presidents,  
4 Standing Committee Chairs,  
30 Federations,  
16 Affiliate Clubs.

## Resolutions - Session 3

**Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

### Resolution E-6A: Prevention of Child Marriage

*Workbook: English p191, French p216, Italian p242, Spanish p267.*

Proposed by BPW NIGERIA on behalf of BPW AFRICA.  
Seconded by BPW NEW ZEALAND

The General Assembly was asked for their agreement to allow 5 minutes instead of 3 minutes for the proposer in light of the terrible things that happened recently in Nigeria regarding the stolen girls. This was agreed.

*Resolves to address the issue as a top priority policy issue through:*

- *advocacy – creating awareness and sensitizing traditional and religious leaders, government officials, women groups, opinion leaders and other stakeholders on the implication of child marriage; and advocating for free and compulsory basic education for the girl child.*
- *education – building capacity through training key stakeholders on human rights abuse and rights protection, and alerting them to existing laws and platform they can use to protect their rights or rights of their children; specifically building capacity of mothers through sensitization and knowledge sharing to equip them to serve as agents for the prevention of early marriages; providing platforms for men to advocate for the prevention of early/child marriages.*
- *conducting community mobilization programmes and evaluating interventions.*
- *media campaigns – promoting national discussions on gender violence; increasing public awareness through campaigns designed to change attitudes and behaviours.*
- *lobbying and engaging governments and other relevant policy decision makers, through existing platforms, networks and coalitions for the inclusion of human rights in school curriculum and for enactment of policy and law prohibiting child and forced marriage.*
- *locally adapting, adopting and distributing all charters, treaties, policies, laws and agreements targeted countries have committed to.*

- *identifying and working with agencies that can provide legal support to young girls whose rights are violated through forced marriage.*
- *collaborating with credible local and international organizations working on prevention of early/child marriage i.e. FIDA in Nigeria, Tostan in Senegal and other research institutions.*
- *conducting research on existing programmes aimed at preventing early/child marriage in developing countries; facilitating cross communication and learning to improve efficiency of intervention.*

Child Marriage was a practice in flagrant abuse of the Human Rights of girls. Since the submission of the Resolution well over 200 schoolgirls had been abducted from their school hostel in one swoop. Reports indicated that they were being sold as wives by their abductors to each other and to others in league with them. This served to buttress the need for emergency action in this area.

While child marriage was a negative practice experienced by both boys and girls, for girls it had reached endemic proportions. Current analysis had shown the power of girls, the wisdom of investing in girls and the potential that girls had in directing the future of any country. But that cannot be when 9,000 girls were being married off as child brides around the world every single day before they reach the required physiological maturity. The prevalence of these dastardly acts ranged from 41% to 75% for the top 20 countries where girls were married off before they were 18 years old in countries across Africa, Asia, South America and also in other parts of the world. "Child marriage is an appalling violation of human rights and robs girls of their education, health and long term prospects", said Babatunde Osotimehin, M.D, and Executive Director of UNFPA. "A girl who is married as a child is one whose potential will not be fulfilled".

Globally, pregnancy was the leading cause of death in girls 15-19 years old. A child bride was five times more likely to die at childbirth and this was a barrier to the attainment of MDGs

4 and 5 targeted at a two thirds reduction in the under 5 mortality and a three quarters reduction in maternal death by 2015. Married girls were four times more likely to contract HIV and AIDS than boys. Vesicovaginal Fistula was a common result for such girls married off, getting pregnant and unable to deliver. It was not just about the girl, it was also about the next generation as babies born to such child mothers were also at risk.

BPW AFRICA felt called upon to propose this Resolution because concrete action needed to be undertaken to turn the tide of cultural, traditional, and xenophobic practices that were framing the continued rise of child marriages in most parts of the world. Silence and complacency is conspiracy.

BPW AFRICA called on BPW INTERNATIONAL to adopt this as a top priority issue through the application of appropriate measures. These measures were listed in the Workbook. The abducted Nigerian girls stood as today's symbol for this abuse of girls' rights. The whole world was standing with the abducted girls "BRING BACK OUR GIRLS!"

BPW AFRICA called on BPW to pass this Resolution and lend its voice and action wherever we were to join the Bring Back the Girls Movement.

The Secunder, BPW NEW ZEALAND, asked 'When was a child not a child?' It could vary as the chronological definition of who was a child and who was an adult varied with each nation and culture. It was the responsibility of all governments to ensure measures were taken to respect, protect and fulfil the rights of the child. If this meant reviewing current legislation and policies relating to children so be it.

Children needed to be nurtured and given every opportunity to reach their potential. How could this happen when we allowed children to become brides and grooms and stunt their growth into fulfilled adults. Marriage was a significant milestone on the path to adulthood. It marked the start of couples' reproductive life. Was a child's body ready for this? Available data indicated a high incidence

of deaths in childbirth in this age group. Was a child psychologically ready for motherhood at this early age? In most societies, marriage was delayed until girls and boys reach adulthood by setting a minimum age of marriage. Every year girls under the age of 18 are forced into marriage as child brides, leading to a life of abuse, violence and poverty from which there was no escape.

How could BPW not take every available measure to stop this shameful practice continuing into the next generation? BPW NEW ZEALAND felt it was important to draw the world's attention to this issue. We needed it in the spotlight to continue to bring pressure to bear on those who could effect change. This Resolution offered nine avenues for action. Ten million girls every year – action must be taken.

As there were no speakers against the motion, a motion was put to the vote, with 109 for and no abstentions or votes against.

**Resolution E-6A was carried unanimously.**

### **Resolution E-6B: Prevention of Forced Marriage**

*Workbook: English p192, French p218, Italian p244, Spanish p269.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

*All BPW International Affiliates will strongly urge their Governments or State Parties to sign and/or ratify the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) and to:*

- *set the legal minimum age of marriage for girls and boys to 18 years with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority*
- *introduce legal measures to prohibit underage and forced marriages and*
- *promote measures to protect women*

*harmed by polygamy and dowry-related violence.*

*2. All BPW International Affiliates will strongly urge their Governments or State Parties to include their actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee.*

*3. BPW International Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation of underage girls being forced into marriages.*

The Resolution was proposed by BPW NEW ZEALAND, who reminded delegates that Article One of the UN Universal Declaration of Human Rights stated: "All human beings are born equal and free in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood".

As an organisation we could influence and shape the world we lived in. We had a responsibility to advocate and ensure that all women and children had the opportunity to choose their own destinies and this was surely the legacy we wanted to leave.

Paving the way on such a controversial topic as forced marriages meant we were ready to address and advocate on what some would perceive as the untouchable. Reports had been commissioned by a number of countries on the issues of forced marriages, for example from Canada the report "The incidence of forced marriage in Ontario" concluded, "... victims of forced marriages are particularly vulnerable due to age, lack of economic power, immigrant status and issues of shame and fear. In recognition, Canada must re-consider its lack of action on the issue of forced marriage and implement and follow the recommendations of this report".

A similar study in Europe drew the same conclusions. At the Commission on the Status of Women in March 2014 on the implementation of the Millennium Development Goals for Women and Girls it was noted that violence against women and girls and early forced

marriages were still a problem of critical concern: "The Commission recognizes that unless all dimensions of gender inequality are addressed, the empowerment of women and the realization of human rights for women and girls will not and cannot be achieved."

In New Zealand Members knew that young women were often taken on holidays overseas and forced into an arranged marriage. If they refused, they returned home to a life of abuse and violence. Instances of murder, suicide, mutilation and rape were becoming more common. There were horrific stories being told by heroic women who had the courage to stand up and be heard. Not an easy thing to do when at times they were going against the Elders of the culture. They were feeling outcast, where did they turn for support? Empowerment and education were enabling these women and girls to speak out. We must therefore continue our journey to enable and support the freedom of choice. This was what underpinned every human being's basic right.

She urged delegates to support the Resolution.

BPW AUSTRALIA explained that they strongly supported the resolution but had put a friendly amendment to close a small loophole. In 19 developed countries the legal age of sexual majority was 16, which meant that young women could have sex legally at the age of 16 and 17, and therefore may find themselves as mothers or as pregnant teenagers. In those same countries the highest risk age for young men to die in random acts of violence and accidents was 15 to 25. If those young girls between the ages of 16 and 18 were not allowed to marry under any circumstances in developed countries then they could find themselves as single parents with no social protection for themselves or their children. BPW AUSTRALIA thought that this was quite a serious child protection issue.

BPW AUSTRALIA therefore suggested that, only in countries where the legal age of sexual majority is 16, marriage should be allowed with parental consent or with the consent of a relevant authority. Apart from this recommendation they strongly commended this motion to you

and hoped that delegates would understand the friendly Amendment, which had been accepted by BPW NEW ZEALAND.

As there were no speakers against the amended motion it was put to the vote. NOTE: The digivote system failed to store the result.

### **Resolution E-6B as amended was carried.**

## **Welcome**

The INTERNATIONAL PRESIDENT welcomed new clubs that had been formed during the Triennium and who were present at the session:

BPW MAKATI-PHILIPPINES,  
PRESIDENT Jeannie Javelosa

BPW KUALA LUMPUR-MALAYSIA,  
PRESIDENT Rasila Hamza

BPW KAMPALA-UGANDA,  
PRESIDENT Maggie Kigozi

The INTERNATIONAL PRESIDENT went on to introduce the first female CEO of one of the largest banks in the Eastern Caribbean, Dawne Williams, who was PRESIDENT of BPW ST KITTS.

## **Credentials Report**

Signed in delegates in hall: 117

## **Elections**

The ELECTION COMMITTEE CHAIR started by thanking the NOMINATIONS COMMITTEE for their hard work as it made the work of the Elections Committee easier.

In response to the queries they had received about the voting procedures these would be explained at each stage.

For VICE PRESIDENTS it was a simple majority of those who voted. The CHAIR assured delegates that the digivote kits had been checked and were in working order. Some delegates chose not to press a button so did

not vote which counted as an abstention and was not included in the total. That happened yesterday when the difference on one vote was eight and the difference between the number of votes cast and the voting strength was also eight.

A single candidate must receive 50% of the votes cast and have a simple majority - a minimum of 50% of the votes cast plus one. Where there was more than one candidate the one with the most votes won.

Together with the NOMINATIONS COMMITTEE they would be putting a recommendation that the guidance on voting procedure should be included in the pre-Congress material.

### **Voting for VICE PRESIDENT UN:**

1 candidate – Arzu Ozyol  
Votes cast: 106  
For 62, Against 44.

### **Voting for VICE PRESIDENT MEMBERSHIP:**

3 candidates listed in alphabetical order by surname and numbered. When voting, delegates selected 1, 2 or 3. It was a simple majority vote.  
Votes cast: 113  
Huguette Akplogan-Dossa, 37  
Amany Asfur, 52  
Manjul Batra, 24

### **Voting for EXECUTIVE SECRETARY:**

1 candidate – Beatriz Fett  
Votes cast: 110  
For 97, Against 13.

### **Voting for FINANCE OFFICER:**

1 candidate – JoAnn R. Pozzi  
Votes cast: 111  
For 102, Against 9.

### **Voting for YOUNG BPW REPRESENTATIVE:**

1 candidate - Ketlin Tackman  
Votes cast: 114  
For 111, Against 3.

### **Voting for REGIONAL COORDINATORS:**

The ELECTIONS CHAIR explained that each Member belonged to a region and they had met to decide who their Regional Coordinator

nominee would be, with the expectation that other regions would have the courtesy to support their wish. That was the intention when the process had been put in place to give Regions a strong voice in who they believed would be their best person for the job.

REGIONAL COORDINATOR AFRICA,  
Adenike Adejanyu-Osador  
Votes cast: 115  
For 101, Against 14.

REGIONAL COORDINATOR ASIA PACIFIC,  
Susan Jones  
Votes cast: 116  
For 107, Against 9.

## **Credentials Report**

Voting delegates in hall: 126

REGIONAL COORDINATOR EUROPE  
Karin Raguin  
Votes cast: 118  
For 116, Against 2.

REGIONAL COORDINATOR LATIN AMERICA and SPANISH-SPEAKING COUNTRIES of the CARIBBEAN  
Marta Susana Solimano  
Votes cast: 117  
For 92, Against 25.

REGIONAL COORDINATOR NORTH AMERICA and NON SPANISH-SPEAKING COUNTRIES of the CARIBBEAN  
Bessie Hironimus  
Votes cast: 117  
For 98, Against 19.

### **Voting for STANDING COMMITTEE CHAIRS**

AGRICULTURE, Nancy Astone  
Votes cast: 112  
For 107, Against 5.

ART AND CULTURE, Pinella Bombaci  
Votes cast: 123  
For 118, Against 5.

BUSINESS, TRADE AND TECHNOLOGY, Sara Martins

Votes cast: 118  
For 117, Against 1.

DEVELOPMENT, TRAINING AND EMPLOYMENT, Francesca Burack  
Votes cast: 118  
For 116, Against 2.

HEALTH, Luisa Monini  
Votes cast: 120  
For 112, Against 8.

LEGISLATION, Enrichetta Bellini  
Votes cast: 118  
For 111, Against 7.

PROJECTS:  
With two candidates, the vote was by Simple Majority  
Votes cast: 112  
Ojobo Atuluku, 55  
Gusepina Seidita, 57

ENVIRONMENT  
There was some confusion with the slide so the vote would be announced later. This was agreed by a show of hands.

PUBLIC RELATIONS:  
2 candidates:  
Votes cast: 113  
June Kane, 57  
Christine Walwyn, 56

The PRESIDENT thanked the ELECTIONS CHAIR and asked members to come 10 minutes earlier for the next Session.

## **The 4th Business Session was closed.**

## FIFTH BUSINESS SESSION

Halla Hall, ICC Jeju

Tuesday 27 May at 10.40am

In the chair: Freda Miriklis,  
International President

### Report of CONSTITUTION ADVISORY COMMITTEE CHAIR

IMMEDIATE PAST PRESIDENT Elizabeth  
Benham

Workbook: p72

At the 2011 Congress in Helsinki the new, simple, brief Constitution and associated Regulations were adopted to provide the required governance mandated by Resolution 26 at the 2008 Mexico Congress.

Regulation 21 of this new governance set out the need for a Procedure Manual to define operating instructions for how the new Constitution and Regulations must be implemented. The initial draft document for the Procedure Manual had been compiled alongside the drafting of the Constitution & Regulations but was not complete, nor available for approval at the Helsinki Congress.

It was agreed at the final session of that Congress that it would be finished and handed over by Jean Murray, Chair of the Constitution Review and Reform Taskforce 2008/2011, post congress. This was duly done, handed over and finalised after Executive input in October 2011. The Manual was then to be reviewed, and reconciled with both the new Constitution and the Regulations and upon its acceptance by the International Board all three documents could be activated.

The Members of the 2011-2014 Constitution Advisory Committee (known as the CAC) were all PAST INTERNATIONAL PRESIDENTS, having 17 years of collective day to day Constitutional experience, and were appointed in February 2012 by the INTERNATIONAL PRESIDENT and EXECUTIVE. They were selected not only for their BPW expertise but also their

wide experience in all forms of governance to undertake the review of this Procedure Manual for ratification by the Executive and a vote for approval by the International Board.

Regulation 21 stipulated that amendments to the approved Procedure Manual were subject to vote by the International Board and as such were reserved as governance issues.

The CAC's first task in reviewing the 110 page initial draft of the Procedure Manual was to extract the required governance details into a concise, 35 page document to complete the process of simplification and modernisation of BPW International governance. The Procedure Manual went through the Executive approval process and then to the International Board for voting and was overwhelmingly approved in August 2013.

The rest of the initial draft document with all further information, non-governance, best practices, and guidelines not requiring voting approval by the International Board was placed in the Organisation Guidelines and this was completed in 2013. It provided synchronisation with the Constitution, Regulations and Procedure Manual to provide a complete resource reference for BPW INTERNATIONAL.

A number of inconsistencies did emerge from the process and in order to complete the alignment some Amendments were needed. The CONSTITUTIONAL ADVISORY COMMITTEE had now brought these to Congress.

As there were no questions the CHAIR of the CONSTITUTIONAL ADVISORY COMMITTEE moved that her Report be adopted, seconded by BPW NEPAL and carried by a show of hands.

### Credentials Report

Signed in delegates in hall: 126.

### Constitution and Procedure Manual Amendments – Session 1

Chair: Elizabeth Benham,

### CONSTITUTIONAL ADVISORY COMMITTEE CHAIR

The CHAIR explained that the amendments were grouped, as they were mostly language and editorial changes starting with the Constitution Amendments:

*English p87, French p93, Italian p100, Spanish p108.*

BPW NEW ZEALAND raised a Point of Order stating that they agreed on the initial process but needed to have the policies voted on before the governance documents, especially R18 on page 91, and R18 on page 128, could be amended.

The CHAIR asked for clarification.

BPW NEW ZEALAND was aware of two Resolutions, I-5 and I-6, which impacted on two sections of the Constitution and the Procedure Manual. So they believed that those needed to be discussed and voted on before the Constitution was finalised. BPW GERMANY seconded the Point of Order.

The PARLIAMENTARIANS advised that the General Assembly needed to make the decision on this.

On being asked to clarify their motion, BPW NEW ZEALAND explained that as there were two Internal Resolutions, I-5 on the Procedure Manual following Congress 2011 in line with 2008 Congress decisions, and then I-6 on the updating of the Procedure Manual following Congress to ensure the Regulations were properly applied, these had to be discussed before the governance documents were finalised.

The INTERNATIONAL PRESIDENT confirmed with BPW NEW ZEALAND that they would like the two Internal Resolutions to be dealt with before the Constitution Amendments were taken. They were then requesting that the Constitution Amendment on Resolution 18, page 91, and Resolution 49, page 121, be discussed.

The CONSTITUTION ADVISORY COMMITTEE

CHAIR agreed that the two Resolutions I-5 and I-6 be taken before the Constitution, Regulations and Procedure Manual Amendments.

The RESOLUTIONS COMMITTEE CHAIR took over as Session Chair for Internal Resolutions I-5 and I-6.

### Resolutions - Session 4 Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR

BPW AUSTRALIA requested that they be allowed to arrange for an Alternate to take the place of their Delegate Dr Jean Murray as she was now in the Chair. That was agreed.

### Resolution I-6: Updating of Procedure Manual following Congress to ensure the Regulations are properly applied

Workbook: *English p207, French p232, Italian p258, Spanish p283.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

*"Given that the Regulations clearly require the International Board to be invited to vote to accept the revised Procedure Manual after each Congress and do not require the General Assembly to vote to amend the Procedure Manual at Congress. Recognising that the Procedure Manual requires review by the Executive after every Congress to take account of any Constitutional Amendments passed to the Constitution Regulation, any Resolutions passed by the General Assembly, any votes taken by the International Board between Congresses plus any other developments over the previous Triennium that the Executive believes should be included, and that BPW International Congress directs that the incoming Executive ensures the required triennial review and updating of the 2013 Procedure Manual amends the Procedure Manual to comply with the Regulations, so that:*

- *the non-compliant sections 8.5 and 14 of the 2013 Procedure Manual are amended*

to fully comply with the Constitution and Regulations.

- to ensure democratic consultation and participation by all Affiliates, Members and Past Presidents, the Procedure Manual be amended after each congress to reflect the Resolutions passed at the General Assembly, not through Constitutional Amendments.

BPW NEW ZEALAND explained that resolutions I-5 and I-6 were related and dealt with the overall management of the key procedural documents and both Enrichetta Bellini Fornera and BPW NEW ZEALAND acknowledged this.

This Resolution was specific to the governance of the Procedure Manual, its operational function, and how it was managed between General Assemblies.

Amendments to the Procedure Manual could result from resolutions that proposed changes to operational procedures, from Constitutional amendments and from recommendations in Executive reports by the General Assembly. The Executive was responsible for updating the Procedure Manual and the General Assembly would vote to accept the amended Procedure Manual. The Constitution Reform had clearly identified that this was the process by which Affiliates wanted changes to the Procedure Manual to be undertaken. Affiliates also wanted:

1. The Procedure Manual completed and written in comprehensive and simple English to assist with its translation into all the other languages;
2. Constitution and Regulations Amendments to be voted at the General Assembly;
3. The General Assembly to note the Procedure Manual Amendments, as was the intent when they were accepted by the General Assembly in 2011, but not to vote on individual amendments to the Procedure Manual;
4. The Procedure Manual to be overseen by the Executive.

It was important to note the Executive was required to take into account

- the feedback from the Affiliates through their Regional Coordinators and Regional Meetings;
- advice from Executive Members in regard to their specific portfolios;
- recommendations in Executive reports that were adopted by the General Assembly;
- resolutions passed by the General Assembly;
- any changes made by the General Assembly to the Constitution and Regulations.

The Procedure Manual required clear oversight to ensure language and terms remained consistent. If one section was changed then amendments would need to be made to every related section to avoid internal inconsistencies. The document could then be translated meaningfully with clear transparency for all Regions and languages, assuring no loss of meaning or intent. The International Board should receive an updated Procedure Manual after each Congress with all changes highlighted, so that the updated Procedure Manual could be accepted as a whole. The International Board would not be required to vote on individual changes in a piecemeal fashion since the resolutions, recommendations and constitutional amendments that informed the Procedure Manual update would have been voted and passed already by the General Assembly.

The Motion was seconded by BPW AUSTRALIA who explained that Resolutions to a General Assembly might require changes to the Procedure Manual, for example: current resolutions on regions, regional budgets and processes for Regional Meetings; the revised committee structure and the Member Interest Database; and a web-based system for retaining and archiving of records. In addition, current amendments to the Constitution and Regulations would require consequential changes to the Procedure Manual. These included: change of the title Finance Officer to Finance Director; the proposed change to the name of a region; and a change to the organisation's name and logo.

The General Assembly had the authority

to change the Procedure Manual and the Organisational Guidelines by any means, through the process of passing Resolutions, passing Amendments to the Constitution and the Regulations, and adopting Recommendations in Executive Reports. The General Assembly should not be required to pass individual Amendments to the Procedure Manual by Constitution Amendments, as this is not constructive. It impacted on the time for core business that the Members had come to discuss and could result in some key issues not being presented due to time over-runs. Those were administrative aspects, which could be dealt with outside the General Assembly. The International Board should have a single vote to accept the updated Procedure Manual and the Organisational Guidelines.

PAST INTERNATIONAL PRESIDENT Elizabeth Benham spoke against the two resolutions as she felt they were factually incorrect. At the General Assembly in 2011, the Procedure Manual had not been seen. It was not ready and it was produced three months after the General Assembly. Since then, a Constitutional Advisory Committee had been appointed by the Executive to review that document. The Committee did its work. The document was officially accepted as an official International BPW document.

All it did was take the 110-page submitted document, extract the governance out of it and put the rest of it in an Organisational Guide. Together, these two documents provided a complete reference resource. During that process, inconsistencies were found. There were mistakes in the Regulations and there were some updates in the Constitution based on new developments. However, these documents were the will of the General Assembly. She believed it was the will of the Members to have a modern, streamlined, simple process and document and that was what they were trying to achieve.

EPW USA raised a Point of Information seeking clarification that the resolution requested that the General Assembly did not vote on changes to the Procedure Manual but left that to the Executive.

The RESOLUTIONS COMMITTEE CHAIR confirmed that the proposal was to leave the review and updating of the Procedure Manual to the Executive and then vote on the updated Procedure Manual as one electronic vote after Congress by the International Board.

EPW USA then asked whether, if the Resolution was approved, the General Assembly would not listen to the proposed Amendments to the Procedure Manual that were printed in our programme.

After conferring with the PARLIAMENTARIANS, the CHAIR confirmed that any Resolutions passed by the General Assembly would need to be inserted in the Procedure Manual by the Executive. Any Recommendations that may come from the FINANCE OFFICER or others would be dealt with in the same way. The amended Procedure Manual would then be provided to the INTERNATIONAL BOARD for a vote of acceptance.

The CONSTITUTIONAL ADVISORY COMMITTEE CHAIR was asked by the RESOLUTIONS CHAIR whether there were any Amendments to the Procedure Manual that needed debate and so that the General Assembly could make an exception for those. The General Assembly was the highest authority, and could decide to debate the ones it wanted, but there was a point of principle here where the Regulations say the Procedure Manual is under the guidance of the Executive and the Resolution proposed that remains so.

The CONSTITUTIONAL ADVISORY COMMITTEE CHAIR responded that as stated in her Report there were inconsistencies that just needed language changes. The proposed Constitutional Amendment resulted from the Swiss legal requirement that our trademark and logo have been accepted and we are required to include it in our Constitution.

The CHAIR referred to Regulation 18, which stated that Amendments to the Constitution and Regulations must comply with Articles 60 and seq. of the Swiss Civil Code and the Procedure Manual stated that the Regulations must be followed. The Procedure Manual

could be amended by the Executive between General Assemblies. It did not give a role to the Constitution Advisory Committee whereas the Procedure Manual introduced an oversight role for the Constitution Advisory Committee that was not in the Regulations.

PAST INTERNATIONAL PRESIDENT Liz Benham stated that Regulation 21 stipulated that the Procedure Manual changes could be done by the Executive but must be approved by the General Assembly, or by the International Board using electronic voting. That was why it was being done now so that that BPW could move forward with clean, functioning documents that work.

EPW USA referred the CHAIR to her Point of Information and explained that in the light of what had been said she did not understand why Resolution I-6 was needed.

The REGIONAL COORDINATOR for NORTH AMERICA explained the process that the Revised Procedure Manual had gone through. After they received the draft of the Procedure Manual, the Executive revised it before sending it to the CONSTITUTION ADVISORY COMMITTEE for their advice, who returned it with some amendments. The Executive reviewed it again, approved it and then sent it to the International Board for their vote. It was not sent from the Constitution Advisory Committee but was a document accepted and worked on by the Executive. The PRESIDENT agreed that it was correct.

The CHAIR asked BPW NEW ZEALAND if they wanted to reply to the Point of Clarification.

BPW NEW ZEALAND accepted that the Procedure Manual was part of our governance documentation. Changes were already approved when the General Assembly went through our Constitution, when we approved Resolutions, when we accepted Recommendations at the General Assembly but we should not have to go through it every time Members came to Congress. Once those amendments had been approved then they went to the Executive, who put them into clear simple language, inserted them into

the Procedure Manual, made sure all sections had been covered and there were no internal inconsistencies, and had the resulting updated Manual approved by the International Board after each General Assembly.

She clarified that BPW NEW ZEALAND was only talking about resolution I-6. They did not want it to keep coming back piecemeal for voting because this would take too much time and would prevent the General Assembly from addressing the rest of the business that members came here to do.

PAST INTERNATIONAL PRESIDENT Sylvia Perry wanted to clarify Regulation 18.4, which had been formally adopted in Helsinki and said "Amendments to the Constitution and Regulations submitted for voting must comply with the requirements as set out in the Procedure Manual". In the last session at Helsinki she had queried the situation that BPW did not have a Procedure Manual so they had agreed to comply with something that did not exist. It only existed after August 2013 when the International Board approved it.

The INTERNATIONAL PRESIDENT explained that BPW had continued to operate under the 2008 Constitution until the updated Procedure Manual was approved in August 2013.

The RESOLUTION COMMITTEE CHAIR brought delegates' attention to the actual wording of Resolution I-6, which referred to the non-compliant sections 8.5 and 14 of the Procedure Manual, which did not reflect the clear role in the Regulations that gave oversight of the Procedure Manual to the Executive. The Executive was required to take account of all voting decisions, not just Amendments to the Constitution and Regulations but also Resolutions and Recommendations passed by the General Assembly so that we had democratic consultation and participation. Three months after the General Assembly the Executive would send the revised Procedure Manual, which had taken account of the impact of all the decisions made at Congress, to the International Board who would be asked to vote to accept it, not adopt it.

The CHAIR responded to a query from EPW USA explaining that all the submissions to the Constitution Reform Taskforce in the previous Triennium had stressed the need for a Procedure Manual that was simple and straightforward. One of the key outcomes from the Consultation was that members did not want to discuss and debate operational matters and make detailed changes to procedural documents at Congress. Members wanted to focus on Resolutions. Members wanted a simple Constitution and Regulations that might have to be discussed at Congress but the operational aspects in the Procedure Manual should be managed by the Executive.

The CONSTITUTION ADVISORY COMMITTEE CHAIR also clarified that the intent was to clean up these documents now. It did not mean that we would come back to the next General Assembly to debate them again. This is to finalise the document.

BPW had a Constitution, Regulations, a Procedure Manual that was a governance document and Organisation Guidelines that gave resources, best practices and all kinds of guidance for Members to access as a resource tool. Governance has to stay in the Procedure Manual. When these documents are now approved, the Executive can take it and move forward and we would not have to deal with this again in the next General Assembly.

The RESOLUTIONS CHAIR commented that she felt everyone now shared a common understanding of the process and that it was clear members did not want to be debating the Procedure Manual during a General Assembly. Members wanted to put that responsibility to the Executive with one straightforward vote by the International Board after Congress. She went on to point out that the Regulations at the moment referred to Amendments to the Constitution and Regulations, not Amendments to the Procedure Manual.

The NORTH AMERICA REGIONAL COORDINATOR had a Point of Information. She requested that as there appeared to be general consensus that the Executive had the role of reviewing and revising the Procedure

Manual then a lot of the amendments could be blocked out from discussion here in the interests of time and referred to the Executive.

The CHAIR explained that if the Resolution was passed then a lot of those Amendments to the Procedure Manual that are currently up for debate could be referred to the Executive to be dealt with in their routine review of the Procedure Manual following Congress.

BPW NEW ZEALAND was offered the Right of Reply. Resolution I-6 gave delegates the power to vote on our Constitution and Regulations, and then the Executive would update the Procedure Manual before it was sent to the International Board for acceptance.

The EXECUTIVE SECRETARY pointed out that the Implementation notes for the Resolution indicated that the Executive would refer the Procedure Manual to the Constitution Reform Taskforce. The CHAIR replied that the voting was on the core Resolution and the implementation could be dealt with sensibly in line with the discussion that had taken place.

For clarity the CHAIR read out the Resolution.

The vote was then taken:  
For 63, Against 46.

**Resolution I-6 was carried.**

## **Resolution I-5: Updating of Procedure Manual following Congress in line with 2008 Congress decision**

*Workbook: English p206, French p231, Italian p256, Spanish p282.*

Proposed by LEGISLATION COMMITTEE CHAIR, Enrichetta Bellini Fornera

Seconded by BPW SWITZERLAND, BPW ITALY, BPW AUSTRIA, BPW GERMANY, BPW SPAIN, CHAIR ART AND CULTURE STANDING COMMITTEE and CHAIR HEALTH STANDING COMMITTEE



That:

- *the members of the 2008-2011 Constitution Reform Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 Congress as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 Congress, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.*

The LEGISLATION COMMITTEE CHAIR reminded members that after the 2008 Mexico Congress, the Constitutional Reform Taskforce had undertaken a democratic, worldwide and inclusive consultation applying simple English to the Constitution and Regulations. The 2011 Procedure Manual was written following the same principles. It was intended for easy access, enabling members to print a single chapter or section.

This was exactly what the Members wanted - an all-inclusive document that implemented the Constitution and Regulations. The 2011 Manual needed some changes and modification and the Ad Hoc Taskforce had made those changes. During the General Assembly it was promised that the updated 2011 Manual would be sent to the International Board three months later. Why had the International Board never received this Manual?

The Constitution Advisory Committee then provided two documents when the Members clearly indicated they wanted to have only one all-inclusive document. She emphasised that members had to wait one year and a half without being given any news or information. In 2014 we received Organisational Guidelines, which repeated information from the Procedure Manual and had some material from the 2011 Procedure Manual.

Why did we have two documents? Of course

we must have respect for everybody, including the work that CAC had done but that was not what the Members wanted, and should have been most respect for the Members worldwide who were the stakeholders of BPW. They gave a contribution, both intellectual and economic to their Federation, so it was absolutely not democratic that what the Members wanted had been disregarded.

The seconder, BPW SWITZERLAND, spoke on behalf of the other Affiliates and Committee Chairs who signed the resolution. They said Members wanted to have something simple because the Affiliates had to work with it. Members thought they had one really nice document, where you could easily access the information in one chapter. Then it went back to before Helsinki with three documents. That was not the decision taken by the General Assembly. We talked a lot about the importance of Members and Delegates and the General Assembly but if you really took into consideration that the General Assembly was the highest body, what was decided by the General Assembly should be accepted. We wanted one document as originally developed: a single, simple, comprehensive, complete Procedure Manual.

PAST INTERNATIONAL PRESIDENT Liz Benham spoke against the motion. They had been appointed by the PRESIDENT and the EXECUTIVE to follow through on the work of the Constitutional Review Taskforce on a document that had never been seen. They did that. They acknowledged and thanked the past taskforce for the work they had done. The delay was not the CAC's problem. There were other issues and she would leave that to the Executive. The document had been presented to the Executive and it did not come out for some months. The wisdom that the PAST INTERNATIONAL PRESIDENTS used came from years of working with the documents, working with the Constitution and Regulations. In total there was 17 years of combined experience of working with the documents and understanding day-to-day management of BPW International.

The conflict related to Regulation 21, which

stated that "the Procedure Manual has to be approved by the International Board", but it did not give a process. Certainly, the Procedure Manual had just been born; it had just become effective, these 35 pages. It was the first time we had dealt with these documents. The Organisational Guidelines contained best practice and guides, all of the items that were not governance, which was why it was a separate document. The Constitution, the Procedure Manual and the Guidelines were one document. She appealed to Members to understand the process.

EPW USA moved an Amendment to the Resolution which struck out the first 2008-2011 and replaced it with 2014-2017 so the first line then read, "The BPW International 2014 Congress directs that the Members of the 2014-2017 Constitution Reform Taskforce etc." The rationale was that the 2008-2011 Constitutional Review Taskforce ended in October 2011 and, although it may have some of the same Members, there should be a new Taskforce appointed by the PRESIDENT. The CHAIR asked for a Secunder. BPW NEW ZEALAND agreed to second the Amendment.

BPW SWITZERLAND conferred with the LEGISLATION COMMITTEE CHAIR and they agreed not to accept the Amendment because it is not logical to have a new Taskforce to begin this task again. It was decided in Helsinki to have a new procedure and now, 3 years later, we would have another new procedure.

The REGIONAL COORDINATOR for NORTH AMERICA had a point of information. A Taskforce, by definition, is a group of people working on certain task. When the task is finished, the taskforce is dissolved. That is the way it is done in proper parliamentary procedure. They may all be discussing from the same side. The Taskforce can be reinstated, but it cannot be the 2008-2011 Taskforce because that is past.

The CHAIR advised that a vote would be taken on the Amendment.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan stated that a Taskforce

lasts for the triennium only. It was appointed by the current PRESIDENT. She spoke about the need to identify a clear way forward so that the organisation did not keep discussing the same issues at each Congress. This was endorsed by the EXECUTIVE SECRETARY who urged delegates to let the new Executive decide who would be in charge of the document.

BPW BERMUDA proposed that the Amendment to Resolution I-5 to create a 2014-2017 Constitution Reform Taskforce be put to the vote, seconded by BPW GERMANY.

This was carried by a show of hands.

The LEGISLATION COMMITTEE CHAIR did not require the Right of Reply.

*The BPW International 2014 Congress directs that the members of the 2014-2017 Constitution Reform Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 Congress as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 Congress, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.*

For 80, Against 28.

**The Amended Resolution I-5 was carried.**

## Election results

The ELECTIONS CHAIR announced the results of the election for the ENVIRONMENT STANDING COMMITTEE CHAIR:

Voting delegates in hall: 126

Number 1 - Yara Blochtein 27;  
Number 2 - Leshia Witmer 50;  
Number 3 - Carolyn Savage 37.

Therefore **Lesha Witmer** was the new Environment Standing Committee Chair.

The ELECTIONS and NOMINATION CHAIRS had discussions with the PARLIAMENTARIANS and wished to make a recommendation to the General Assembly that would make the process easier for both the Committees and Members. The Chairs had identified some issues that could be dealt with more clearly prior to Congress to make life easier particularly for the International Board.

They put forward a Recommendation that allowed the existing Committees to continue on for a time after Congress to look at how the process could be improved and be more fair and equitable. All the nominations, the word count and layout would look the same.

The ELECTIONS CHAIR understood that there was a friendly amendment that added the fact that both Committees were Congress Committees.

The INTERNATIONAL PRESIDENT asked that this be dealt with in General Business because of time restraints.

## Constitution and Procedure Manual Amendments – Session 1 Chair: Elizabeth Benham, CONSTITUTIONAL ADVISORY COMMITTEE CHAIR

The CONSTITUTION ADVISORY COMMITTEE CHAIR explained that they wanted this as streamlined as possible. They were required to make some Amendments to the Constitution because the trademark and name had been filed with the Swiss World Intellectual Property office.

### Amendments to the Constitution Workbook: English p87, French p93, Italian p100, Spanish p108.

Sylvia Perry, PAST INTERNATIONAL PRESIDENT and member of the CONSTITUTIONAL ADVISORY COMMITTEE explained she was going to try to group four Constitutional

Amendments all of which were required by the Swiss Code, which had not been known at the time of the Helsinki Congress.

**C1 Title** inserted IFBPW by which we had been known globally, and especially by the UNITED NATIONS since we had gained consultative status.

*The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW), otherwise called "BPW International".*

*The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland*

**C5 Affiliates** clearly stated Federation of Business and Professional Women.

*International Federation of Business and Professional Women (IFBPW) otherwise called "BPW International" consists of:*

- *Affiliate Federations of Business and Professional Women*
- *Affiliate Clubs of Business and Professional Women*
- *Individual Affiliate Members of Business and Professional Women.*

*The International Board may remove an Affiliate.*

**C Definition of General Assembly** emphasised that the highest governing body was the General Assembly, part of the International Congress.

## BPW International General Assembly

*The highest governing body of BPW International, whose decision-making sessions include financial and other reports, elections, resolutions, constitutional amendments, and any other matters of BPW International business.*

**C Definition of Term** changed Congress - to General Assembly.

A term is the period between 2 consecutive **General Assemblies**

PAST INTERNATIONAL PRESIDENT Sylvia Perry moved that the four resolutions be adopted, seconded by EPW USA.

There was no discussion and **they were carried** with a show of hands.

### Amendments to the Regulations Workbook: English p89, French p95, Italian p102, Spanish p111.

**Regulation R2.1: Change of Finance Officer title to Finance Director**  
Workbook; English p89, French p95, Italian p102, Spanish p111.

*Proposed by FINANCE OFFICER*

FINANCE OFFICER Sandra D'Souza spoke to the Regulation change. The intent of the proposed change back to Finance Director was to ensure that BPW got the best finance professional for the role. With the accountancy profession the title was important in how you were perceived in terms of the post, qualifications, experience.

BPW AUSTRALIA proposed a Friendly Amendment. In many countries, including Australia, a Finance Director was more important than a Finance Officer. However in Europe a Finance Director was a paid position and a Finance Officer was elected. We needed to recognise these cultural differences and she suggested that the position was known as VICE PRESIDENT FINANCE. This had been accepted by Sandra D'Souza as a Friendly Amendment and would be part of her Resolution.

The CHAIR OF THE CONSTITUTION ADVISORY COMMITTEE asked why she preferred Vice-President when it would alter the management structure of the organisation.

BPW AUSTRALIA advised that the first suggestion had been EXECUTIVE FINANCE OFFICER but Sandra D'Souza had asked for VICE PRESIDENT FINANCE. The FINANCE OFFICER felt that VICE

PRESIDENT FINANCE was a compromise as Finance Director and Finance Officer each worked best in some countries. The title impacted on the type of discussions she had been able to have as Finance Director.

The REGIONAL COORDINATOR FOR NORTH AMERICA spoke against the motion. A Finance Director was a member of the Board of Directors and an Officer worked in the office. If it was changed to Vice President, that changed the structure of BPW International.

The Friendly Amendment was put to the vote and **was not approved.**

### Amendment: Change title to EXECUTIVE FINANCE OFFICER

Proposed by, PAST INTERNATIONAL PRESIDENT Sylvia Perry, and seconded by BPW AUSTRALIA.

In the UK Directors were members of the Board of a Limited Company.

The General Assembly agreed to put the Amendment to the vote.

**Amended Resolution:**  
*Change the title to EXECUTIVE FINANCE OFFICER.*

Voting delegates in hall: 96  
For 88, Against 8.

**The amended resolution R2.1 was carried.**

## The Fifth Business Session was closed.

## SIXTH BUSINESS SESSION

Halla Hall, ICCJeju

Tuesday 27 May at 8.20am

In the chair: Freda Miriklis,  
International President

### Constitution and Procedure Manual Amendments – Session 2

Chair: Elizabeth Benham,  
CONSTITUTIONAL ADVISORY  
COMMITTEE CHAIR

### Voting on Amendments to the Regulations

Workbook: English p88, French p95, Italian  
p102, Spanish p111.

### Regulation R7.1: Regions of BPW International

Workbook: English p90, French p97, Italian  
p104, Spanish p113.

#### First amendment

*The name of the region be changed from North American and non-Spanish speaking countries of the Caribbean region to North America and the Caribbean Region and the same would be for Latin America, the Latin America Region.*

Proposed by REGIONAL COORDINATOR  
NORTH AMERICA and NON-SPANISH  
SPEAKING COUNTRIES OF THE CARIBBEAN,  
Bessie Hironimus

Seconded by EXECUTIVE SECRETARY

The REGIONAL COORDINATOR NORTH AMERICA explained that in the Caribbean portion of the North American and Caribbean region there were countries that spoke English, French and Dutch, but the only way a distinction was made in both North American and Latin American Regions was based on language. This did not happen in the other three Regions. The two Regions should have the same treatment as other Regions based not on language but on demographics.

#### Credentials Report

Voting delegates in hall: 95

### Voting on Constitution and Regulation Resolutions (Cont'd)

The first amendment to R7.1 changing the Regional name to NORTH AMERICA and the CARIBBEAN REGION was put to the vote.

For 83, Against 7.

**Amendment 7.1 was carried.**

#### Second amendment

*The name of the region be changed from Latin America and the Spanish-Speaking Countries of the Caribbean to Latin America Region.*

Proposed by EXECUTIVE SECRETARY  
Seconded by REGIONAL COORDINATOR  
NORTH AMERICA and the CARIBBEAN

BPW BARBADOS spoke against the change to just LATIN AMERICA in terms of BPW and of business. Many of the businesses in the Caribbean liked to represent Latin America and the Caribbean because it was not just Latin America.

BPW AUSTRALIA requested clarification as in the Workbook both parts of the Resolution were on the screen in one Resolution. One automatically included the other because they both had the same rationale.

The CHAIR explained that she had been advised by the PARLIAMENTARIANS that a vote was needed for the change to LATIN AMERICA REGION but if the General Assembly was happy that they had voted already on both name changes that could be accepted.

No-one objected to having just the single vote.

**The proposed change the name to LATIN AMERICA REGION was therefore accepted.**

### Regulation R3.1: The Role of the President

Workbook: English p89, French p95, Italian  
p102, Spanish p112.

Proposed by PAST INTERNATIONAL  
PRESIDENT Sylvia Perry.

Seconded by BUSINESS, TRADE AND  
TECHNOLOGY CHAIR

*The President is the principal officer of the organisation and has the leadership and management role including:*

- *chairing meetings of the General Assembly, the International Board and the Executive*
- *chairing the International Congress Planning Committee during her term*
- *formalising appointments*
- *fostering external relationships with other international organisations and leaders*
- *oversight and overall accountability for all planning, operational and outreach activities*

Proposing the Motion, PAST INTERNATIONAL PRESIDENT Sylvia Perry explained that it recognised the Authority of the PRESIDENT within the organisation, clarified that she was the Principal Officer with a leadership and management role and introduced accountability to her position. The motion better defined her role relating to oversight and overall accountability for planning, operational and outreach activities and gave her that authority.

BPW AUSTRALIA spoke against the motion. The main difference was the addition of the last bullet point, which read, "oversight and overall accountability for all planning, operational and outreach activities". BPW AUSTRALIA stated that while the PRESIDENT should have oversight of all those activities the accountability must remain with the entire Executive and not be vested only in the PRESIDENT.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan thought that the word "accountability" was extremely important. A President could not lead an organisation and not be held accountable for their work. If

somebody thought they should be in number one place and not be held accountable, then they should not be in that position. The words "overall accountability" gave the big picture. She thought that was a very professional aspect to add to the role of PRESIDENT. That did not mean that the entire Executive would not be accountable for anything, but just the PRESIDENT.

BPW NETHERLANDS raised a Point of Clarification about whether "oversight and overall accountability for all planning, operational and outreach activities" included financial management.

PAST INTERNATIONAL PRESIDENT Sylvia Perry responded that the term "operational" meant the functions that ran the organisation. The PRESIDENT had to ensure that she was aware of all that was happening and had the opportunity to make decisions.

BPW GERMANY, asked if the amendment was consistent with R33, which dealt with the responsibility of the Executive as a whole: "Executive has collective responsibility for operational and management matters." The PRESIDENT was already the CHAIR and responsible for the overall operation, that should be more than enough.

She would like to move an amendment to remove any confusion between those two Articles. She proposed that the word "overall" was removed leaving "oversight and accountability" and it would not then be seen as contradictory to R33.

The Amendment was seconded by BPW AUSTRALIA.

PAST INTERNATIONAL PRESIDENT Sylvia Perry responded that she felt this proposal was based on differing uses of the English language. To her "overall" meant that it was encompassing so she did not think there was a problem but was quite happy to remove the word "overall" as long as "accountability" remained.

A vote was taken on the amendment to remove the word "overall" from the last sentence of Regulation 3.1 Amendment.

For 83, Against 12.

**The Amendment to remove the word "overall" was carried.**

The amended motion:

*The President is the principal officer of the organisation and has the leadership and management role including:*

- *chairing meetings of the General Assembly, the International Board and the Executive*
- *chairing the International Congress Planning Committee during her term*
- *formalising appointments*
- *fostering external relationships with other international organisations and leaders*
- *oversight and accountability for all planning, operational and outreach activities.*

For 80, Against 15.

**The substantive motion to amend Regulation 3.1 was carried.**

The CHAIR was handed over to the EXECUTIVE SECRETARY for the next item.

**Regulation R20: Name and logo**

*Workbook: English p92, French p98, Italian p106, Spanish p115.*

Proposed by PAST INTERNATIONAL PRESIDENT Liz Benham  
Seconded by EPW USA

*R20.1 The name International Federation of Business and Professional Women and the logo are in the sole ownership of BPW International.*



*R20.2 Logo*

*R20.3 Identification with the International Federation of Business and Professional Women. Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (BPW International) on websites and letterheads at a minimum.*

*Example: BPW Austria, an affiliate of the International Federation of Business and Professional Women*

*R20.4 The logo can be used only by paid-up financial Affiliates of the International Federation of Business and Professional Women and must not be used for personal benefit or profit.*

*R20.5 The logo should be used only with the colour black and grey.*

*R20.6 The logo must not be altered in any way other than to adjust the size proportionally.*

*R20.7 The Logo must appear at a prominent place. When the BPW affiliate has its own logo, it may appear together with the BPW International logo, however, the BPW International logo must appear first.*

The proposer, PAST INTERNATIONAL PRESIDENT Liz Benham, explained that the amendment had been required to comply with Swiss Law. The letters "IFBPW" and the name INTERNATIONAL FEDERATION had been filed and trademarked with the Swiss Intellectual Property Office who had required more detail about the use of the logo in our Regulations.

BPW SWITZERLAND raised a Point of Order that this amendment should be deferred back to the International Board, as more information was required due to the major impact of the decision on the future naming and branding and the financial implications. Out of respect for the General Assembly delegates should not have been asked to make this decision until they had the proper documents.

PAST INTERNATIONAL PRESIDENT Liz Benham responded that the issue had been discussed

in depth at the Constitution Workshop and it was a requirement for our name and trademark to be legally registered. It had been explained why the modern logo with the letters BPW could not be used, nor the words "Business and Professional Women" on their own without International Federation added to them.

Much legal advice had been sought and the Resolution was the best way to protect our organisation without having it contested. If we had filed BPW and Business and Professional Women it would have been open for contest and we had not wanted that. Now the organisation had been trademarked under the name INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN and the letters IFBPW, both of which we had been known by for many years especially in the United Nations.

We had already approved that in the Constitution and in the first Amendment that we approved today. Affiliates had been informed that there was a financial implication. Now that the basic name and logo could not be contested, modifications could be filed.

As the Proposer had used her Right of Reply the PARLIAMENTARIANS ruled that the debate was closed.

The REGIONAL COORDINATOR EUROPE raised a Point of Clarification that the registration of the logo reserved our right to use the globes. The CHAIR confirmed this.

EPW USA pointed out that she was not allowed to use BPW in the United States and that was why this protection was essential.

The CHAIR informed BPW JAPAN that the PARLIAMENTARIANS had already discussed with them the concern about Japan in the logo and the advice was that there was nothing that could be done at present.

BPW GERMANY emphasised the need to be consistent and asked if the starting sentence of the Resolution should be changed to reflect what had been voted for in C1. There was now a difference between "of BPW

INTERNATIONAL" when it should have said "also known as BPW INTERNATIONAL" which then reflected the Constitution.

BPW AUSTRALIA asked for a Point of Clarification as their understanding was that after the right of reply there should be no more debate.

Seconded by NORTH AMERICA REGIONAL COORDINATOR.

Following a show of hands supporting that there should be no more debate **Regulation R20 was put to the vote and carried** with 57 votes for, 23 against and 15 abstentions.

The EXECUTIVE SECRETARY handed back the Chair to the CONSTITUTION ADVISORY COMMITTEE CHAIR.

The CHAIR requested a 15-minute extension to take the remaining Regulation Amendments in one group. This was seconded by BPW AUSTRALIA and agreed by a show of hands.

The CHAIR explained that the remaining Regulation Amendments were mainly textual.

**Amendments to Regulations R1.3, R5.1, R5.5, R11.2, R11.3, R12.3, R13.1 and R18.**

*Workbook: English p89-91, French p 95-99, Italian p102-107, Spanish p111-116.*

Proposed by PAST INTERNATIONAL PRESIDENT Sylvia Perry.  
Seconded by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan

PAST INTERNATIONAL PRESIDENT Sylvia Perry spoke to the amendments. Where relevant "in the Congress" had been changed to "in the General Assembly" in the Regulations.

R5.1: When there were five Affiliate Clubs they "must become an Affiliate Federation".

R5.5: Affiliates must use the "BPW INTERNATIONAL model Constitution".

R11.2 Number of Federation delegates. The “same equal” changed to “an equal”.

R12.3 Voting between General Assemblies “Each country with 1 or more Affiliate Clubs is entitled to 1 voting delegate.” There was only one vote per country even where there was more than 1 Affiliate Club.

As the Proposer was then out of time she requested that delegates read the other changes and moved the group of amendments.

BPW AUSTRALIA pointed out that there appeared to be an error in R 12.3 in the Workbook. It was confirmed that “attending the General Assembly” had been removed.

BPW GERMANY raised a Point of Order and requested that R5.1 on becoming a Federation was considered separately because it contained a key principle on whether Affiliate Clubs were forced to become a Federation.

The CHAIR agreed that the amendment to R5.1 would be considered separately.

The CHAIR put the Amendments listed to Regulations R1.3, R5.5, R11.2, R11.3, R12.3, R13.1 and R18 to the vote as a group.

The **Amendments were agreed** with 79 votes for, 8 against and 8 abstentions.

BUSINESS, TRADE AND TECHNOLOGY CHAIR Manjul Batra requested a time extension, which was agreed by a show of hands.

## Regulation R5.1 Affiliate Federations

R5.1: When there were five Affiliate Clubs they “must become an Affiliate Federation”.

The CHAIR announced that the **amendment to R5.1 had been withdrawn**.

The CHAIR closed the session on Regulation Amendments and handed back to the INTERNATIONAL PRESIDENT.

The PRESIDENT thanked the CHAIR and all the PAST INTERNATIONAL PRESIDENTS that had served on the CONSTITUTIONAL ADVISORY COMMITTEE for their hard work and the advice they had given the Executive over the course of the Triennium.

The PRESIDENT reminded delegates that the Branding Taskforce had displayed various options for the BPW Logo at the front of the Hall on which they wanted the views of members. The views would be passed on to the Executive for consideration.

## Resolutions – Session 5 Chair: Dr Jean Murray, RESOLUTIONS COMMITTEE CHAIR

### Resolution I-1: Renewal of Committees, Taskforces and Projects

Workbook: English p199, French p224, Italian p250, Spanish p275.

Proposed by PAST INTERNATIONAL PRESIDENT Antoinette Rüegg, BPW AUSTRIA, BPW FINLAND, and BPW SWITZERLAND

Seconded by BPW INTERNATIONAL EXECUTIVE

### Resolution I-1: Renewal of Committees, Taskforces

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg had undertaken a review of the Committees and had been given 10 minutes to make a presentation on her Resolution.

The Resolution would be voted on in two parts:  
Part 1: Structure  
Part 2: Implementation.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg thanked all those who had discussed and developed this new concept for Taskforces, Projects and Events. The reason for the change was that the Standing Committees had not been able to utilise the great potential of the Members. It was not because the Chairs did not do an excellent job but it was the structure

of Standing Committees chaired by Members that prevented them from doing major work.

As they had not been able to find a better solution in any other NGO the team had developed a tailor-made approach for BPW, which we called a Pilot Concept. It was a pilot because we had to trial the concept and then adapt and evaluate during the next two terms. A final decision would be taken in 2020. If it was no better then BPW would go back to the existing Standing Committees but she hoped this would not happen.

Of the 13 Standing Committees four, MEMBERSHIP, UN, FINANCE and YOUNG BPW, were headed by an Executive Member and so they would remain.

The RESOLUTION, CONSTITUTION COMMITTEES and all CONGRESS AD HOC COMMITTEES would also remain.

The change was that the nine Standing Committees chaired by Members elected at Congress and having a vote at Congress would be dropped.

We would keep all the BPW INTERNATIONAL TASKFORCES and PROJECTS, which always worked very well as a specific person was appointed to lead them and given a specific goal. The Executive Board always initiated them and that would be retained.

Instead of a top-down structure the proposal was to utilise the potential of our members through bottom-up opportunities. A Member could register as an Expert or Committed Member for any task such as a Taskforce Chair, Taskforce Member or Project Chair.

The pool of Experts and Committed Members would feed the Taskforces, including member initiated Taskforces and those led by Executive members. The President of an Affiliate Federation or Affiliate Club would have to confirm if a Member registered for a task. There would be no obligation for a President to support them but they would be invited to cooperate with these Member-Initiated Projects and Taskforces, which was why the confirmation

by Affiliate Presidents was so important.

A Pilot Team would lead the whole initiative and PAST INTERNATIONAL PRESIDENT Antoinette Rüegg was willing to lead that for the next six years with the assistance of an administrator. Members who wished to become a part of the Pilot Team would be given a copy of the role guidelines. They could register their interest and would be given tasks.

The Pilot Team would establish the link between the Member-initiated issues and the Executive, and act as the facilitator, organiser and supporter, controlling the Guidelines and Rules and would collect, read and comment on the Reports and forward them to the Executive.

The Pilot Administrator would have an enormous administration workload and if that were not done well the whole system would fail, which was why the contractor fee had been set at 500 EUROS a month. There was a job description on-line.

The Interim Administrator was Elisabeta Freitas, BPW BRAZIL. The Pilot was responsible for the Member-Initiated Taskforce Projects, Experts and Committed Members, and all information such as registration, guidelines and job description would be on the website of BPW INTERNATIONAL.

There were six basic operating principles:

1. The working language was English. All were welcome who could translate into other languages but the Pilot Team could not undertake translations.
2. Applications from private business, political parties or religious groups would not be accepted.
3. There was no finance available from BPW INTERNATIONAL but a Project Taskforce could apply for funds and the application would be submitted to the Executive who would control the budget with the money fully used by the project.
4. The Taskforce and Project Chairs would display a poster report at Regional and International Congresses to update members on their achievements.

5. The Pilot Team would promote the activities and would look for a link with UN.
6. As long as the Experts remained motivated and the Executive accepted the Action Plan and Report, the work could continue. There would be no fixed terms.

The Pilot was an excellent opportunity for Members who were passionate regarding an issue. If accepted she hoped that the Pilot concept would stimulate the potential of our members, and asked that Affiliates be provided with this information.

The INTERNATIONAL PRESIDENT spoke on behalf of the Executive to second the motion and explained that many of the Executive had been involved in the workshops run by PAST PRESIDENT Antoinette Rüegg - they had participated, engaged and provided input. The Standing Committees and Taskforces were not effective in their current form.

The proposal had been well thought out. It examined the operation of BPW International and its Standing Committees and Taskforces, and provided an opportunity to use the expertise of our Members in a respectful way. We cannot expect Members to come onto Committees for three years but they may want to engage in a particular Project that was identified for a specific period of time, whether it be three weeks, three months, six months. Being able to identify experts amongst our membership was absolutely critical to the sustainability of BPW International. The Executive held extensive discussions, which resulted in a suggestion to establish a ThinkTank to identify specialists or Members who have a high level of expertise.

The CHAIR reminded delegates that they were only looking at the structure.

The Chair of BUSINESS, TRADE AND TECHNOLOGY supported the Taskforce implementation, but wished to keep the Committees and Taskforces going.

BPW AUSTRALIA expressed concern that you must know from the outset how a Pilot was

going to be evaluated. They would like to see that there was an independent, external evaluation and that it was not evaluated by the people who were implementing it.

The CHAIR asked if that could be taken on Board. She understood that the PRESIDENT of BPW AUSTRALIA had offered to do that evaluation.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg responded that her concern had been if the evaluation was done by a person who did not know the organisation. She would consider the offer.

The BPW AUSTRALIA PRESIDENT said that she worked as an independent evaluator but she was still happy to evaluate it as a slightly engaged evaluator.

## Vote on Part 1: Structure

The vote on the **proposed structure for Committees, Taskforces and Projects was approved** with 84 votes for and 12 against.

## Part 2: Implementation

- *Agrees that during the 2014-2020 period, the Regulations that pertain to Standing Committees [principally Regulation 15] will be put aside for the purpose and duration of the trial and that Standing Committee Chairs will not be elected in 2014.*

The RESOLUTIONS CHAIR explained that this section had been extracted from the first page of the Resolution and referred to putting aside Regulation 15 for the duration of the trial and not run the Standing Committees. However the Standing Committee Chairs had already been elected and had a vote at the next General Assembly in 2017, so that part of the implementation could not be applied.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg had proposed that the old and new systems ran together for the first three years of the trial and then in the second three years from the 2017 Congress we would run with the

new system.

The CHAIR suggested that the entire section could be removed from the Resolution and replaced by text stating that the two systems would run in parallel until 2017 and then BPW would move to the new system for the next Triennium subject to evaluation of the trial.

## Vote on Part 2: Implementation

The General Assembly agreed to go straight to the vote and the **implementation proposal was carried**. For 86, Against 9.

## Resolution I-2: Web Office Platform

*Workbook: English p201, French p228, Italian p254 and Spanish p279.*

Proposed by PAST INTERNATIONAL PRESIDENTS Liz Benham, Sylvia Perry and Yvette Swan.

Seconded by BPW UK

The proposer, PAST INTERNATIONAL PRESIDENT Liz Benham, explained that the word "Webex" had been deleted as it no longer existed in the same form.

- *recognising that since 2009 considerable human and technical resources have been invested in the build-up of a secure reliable virtual platform for the storage of the BPW International historical data and archives; and that the financial annual outlay on the system is viable, secure and well contained within BPW International budgets and represents value for money*
- *mindful that the material (some otherwise irreplaceable) must be protected;*
- *agrees that the current online virtual web office platform component is retained as an ongoing administrative and archival tool.*

Maintaining the BPW INTERNATIONAL archives and day-to-day operational records was of extreme importance and the PAST INTERNATIONAL PRESIDENTS believed it should be outsourced to a company that backed it up daily, encrypted it, and enabled

Executives to access from any computer without the risk of anything happening to the data, and that it should be a paid system.

Since 2009 BPW had built an archive of records, having learned from the past when records were lost due to all kinds of computer problems. An online web office stored documents in the cloud and would be easily used by all the Executives. The General Assembly were asked to support this Resolution to ensure that BPW's electronic records were securely stored.

The Motion was seconded by BPW UK who urged members to support it, as it was very important that both the history and working documents were stored in a secure environment that was readily accessible. Security and accessibility were paramount so that BPW could move forward and build on what had been done before. BPW could not risk losing any of this valuable information, which was both our history and our future.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, raised a Point of Clarification. At the end of her term as IMMEDIATE PAST PRESIDENT, she had developed the digital archive from 1930s to 2008. She asked if those digital records had been included in the current electronic archive. PAST INTERNATIONAL PRESIDENT Chonchanok Viravan was assured that they were all archived.

BPW AUSTRIA raised a Point of Clarification as to why BPW needed a web office for archiving when there was already an archive in Amsterdam.

PAST INTERNATIONAL PRESIDENT Liz Benham explained that the web office contained valuable records of conferences and issues from the past that Regional Coordinators could access.

The CHAIR then called for a vote: For 88, Against 8.

**Resolution I-2 was carried.**

### Resolution I-3: Rotation of Regional Conferences within a Region

Workbook: English p203, French p229, Italian p254, Spanish p279.

Proposed by BPW AUSTRALIA  
Seconded by BPW NEW ZEALAND

This Resolution had been adopted at the ASIA-PACIFIC REGIONAL CONFERENCE.

BPW AUSTRALIA, explained that the motion called upon BPW INTERNATIONAL to require Regional Conferences to be rotated around the Affiliates in the region as the Affiliates represented Members from different languages and cultural groups. Regional Coordinators should actively encourage their Affiliates from around the region to bid for the Regional Conference.

It was based on a resolution that had been passed in by Congress in Lucerne, which required International Congresses to be rotated around the Regions and they wanted the same approach to apply within Regions. It might be more convenient if the Regional Conference was held in the same city all the time but that was unfair to some members in the Region who might want to participate.

In seconding the motion BPW NEW ZEALAND, said that Regional Conferences needed to be moved around to get as much engagement as possible. While we respected the fact that not every country would be able to host a regional meeting, we should be providing the opportunity to do so.

The REGIONAL COORDINATOR for NORTH AMERICA and CARIBBEAN REGION spoke against the motion. Each Region had a Regional Coordinator, a Regional Coordinating Committee and usually a Sub-Regional Coordinator to decide what the Region did. The Regions should be autonomous and be responsible for managing their own Region. Members in the Region should be permitted to vote on where they wanted to hold their regional meetings and conferences, and should

not be told where to hold them.

The CHAIR explained that this was a Resolution that if adopted would have to be incorporated into the Procedure Manual. When the Regions Chapter was written with all the Regional Coordinators, it was very clear that the Regions were not all the same so the Procedure Manual needed to be able to allow for flexibility. It was a very fine balance between setting rules that would work for all the Regions and allowing flexibility for internal constraints.

BPW EGYPT spoke in support of the motion, as it was crucial that a Regional Conference moved within a Region. In Africa there were 54 countries, all were diverse, with different cultures, different languages but were one Region. Members needed to see and learn about each other to gain cross-cultural understanding so some rotation was needed.

BPW CANADA spoke against the motion. The regions all had their own Constitution and we should be able to make decisions about where we are going to have Regional Conferences within our Region and within our own Constitution.

The REGIONAL COORDINATOR ASIA-PACIFIC spoke for the motion. BPW ASIA PACIFIC covered a vast area with 11 different time zones and 5 Sub-regions. This motion tried to ensure that at least the Affiliates had the opportunity so that if one wanted to bid for a conference and they had already hosted one then we would give preference to someone that had not.

The CHAIR said that would be consistent with the Resolution that was passed by BPW INTERNATIONAL, where we said that if you had held an International Congress you could not have it in your Region again until the third Triennium after that.

The REGIONAL COORDINATOR for LATIN AMERICA said that their Constitution set rules that allowed them to determine where they held their Regional Conferences, which stipulated that they have autonomy and freedom to choose where they were going to hold them.

In their Right of Reply BPW AUSTRALIA said that they had not meant to be disrespectful to Regions and their Constitutions. It was about enabling Members to be able to attend conferences within their vast Region. We were supposed to represent all Members so she asked delegates to give it some consideration.

The CHAIR put the motion to the vote:

For 54, Against 40.

**Resolution I-3 Regions was carried.**

### Resolution I-4: Allocation of Budgets to Regional Coordinators

Workbook: English p204, French p229, Italian p255, Spanish p280.

This resolution came from the ASIA-PACIFIC Regional Conference.

Proposed by BPW AUSTRALIA  
Seconded by BPW NEW ZEALAND

*Given that BPW International's regions have very different geographies and populations, BPW International*

- *recognises that travel costs vary significantly between Regions and*
- *resolves to disburse the pool of funds allocated to Regional Coordinators on the basis of the cost, frequency and distance of travel required to perform their role within their region.*

The proposer, BPW AUSTRALIA, had confirmed with the Finance Officer that the Regional Coordinators received 3,038 Euros per annum to cover travel and accommodation expenses. The regional fees decided at Regional Conferences supplemented that amount. Regional Coordinators were the conduit between BPW INTERNATIONAL, Affiliates and Members. They were expected to visit countries where there were no Affiliates to help establish BPW in those countries. The large distances in some regions, in particular Africa and Asia Pacific, mean that the travel allowance

was inadequate.

Current budgets allowed one Regional Coordinator to visit up to 10 Affiliates in one year while another Regional Coordinator may expend her whole entire budget visiting one Affiliate. Over the years some Regional Coordinators had contributed large amounts of their own funds to meet the travel obligations of their role. It was important that any Member of BPW could stand for an international position without being concerned that they must personally pay large amounts of money to fund the travel required for the position.

BPW AUSTRALIA called on BPW INTERNATIONAL to calculate a weighting for the size of each region and allocate the pool of international funds accordingly. It was not fair that an organisation that represented business and professional women and advocated for equity expected Regional Coordinators to spend their own funds travelling in their own regions. The alternative was that Members would lose, if the Coordinators did not travel after they had expended their yearly allowance.

BPW NEW ZEALAND stated that they fully supported the Resolution. When budgets were presented the allowances for Regional Coordinators were not readily visible. They had donated not only their own time, but had taken time out of their business to work on behalf of BPW INTERNATIONAL. We must ensure that they were given the means and the tools to do their job effectively and get our message out to our Members.

The FINANCE OFFICER raised a Point of Clarification. All the Regional Coordinators spent their own funds to travel as the budget was not enough for any of the Regional Coordinators, regardless of the distance, to cover their travel.

There were regional dues in each region but the amount that a Regional Coordinator received was directly proportional to the number of Members in that region and that was why there was a significant difference between Regions.

The REGIONAL COORDINATOR for NORTH

AMERICA AND THE CARIBBEAN pointed out the inconsistencies in the mileage statistics used to support their case. She went on to highlight the variation in Regional Dues:

AFRICA - 5 Euros

LATIN AMERICA - 4 Dollars

EUROPE - 1 Euro (almost 18,000 Members)

NORTH AMERICA – 0.5 Dollars (under 1000 Members).

BPW NORTH AMERICA and CARIBBEAN managed their budget and she asked BPW ASIA PACIFIC to also manage theirs. If they did not have a large enough budget, they should not put the burden on others in International or the Regional Coordinators in other Regions but raise their own dues.

BPW FRANCE spoke for the motion. She would feel very comfortable that BPW invested some money on helping new Clubs but she would like it related to results. It would be interesting to know what the return would be if more money was invested and how many new Clubs could be opened.

The EXECUTIVE SECRETARY spoke against the motion because it was linked to distance. When she was REGIONAL COORDINATOR for LATIN AMERICA it was more than twice as expensive to travel within her Region, for example from her city to Brazil, as it was to go to Europe. Travel within Latin America was very expensive, but that was not the point. She proposed that BPW International needed to increase the budget for all the Regions, and that Regions that are concerned about how availability of Regional funds constrained how well their Regional Coordinators could do their job would have to review their Regulations and increase their Regional dues. It was impossible for BPW INTERNATIONAL to decide who should be given a larger travel budget. She suggested this should be an amendment.

The INTERNATIONAL PRESIDENT commented that the Executive had managed the finances, had been fiscally responsible, and had ensured that there was adequate budget for the Regional Coordinators to visit their Members and Affiliates. That was vitally important and critical to the sustainability of the organisation.

We were in vast regions and needed to make the Regional Coordinators more accessible to Members. Adopting this Resolution would enable that to happen.

In their Right of Reply BPW AUSTRALIA asked members not to focus on the distances. They had picked a measure as an illustration of the problem. It was about equity for people to perform their roles whether as Board Members or Club Presidents. This should not be an organisation for wealthy women. It should be an organisation for those people who have the passion to do the job.

The resolution was then put to the vote:

For 55, Against 44.

#### **Resolution I-4: Regional Budgets was carried.**

The RESOLUTIONS CHAIR announced that that concluded the Resolutions Sessions and handed back the Chair to the INTERNATIONAL PRESIDENT.

### **Acknowledgement**

The INTERNATIONAL PRESIDENT thanked both the RESOLUTIONS CHAIR and the CONSTITUTION ADVISORY COMMITTEE CHAIR for their hard work and commitment over the triennium together with that of their committees. She made a presentation to the two Chairs as a token of appreciation.

### **Credentials Report**

Voting Delegates in Hall: 107

Includes:

10 Executives

5 Past International Presidents

4 Standing Committee Chairs

27 Federations

7 Affiliate Clubs

### **Budget Presentation**

The FINANCE OFFICER said that the budget had not yet been updated following the adoption of the last resolution on Regions.

She went on to make two corrections to the draft budget. The following two items had to be deleted, as they were not in the budget:

- The bottom Assumption on the third line where it said, "1 EURO increase in 2016 and 2017".
- On pages 2 and 3 beneath budget 2016 and 2017 where it said, "1 EURO increase".

The 2014 Budget had had to be revised down slightly in order to maintain a surplus because the Congress Budget in Helsinki was based on 25,000 Members and the current budget had to be based on 23,000 including the expected growth of the new clubs.

The Inventory, Sales, and Dues remained unchanged while the expenses for 2014 were being reflected through 2015 to 2017 with the exception of the increased costs in the Resolutions budget line.

The FINANCE OFFICER halted her presentation while she arranged for a fresh print out.

The CHAIR asked for agreement from delegates to take the budget as the last item of business. This was agreed.

The NOMINATIONS and ELECTION Chairs were asked to make their joint Report. The NOMINATIONS CHAIR said she would be reporting on behalf of both Committees as the ELECTIONS CHAIR had left Congress for the day due to personal reasons. They had discussed their proposals with several PAST INTERNATIONAL PRESIDENTS as well as the PARLIAMENTARIANS and the incoming PRESIDENT, and had agreed that a Task Force should be appointed to develop and implement the proposals.

### **2011 - 2014 Sustainability Report Launch**

The INTERNATIONAL PRESIDENT formally launched the BPW INTERNATIONAL Sustainability Report: *Fulfilling the Legacy*.

The report presented the organisation in terms of the new vision, direction and the core policy-based initiatives. It was a way of showing what Affiliates were currently doing and how we could sustain the organisation moving forward. It is the first time that we have done such a report and copies would be available for members. It was hoped that the incoming Executive would continue and improve on this during the years to come.

*Hard copies had been distributed to delegates and additional copies made available at the BPW exhibition booth.*

### **Report by Branding Taskforce**

The REGIONAL COORDINATOR EUROPE gave a brief presentation on behalf of, BRANDING TASKFORCE CHAIR Ute Zech, who was unable to be present at Congress. The Taskforce had been established following the request from the last Congress for some rules for using the logo and to add an additional colour.

For various reasons the Taskforce only started in January. The key problem was that Affiliates used their own versions and it was not really obvious that they all belonged to the same Federation and that was why the Taskforce came up not only with an additional proposal for one colour and how to use the logo, they made up a proposal for a new logo. They also researched colours but many colours, such as red or yellow, had different meanings in the East and the West.

A PowerPoint presentation was given. The current logo had no text explanation for the abbreviation so its meaning was unclear and there was no space for the name of the affiliate or the country. It was very difficult to use the logo on small business items such as business cards because of all the islands that were on the map.

The proposed new logo stood for two equal parts of the world. It stood for equality among women and men and it represented the diversity within our organisation through the different colours in the palette. It was a modern, powerful logo and it had been passed



to the Executive to decide whether to take the proposal forward.

The proposed new logo was featured on the side of the entrance and members encouraged to use stickers to indicate if they liked, disliked or didn't know about the new logo.

The INTERNATIONAL PRESIDENT handed over the CHAIR to the FIRST VICE PRESIDENT.

Before giving her Valedictory Address, the PRESIDENT said the gavel she had been using for Executive meetings was a sensational tool. When Freda Miriklis first became PRESIDENT, Marilyn Forsythe, then PRESIDENT BPW AUSTRALIA said to her, "You need a gavel to call the meeting to order and be professional". That was what she had done over the Triennium and she wanted to sincerely thank Marilyn Forsythe and BPW AUSTRALIA for having nominated her for the position of PRESIDENT and for all the support that she and the current PRESIDENT of BPW AUSTRALIA, June Kane had given.

PAST PRESIDENT BPW AUSTRALIA Marilyn Forsythe thanked Freda Miriklis and announced that she and the current PRESIDENT BPW AUSTRALIA had agreed that it should be passed to the incoming PRESIDENT Yasmin Darwich.

## Valedictory Address by Outgoing President

The INTERNATIONAL PRESIDENT thanked everyone that she had had the honor to serve and lead and work with over the last three years. It had been an incredible experience. When she first came into the role and received such a warm welcome, she knew that there was something quite special about the role and that having the honor to lead BPW would be unique. It had been singular, exciting and challenging. She thanked each of the EXECUTIVE members for their hard work and contributions. Looking back over the last three years she was very proud of the work that they had done and what had been achieved through advocacy on behalf of BPW. To have served the organisation that

they all loved, to understand the challenges, understand the threats, and the opportunities faced brought them together to ensure that our interests were promoted and our values respected. She had seen day after day the many contributions that Affiliates, Presidents and Members had made and continued to make to ensure that this century provided the kind of peace and prosperity that the world needed to see.

She was honored to have served as the 22ND INTERNATIONAL PRESIDENT and left the office confident about the direction set, confident about the partnerships that would further strengthen BPW, and the core policies in place that enabled us to ask the hard questions during the Triennium about what we do, how we do it and whether we could do better. BPW was a learning organisation and it had to continue to evolve and to improve because we owed it to BPW Members around the world.

On a personal level she thanked most sincerely her husband Andrew who had been always there, not only for her but for BPW and she would not have been able to have done what she had over the last nine years on the INTERNATIONAL EXECUTIVE if it had not been for his understanding and dedication that had allowed her to do what she was passionate about.

The PRESIDENT went on to thank all the members of the International Board, the contractors and the volunteers, ably led by Angela McLeod; Roshan Strange, book-keeper, Ari Canonica, webmaster, and translators Giuseppina Bombaci, Diana Barragan and Livia Ricci.

It had been wonderful to see all the Presidents of the Affiliates, to see the International Board, the Chairs of the Standing Committees, the Chairs of the Taskforces and all who had contributed and helped to continue the vision over the Triennium. She thanked the five PAST INTERNATIONAL PRESIDENTS for their ongoing guidance and support for the Executive and who had been seen in action over the past few days, Sylvia Perry, Antoinette Rüegg, Chonchanok Viravan and Liz Benham, and Pat

Harrison who as our CHIEF PARLIAMENTARIAN had so ably overseen Parliamentary Procedure. She had been assisted by Sharon Selkirk, BPW CANADA, Shirley Chang, BPW TAIWAN, who had had to leave Congress but was succeeded by Colleen Brooker, BPW NEW ZEALAND.

Insil Lee, PRESIDENT BPW KOREA was thanked for all her help and support. They had been working very closely over the course of the last six months and she greatly appreciated all the help and support provided by BPW KOREA. IMMEDIATE PAST KOREAN PRESIDENT Pak was thanked as the Chair of the HPC for all the wonderful work that she had done. Throughout the Congress we had heard that our Members wanted to acknowledge the beautiful and warm welcome that we had all received from BPW Jeju under the leadership of PRESIDENT Aeduck Im.

Thanks also went to the CONGRESS PROGRAMME COORDINATOR Anne Hilty, who had done a wonderful job with the Programme. As a result of the work she had been doing on the island the Jeju Government had made her their International Ambassador. She was sure that she had left off some people - the tellers, and all the work that Ann Swain had been doing as CREDENTIALS CHAIR.

The PRESIDENT asked everyone to welcome the incoming President as they had welcomed her. She wished her and the new Executive Team all the very best as they led BPW INTERNATIONAL into the next Triennium. On behalf of the Executive and herself personally, she thanked the members for allowing them to contribute together.

The General Assembly expressed their appreciation with an ovation.

The FIRST VICE PRESIDENT handed back the Chair to the INTERNATIONAL PRESIDENT.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan reminded the PRESIDENT that the budget had not yet been presented.

## Budget Presentation

The FINANCE OFFICER apologised for the earlier error. As the volume discounting proposal had not been accepted she had retained the same budget for the next three years.

The expenses were similar to that set for 2014 except for the inclusion of cost of Resolution I-1 adding 6,000 Euros per annum to organisational services in the next three years.

It was still a fairly conservative budget because she believed that ultimately it was important for the incoming Executive Board to ensure that the bottom line was maintained and not exceeded even with all the accounting adjustments.

On that basis the proposed surplus was 17,000 Euros per annum for the next three years representing 4.4%, which was slightly down from the previous 4.8%. This set a target for the Executive Board of increasing membership to 23,000.

The FINANCE OFFICER proposed the adoption of her report, seconded by REGIONAL COORDINATOR NORTH AMERICA and CARIBBEAN.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan pointed out that in the note on the new President's Office there was no amount.

During the handover period there would be a three-month overlap between two offices where the current office was still operational and the new one was being set up. The budget should have included the cost of the facilities, setting up the facility, hiring new staff and other associated costs. It could not be zero.

The FINANCE OFFICER said that the second half of the 2014 budget took into account that they could set up their office within the existing half yearly budget.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan disagreed with that approach.

The FINANCE OFFICER said that if members wanted to re-instate the provision for setting up a President's Office then it could be done.

Motion: **The allowance that had been in the 2014 budget for establishing a new President's Office be re-instated in the 2014 budget and again in the 2017 budget.**

Proposed by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan  
Seconded by PAST INTERNATIONAL PRESIDENT Liz Benham  
The motion was **carried** by a show of hands.

BPW GERMANY said they had been told that the cost of Resolution I-1 had been included but there were also cost implications from Resolutions E-6a and I-6. The impact of those resolutions did not seem to have been considered. In addition they questioned why Organisational Services had decreased so much because in the budget for 2013 and 2014 it was 100,000 Euros and now it was down to 50,000 or 46,000 Euros with the 6,000 Euros on top.

The FINANCE OFFICER replied that the financial impact of the other Resolutions was not reflected there because she was trying to make it work within the existing budget.

In the Helsinki Budget the Revenue was set at 407,000 Euros and that was not going to happen. An adjusted budget was accepted at the 2014 Face-to-Face Executive Meeting to reflect the decrease in Revenue and associated decrease in costs across the organisation including Organisational Services.

BPW GERMANY asked what budget line would be affected by the two Resolutions and the additional costs of running the Taskforces and Standing Committees in parallel.

The FINANCE OFFICER said that the issue needed to be discussed by the new EXECUTIVE and would be brought up at the Post Congress Meeting. It was not up to her to make necessary changes that would affect their term so she had just ensured that the 6,000 Euros required by Resolution I-1 had been included. She would

work with the incoming EXECUTIVE to help them adjust the individual lines to reflect the new Resolutions.

BPW FINLAND had a Point of Clarification. They would like to see a differentiation in the dues as they consisted of both membership fees and 0.5 Euro for the Congress Fund. They queried why the Congress Contingency Fund was 30,000 Euros for 2010/11, 2012 and 2013 even though this 0.5 Euro had been collected.

The FINANCE OFFICER explained that the Congress Contingency Fund was a reserve in case things went wrong. The Congress Dues were put towards the cost of Congress and would be shown in the Congress accounts and would be submitted by the outgoing PRESIDENT and the FINANCE DIRECTOR to the INTERNATIONAL BOARD 12 months after Congress.

The budget included just the Membership fee and excluded the Congress Fund fee.

PAST INTERNATIONAL PRESIDENT Liz Benham asked why the budget had such a big decrease and did not seem to reflect the dues increase of five Euros and an annual dues increase of one Euro agreed at Helsinki.

Secondly, she was very disturbed at the lowering of the Organisational Services budget as it meant that BPW had fewer contractors supporting the organisation again. An important input into the Dues increase had been that BPW could have further services and support from permanent contractors.

The third question related to the almost 40% increase in the budget for the PRESIDENT but not for the other EXECUTIVES, including REGIONAL COORDINATORS who, as had been described already, had to travel a lot in their Regions. Their budgets were only 3000 Euros whereas from the 2014 Budget in Helsinki it should have been 3,300 Euros.

The FINANCE OFFICER explained that that had reflected the 2013 budget as opposed to 2014. Secondly, the original 2014 budget not only included Dues of over 400,000 Euros

but also income of over 10,000 even though we did not have interest-bearing accounts. Some of the fixed costs, such as bank fees, had also increased. She apologised if the increase in Dues had been omitted but she had been concerned that the budget had been set at 25,000 Members.

In terms of the old structure the contractor costs in the President's Office and in Organisational Services plus other lines such as the website were all reflected across the Profit and Loss entry for contractors. The contractors and volunteers in the structure were fully supported. They were not being paid at market value and their generosity was appreciated.

BPW GERMANY had a concern about budget line 27: Seminars and Projects. It was originally agreed in Helsinki at 15,000 Euros, then was reduced to 11,000 Euros for 2014 and it was at that amount 2015/16/17. But the Balance Sheet showed on page 401 that there was no expenditure for Seminars and Projects. In 2012 there was an expenditure of 6,008 Euros. Did we really need 11,000 Euros in this budget when the money was not used in 2013 and had been well below the budget for 2012. Had it still not been used?

The FINANCE OFFICER explained that the budget had been used and was shown in the Profit and Loss Account under Leadership Summit on page 401 that enabled tracking of both Income and Expenditure for the event.

PAST INTERNATIONAL PRESIDENT Sylvia Perry wanted to pick up on the comment that no one was paid their market value. For an organisation who wanted equality for women and equal pay, this should be looked at very carefully.

NEW ZEALAND asked for an explanation of the change in the Accounting and Audit costs from 37,000 EUROS in 2012, 56,000 EUROS in 2013 and for 2014 and onwards 50,000 EUROS.

The FINANCE OFFICER explained that the increase in accounting costs reflected the use of an experienced financial professional who joined on the understanding that it was a part-

time role but found it was almost full time. In order to mitigate the risk of having a change in personnel the cost reflected the ongoing cost of the Finance Office.

The FINANCE OFFICER proposed that her budget be accepted, seconded by the REGIONAL COORDINATOR ASIA PACIFIC.

**The budget was accepted** by a show of hands.

The INTERNATIONAL PRESIDENT said that there were two groups of people that she still wanted to mention. One was her family and sister here at Congress who had been an incredible support for her during the Triennium.

The second group were the UN REPRESENTATIVES who were seated in a group at the front, together with Christina Visconti, BPW ITALY, and Lesha Witmer, BPW GERMANY. Our UN REPRESENTATIVES dedicated themselves across the world, in New York, Vienna, and Geneva and in the Regional Commissions around the world. BPW was extremely grateful for the work, the dedication and the commitment that they gave to our organisation and she thanked them on behalf of herself and the VICE PRESIDENT UNITED NATIONS for the work that they had done.

Two of the UN REPRESENTATIVES from New York, Tess Mateo and Eva Richter, had been leading the development by the UN REPRESENTATIVES of a Declaration and an Advocacy Document, which would be brought before the INTERNATIONAL BOARD for approval.

## Installation of new Executive

The current EXECUTIVE stood and were applauded before they left the platform.

The outgoing INTERNATIONAL PRESIDENT was assisted in the installation by the IMMEDIATE PAST VICE PRESIDENT MEMBERSHIP.

The Officers would be installed in the following order:  
REGIONAL COORDINATORS for AFRICA, ASIA PACIFIC, EUROPE, LATIN AMERICA,

NORTH AMERICA and CARIBBEAN,  
YOUNG BPW REPRESENTATIVE,  
EXECUTIVE SECRETARY,  
FINANCE OFFICER,  
VICE PRESIDENTS,  
PRESIDENT.

The IMMEDIATE PAST VICE PRESIDENT  
MEMBERSHIP called the REGIONAL  
COORDINATORS for:

AFRICA - **Adenike Adejanyu-Osadoro**;  
ASIA PACIFIC - **Susan Jones**;  
EUROPE - **Karin Raguin**;  
LATIN AMERICA - **Marta Solimano**;  
NORTH AMERICA and CARIBBEAN - **Bessie  
Hironimus**.

The outgoing PRESIDENT addressed the  
REGIONAL COORDINATORS, telling them that  
it was their duty to represent their region on  
the Executive, and to bring information back to  
their region, convene the Triennium Regional  
Conference and work with the FINANCE  
OFFICER to ensure that the Dues were paid  
on time. Were they all willing to accept that  
responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the five  
Coordinators in their offices.

YOUNG BPW - **Ketlin Tackman**

The outgoing PRESIDENT informed the Young  
BPW Representative that it was her duty  
to represent Young BPW Members on the  
Executive Board, to communicate with Young  
BPW Members worldwide and to work with  
REGIONAL COORDINATORS to engage and  
to retain young Members. Was she willing to  
accept this responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed Ketlin  
Tackman in her office.

EXECUTIVE SECRETARY - **Beatriz Fett**

The outgoing PRESIDENT informed the  
EXECUTIVE SECRETARY that it was her duty to  
manage the Agenda for all Executive Meetings

and ensure that the Minutes and Action Lists  
were communicated. She would also advise  
on constitutional matters and support Member  
Services. Was she willing to accept that  
responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the  
installation of Beatriz Fett in her office.

EXECUTIVE FINANCE OFFICER - **Jo-Ann Pozzi**

The outgoing PRESIDENT informed the  
EXECUTIVE FINANCE OFFICER that her  
duties were to establish a Finance Team,  
and to ensure sound financial policy, arrange  
for management of the books and the  
accounts of the organisation and ensure that  
Expenditures were below the income. The  
Financial Statements must be presented to  
the EXECUTIVE at all Meetings, reviewed by  
an independent examiner and circulated to the  
INTERNATIONAL BOARD. Was she willing to  
accept that responsibility?

On receiving the affirmative the IMMEDIATE  
PAST IMMEDIATE PAST VICE PRESIDENT duly  
installed Jo-Ann Pozzi in her office.

VICE PRESIDENT MEMBERSHIP - **Amany  
Asfour**  
VICE PRESIDENT UN - **Arzu Ozyol**

The outgoing PRESIDENT addressed the VICE  
PRESIDENTS for MEMBERSHIP and UNITED  
NATIONS, and reminded them that as VICE  
PRESIDENTS their duties were to assist the  
PRESIDENT in every way possible, to act in  
her unavoidable absence and to cooperate  
with other Members of the Executive for the  
benefit of the organisation at all times. Were  
they willing to accept their responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the  
installation of the VICE PRESIDENTS in their  
offices.

## Installation of New President

INTERNATIONAL PRESIDENT - Dr Yasmin  
Darwich

The outgoing PRESIDENT highlighted that  
the furtherance of the aims and ideals of  
the organisation lay within her power as  
INTERNATIONAL PRESIDENT for the next three  
years. The Members of the INTERNATIONAL  
FEDERATION stood behind her and the  
Members of the EXECUTIVE would assist her  
in every way in all that she might undertake.  
She had a mission to fulfil in leadership and by  
example, of which she should be fully aware.

Was she ready and willing to undertake that  
obligation?

On receiving the affirmative the PRESIDENT  
duly installed Yasmin Darwich as the 23<sup>RD</sup> BPW  
INTERNATIONAL PRESIDENT.

The installation took place with IMMEDIATE  
PAST PRESIDENT Freda Miriklis handling over  
the President's Chain and the new Badge  
of Office to Yasmin Darwich as the 23<sup>rd</sup> BPW  
INTERNATIONAL PRESIDENT.

## Address by Incoming INTERNATIONAL PRESIDENT Dr Yasmin Darwich

PRESIDENT Yasmin Darwich thanked everyone  
for their vote of confidence and the support  
that elected her as the 23<sup>RD</sup> INTERNATIONAL  
PRESIDENT. She pledged that the commitments  
made would be accomplished. She would keep  
her word to work with the Members' interests  
in mind. There was much to be done. In the  
same way that they had given her their trust she  
also trusted them to be there for her and for  
the Executive Members. She wanted to meet  
as many Members as possible to know better  
their concerns and suggestions. She would  
be available to members as much as possible  
and the President's Office would always have  
its electronic doors open to members. The  
PRESIDENT thanked her colleagues in the  
Executive and in the past Executive, the  
INTERNATIONAL BOARD, INTERNATIONAL  
PAST PRESIDENTS, and IMMEDIATE PAST  
PRESIDENT Freda Miriklis because the last  
three years had given her the experience that  
motivated her to run for office.

She went on to express her appreciation and  
gratitude to her family and close friends for  
always being there with their support and love.  
This Triennium she would like to work under  
the theme, "Making a difference through  
leadership and action" and prayed that she  
would be given the strength and wisdom to  
accomplish the goals.

The PRESIDENT called the ELECTIONS  
COMMITTEE CHAIR to the podium.

The ELECTIONS COMMITTEE CHAIR,  
informed delegates that they had one last duty  
to perform as the ELECTIONS COMMITTEE  
had been faced with a predicament had not  
been considered during the development of  
the Procedure Guidelines.

This year we had three nominations for  
Vice President Membership and one  
for Vice President UN. In this situation the  
PARLIAMENTARIANS had instructed the  
ELECTIONS COMMITTEE that there should  
be a vote specifically for the FIRST VICE  
PRESIDENT from the two elected VICE  
PRESIDENTS.

The PRESIDENT pointed out that some of  
the new Executive did not have digivote kits.  
While this was being resolved the Egyptian  
Presentation took place.

## Welcome to Cairo 2017

Amany Asfour, BPW EGYPT said she had great  
pleasure in welcoming everyone to the 2017  
BPW INTERNATIONAL CONGRESS. She had  
started bidding for it at her first International  
Congress in 2000 so it had taken 17 years for  
the Congress to go to Egypt. Members knew  
that Egypt was an Arabic country, an Arabic-  
speaking country by the Mediterranean Sea and  
had the Sinai Peninsula, which was Asian. Egypt  
was a strategic location and had all the facilities  
for magnificent world-class conferences. The  
Mena House Hotel had a view of the pyramids  
and had been built in 1890 for Queen Eugenie  
of France.

There was government support through the

Ministries of Gender, of Tourism, of Foreign Affairs, of Culture, of Media and of course it was a very reasonable cost. They had arranged a fantastic social programme with the Opening Ceremony at the foot of the pyramids with the Sphinx welcoming members and the Gala Dinner of 1001 Nights at the Citadel.

Post congress tours with Nile cruises had been arranged so that members could visit the monuments at Luxor or go to the resort beaches in Sharm el Sheikh and Hurghada.

Amany Asfour then introduced the Egyptian Ambassador, His Excellency Dr. Hany Selim.

The Ambassador said he was honored to address the distinguished audience at such a high level conference. He was sure it had been a great success and an additional contribution to BPW's enriching role to empower women all over the world and to sustain the active engagement of civil society in our contemporary, social and economic life.

He briefly wished to share tidings of good news about his nation, Egypt was being re-born. A new, secure and attractive Egypt was emerging. The first phase had been the adoption of a democratic and civilised Constitution at the beginning of the year and the second was closing today, the last day of Presidential Elections in Egypt. A third phase, the Parliamentary Elections, would take place in a few months.

The new Egypt, young though 7000 years old, was the cradle of civilisation, the first nation state in the world and with more than one third of the ancient monuments of the world, welcomed you to share with its people the awesome moment of change that they were experiencing.

The Ambassador's speech was followed by a short video of Egypt.

The INTERNATIONAL PRESIDENT thanked Dr. Hany Selim, Ambassador of Egypt, Dr Amany Asfour and the Delegation from Egypt for their presentations.

## Election of First Vice President

The ELECTIONS COMMITTEE CHAIR announced the vote for the FIRST VICE-PRESIDENT by simple majority. Both names were on the screen, Amany Asfour and Arzu Ozyol.

Voting delegates in hall: 94

Amany Asfour, 62  
Arzu Ozyol, 25.

VICE-PRESIDENT MEMBERSHIP Amany Asfour was duly elected FIRST VICE-PRESIDENT.

**The Newly installed INTERNATIONAL PRESIDENT, Dr. Yasmin Darwich, took the CHAIR and declared the 28th INTERNATIONAL CONGRESS closed.**

## 3 | APPENDICES

- Appendix 1: Integrated Strategy Roadmap
- Appendix 2: Additional Benefits
- Appendix 3: BPW International Korea Declaration May 2014
- Appendix 4: BPW International Awards
- Appendix 5: Image of Painting 'Burden'
- Appendix 6: Members Attending Congress
- Appendix 7: Approved Triennium Budget 2014-2017
- Appendix 8: Revised Constitution and Regulations
- Appendix 9: Minutes of 71st International Board Meeting
- Appendix 10: Draft Minutes of 72nd International Board Meeting
- Appendix 11: 2014 BPW International General Assembly Resolutions Report



## Appendix 1

### INTEGRATED STRATEGY ROADMAP

The Integrated Strategy Roadmap Emergency Resolution (proposed by BPW Europe and passed unanimously at the Helsinki Congress) reaffirmed the need to empower members with the necessary resources to become gender experts/specialists in order to achieve inclusive development. In line with the resolution, the Executive “developed tools to empower and support Affiliates and clubs to become experts in the limited number of topics” as defined by the resolution. Two page printable resource sheets were produced covering the following topics and outlining: what BPW International is doing; sharing Affiliate best practices as examples of what they are doing (at national level); providing ideas about what Affiliates could do and ending with key messages. A total of nine BPW Resources sheets were launched during the General Assembly highlighting key policy areas, partnerships and projects. These included:

1. [Leading Empowerment](#)
2. [Leading Equity](#)
3. [Leading Entrepreneurship](#)
4. [Project WEPs](#) (later re-named Project Women’s Empowerment)
5. [ThinkTank](#)

To support BPW International policies, the executive considered strategic alliances at the international level to provide benefits to affiliates at the grassroots level, empowering them to further develop core policy-based initiatives. The following two page resource sheets were also launched:

6. [CBW](#)
7. [IOE](#)
8. [ITC](#)
9. [World Bank](#)

The Executive designed a simplified online reporting tool for Affiliates, underpinned by the Women’s Empowerment Principles (WEPs) classifying BPW International activities and enabling all reports to be derived from a single data set.

## Appendix 2

### ADDITIONAL BENEFITS

The following initiatives were introduced to raise the profile of BPW International. Establishing BPW collateral for the benefit of, and creating value for, members was a key priority for the Executive. In addition to the nine BPW Resource sheets the following marketing collateral was created, made available to members and launched during the General Assembly:

- A new BPW Affiliate Guide
- A BPW promotional bookmark series - outlining the benefits of membership
- The first BPW Sustainability Report, Fulfilling the Legacy

#### Sustainability Report:

The first BPW Sustainability Report introduced the principles of sustainability into our organisation and provided a framework for BPW to self-audit its sustainability profile while providing a corporate history. In addition, this valuable report provides a corporate and sustainability vision for members and partners. It is a starting point for BPW International to promote its work and culture in line with Global Reporting Initiative (GRI) standards and we have learned a lot in the process. This will be a powerful resource moving forward that will provide a competitive advantage for BPW International when applying for donor funds. Recommendations on the process for future reporting have been provided to the incoming Executive.

#### Congress Ambassadors:

Congress Ambassadors were introduced to assist with intercultural understanding and members with general enquiries about congress. A Congress Ambassadors Taskforce was also established and co-chaired by the International President and Congress Programme Coordinator (Regional Coordinators were ex-officio) with regular communication providing congress updates and promotional material. In order to raise awareness amongst members, Congress Ambassadors were announced during Regional Conferences with the aim to bridge cultural differences with regards to managing members needs and expectations.

#### Goodwill Ambassadors

BPW International Goodwill Ambassadors were introduced in 2012 to increase BPW International’s visibility. They were chosen for their profile and individual standing and served to promote the aims and objectives of the organization (in accordance with the guidelines) working closely with the International President, and facilitated high-level meetings. The 2011-14 inaugural Goodwill Ambassadors included:

- Cho Dong-Sung
- H. E. Delia Domingo Albert
- Annette Lu
- Fay Jahan Ara
- Anne Sherry AO
- Alison Hinds

## President's Gold Award

The Executive approved the proposal to inaugurate the **"Male CEO Gender Diversity Awards"** in July 2012 on the occasion of the 20th anniversary of the BPW Korea Gold Award. It was to give recognition to men that are supportive of women and who create better opportunities for men and women in the workplace, marketplace and community.

This Award was intended to be open so that members could make regional nominations however due to timing constraints, the terms of reference was revised for this Congress with BPW International Goodwill Ambassadors invited to make up an Ad Hoc Committee in 2013 and awardees notified at the end of April 2014. The chair was Dr Dong-Song Cho. As a result the award was renamed the President's Gold Award and the judging panel selected H.R.H. Khalifa bin Salman Al Khalifa, Prime Minister of Bahrain, as the recipient.

It was intended that the "Male CEO Gender Diversity Awards" be progressed at future Congresses and when it's impact could be measured, a resolution presented to the General Assembly.

## Appendix 3

*The Declaration was developed before, during and after Congress Plenary Sessions and was presented at the Post Congress International Board meeting. To allow for additional input from UN Representatives the Vice President UN presented a finalised version to the Executive Board with the final version widely disseminated to members on the 3rd of June 2014.*



### **BPW INTERNATIONAL KOREA DECLARATION MAY 2014** **The Post 2015 Development Agenda for Business Professional Women - Empowered Women Leading Business**

We, more than 700 business and professional women from 49 federations and affiliates, participating in the 28<sup>th</sup> BPW International Congress: Empowered Women Leading Business on Jeju Island, the "Island of Women" in the Republic of Korea, held under the High Patronage of President Geun-hye Park on May 23-27 2014:

- belong to a well-respected global organization with permanent United Nations representation that has empowered women for over eighty years and advocates for the empowerment of women at all levels, at the top and in the communities in which we serve and live,
- express our thanks to the members of BPW Korea under the leadership of President Dr. Insil Lee and the BPW International Executive under the leadership of President Freda Miriklis for staging a successful International Congress,
- emphasize BPW International's mission to empower women by inspiring business, enabling communities, supporting rural and vulnerable women and creating opportunities around the world; Empowered Women are the driving force behind sustainable changes in workplaces, marketplaces and communities,
- promote the benefit of networking and partnerships and recognize that we are more powerful working as a team. With our members being from all professions, of all ages and living in 100 countries there are tremendous opportunities to leverage our collective knowledge, experiences and networks for individual, professional and club development,
- highlight the work of members of BPW International who represent women in the economy and women at all levels of decision-making, in cooperation with governments, and all non-state actors around the world by promoting statements and recommendations on important worldwide themes that support the empowerment of women.

## KEY MESSAGES

The economic empowerment of women is vital to the success of business, community and government. Although, women's entrepreneurship and professionalism is critical to sustainable development, barriers -including lack of access to natural resources, finance, property and markets- still exist. BPW International develops the professional, leadership and business potential of women on all levels through advocacy, mentoring, networking, skill building and our economic

empowerment programmes and projects around the world:

- We advocate that **CEDAW, BPfA and the UN Global Compact Initiative Women Empowerment Principles (WEPs)** that are accepted as the pillars to support and sustain our efforts.
- We advocate that governments, UN institutions and other relevant bodies to implement and enforce policy and build structures in order to provide pay equity. We also continue to raise societal awareness about pay equity through our **Equal Pay Day Campaign**, because, there is no country in the world where women receive equal pay for work of equal value to date.

## STRATEGIES FOR EMPOWERING WOMEN

In addition to existing strategies, BPW International and all our affiliates adopted resolutions as basis for our commitment and activities in this new triennium:

### I. Leadership at the top:

#### I.1 Gender balance on boards

- Lobby governments and private and public corporations in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards in decision-making positions by 2020.

#### I.2 Partnerships and cooperation

- Commit to continue cooperation with the International Trade Centre (ITC) including expanding its Women Vendor Exhibition and Forum (WVEF) as part of the Global commit Platform for Action on Sourcing from Women Vendors.
- Realise the full potential of our partnership with Commonwealth Businesswomen (CBW), which facilitates connections for women vendors via the Commonwealth Business Forum.

### II. Leadership in the Community

#### II.1 Prevention of Forced Marriage

- Lobby governments to accede to or approve the UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages for
  - setting the legal age for marriage for girls and boys to 18 with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority,
  - introducing legal measures to prohibit underage and forced marriages and
  - promoting measures to protect women harmed by polygamy and dowry-related violence.
- Include government actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee,
- Contribute to NGO Alternative or Shadow Reports to reflect the actual situation of underage girls being forced into marriage.

### III. Leadership at all levels

#### III.1 Endorse the campaigns for decent working conditions in the garment industry

- Endorse the Clean Clothes Campaign or/ and similar initiatives in other regions and countries,
- Advocate for the implementation of the ILO Decent Work Agenda and initiatives derived from that, with gender equality as a cross-cutting objective and adoption of the Women Empowerment Principles (WEPs/Equality Means Business) by the companies involved to create a safe garment industry with living wages and equal treatment.

#### III.2 BPW International statement to Commission on the Status of Women (CSW), OWG Post 2015 agenda and HLPF (High Level Political Forum on Sustainable Development)

- Lobby to adopt a dedicated Sustainable Development Goal (SDG) for equality and non-discrimination,
- Lobby to adopt a dedicated SDG for water and sanitation including all areas of concern,
- Lobby companies and governments in their policies to adopt and implement the Women's Empowerment Principles (WEPs).

#### III.3 Accede to the Convention on rights of persons with disabilities

- Lobby all governments to ratify, accede to or approve the UN Convention of the Rights of Persons with Disabilities and its Optional Protocol and to address General Recommendation 18 (1991) that requires information in CEDAW periodic reports on measures taken to ensure disabled women have equal access to education, employment, health services and social security so they can participate in all areas of social and cultural life,
- Contribute to Alternative or Shadow Reports to reflect the situation of women and girls with disabilities.

#### III.4 Gender empowerment to reduce damage by disasters

- Demand of governments to enhance gender equality in the decision-making process surrounding disasters
- Call on governments to include gender-responsive procedures in their disaster preparedness and post-disaster management.

## CONCLUSION

We, the participants in 28<sup>th</sup> BPW International Congress commit to:

- devote our energies and resources to implement what we committed to above and consider the Korea declaration as BPW International agenda for post 2015,
- support stand-alone goals on gender equality and empowerment of women and water & sanitation as dedicated goals for the post-2015 sustainable development framework and
- continue efforts collectively to raise awareness and ensure the implementation of the Beijing Platform for Action in light of the 20<sup>th</sup> anniversary of the Platform.

# BPW INTERNATIONAL AWARDS

The following BPW International Awards were presented to award recipients by the International President during the Opening Ceremony of Congress on Friday 23 May:

- Lena Madessin Phillips Award: Dr Patricia Harrison, Australia
- Badge of Honor: Dr Chonchanok Viravan, Thailand
- Gertrude Mongella Award: Mrs Tinuade Ihama, Nigeria
- President's Award: Mrs Angela McLeod, New Zealand

## ABOUT THE AWARDS

Presentation of the Lena Madessin Phillips Award

The MC gave a brief background to this highest award from the organization and summarised its rules. The aim of the Lena Madessin Phillips Award is to recognize an individual BPW member who has made a significant contribution to the development of BPW at international level and/or to improve the status of women with the leadership and dedication inspired by Dr. Lena Madessin Phillips, the founder of the International Federation of Business and Professional Women. **The International President** invited **Past International President Dr Patricia Harrison, Australia, (1999-2002)** to the stage and described her commitment and accomplishments before she addressed the audience.

Presentation of the Badge of Honour

The MC gave a brief background to the award, which was the top accolade given by BPW International. This award was given to a person who in her community had significantly contributed to her country or achieved national recognition in improving the status of women. President Freda Miriklis presented the **Badge of Honour** to **Past International President Dr Chonchanok Viravan, Thailand, (2005-2008)** and spoke of her commitment before she addressed the audience.

Presentation of the Gertrude Mongella Award

The MC introduced the Award. BPW International established the Gertrude Mongella Award in recognition of the work done by Gertrude Mongella, Secretary-General for the IV World Conference on Women held in Beijing, China in 1995. The award was presented in recognition of outstanding work done on an on-going basis to improve the status of grassroots women. The International President presented **Mrs Tinuade Ihama (Nigeria)** with the **Gertrude Mongella Award** acknowledging her as an empowered BPW member using her skills and knowledge to improve the status of grassroots women and involved in local projects from law centres to marketplaces. Ms Ihama addressed the audience.

Presentation of the President's Award

The MC introduced the BPW International President's Award, which is given at the discretion of the President. International President announced **Angela McLeod (New Zealand)** as the recipient of the **President's Award** for significantly contributing to the running of the international office during the triennium. Ms McLeod addressed the audience.

## OTHER AWARDS PRESENTED

### President's Special Recognition

A Certificate of Special Recognition was awarded to Vivien Hazel Streeter (Australia) for her efforts in establishing the BPW International Office and for her support during the term. The BPW Australia President accepted the certificate on her behalf.

### President's Gold Award

The President announced in her opening address that **H.R.H. Khalifa bin Salman Al Khalifa, Prime Minister of Bahrain**, was the recipient of the President's Gold Award which was decided by an Ad Hoc Committee made up of BPW International Goodwill Ambassadors. (See Appendix 2). He was unable to be present at Congress.

### President's Empowered Women Leading Business Award

To coincide with our Congress theme, the International President gave special recognition to Kim Sung Joo, Chair and CEO of Sungjoo Group, who was acknowledged as one of the most celebrated businesswomen in Asia and she thanked her for her support of the congress. She recognized her as one of the most successful women entrepreneurs and businesswomen with a strong sense of corporate social responsibility, who supported the advancement of women worldwide.

The first internationally recognised BPW Korea Kim Mandeok Award was presented to H.R.H Fay Jahan Ara during the margins of Congress at a side event organised by BPW Korea.

## POWER TO MAKE A DIFFERENCE AWARDS

The Power to Make a Difference Awards, organised by Past International President Chonchanok Viravan, Chair of the Power to Make a Difference Awards Committee, were presented by the International President during the Sungjoo Group Gala Dinner.

### Power to Make a Difference through Leadership

- Excellent Business Leader: **Annie Multon**, BPW Grand Cayman
- Excellent Professional Leader: **Dame Maizie Barker Welch**, BPW Barbados
- Excellent Young Leader: **Lin Yiying**, BPW Taiwan

### Power to Make a Difference through Advocacy

Excellent Advocacy for Women:

- 1<sup>st</sup> **BPW New Zealand**
- 2<sup>nd</sup> **BPW Australia**
- 3<sup>rd</sup> **BPW Estonia**



## Power to Make a Difference through Action

### Excellent Project:

- 1<sup>st</sup> "Hatchepsut Women Business Development Center and Business Incubator for Women Entrepreneurs", **BPW Egypt**
- 2<sup>nd</sup> "Darfur Project" by **BPW Bahry, Sudan**
- 3<sup>rd</sup> "She Economy – Green Economy", **BPW Thailand**
  - "Business Service Centre", **BPW Nepal**
  - "Entrepreneur of the Future", **BPW Brazil**

## Power to Make a Difference through Women Empowerment Principles (WEPs)

### Excellent Advocacy for WEP: **BPW New Zealand**

## Appendix 5

### IMAGE OF PAINTING 'BURDEN'



### Photo of Dr Sam Shee's oil painting: "Burden"

The internationally renowned artist, Dr Sam Shee, donated the copyright of his work to BPW International for the triennium. "Burden" is an expression of women's empowerment, which depicts a woman carrying a heavy load on her shoulders. According to Shee, this is an image of today's woman juggling so many different roles in life, and as difficult as life may be, women inevitably find an inner strength that gives them "wings of power", to ultimately face life's challenges, however strenuous they may be. Ms Liza Lin, (Taiwan) as chair of the Philanthropic Taskforce, used the Burden print to design and produce the "BPW Empowerment Scarf" which was a successful fundraising activity during the triennium.

The Philanthropic Taskforce was established during the triennium to identify affiliate projects in vulnerable and poor communities, with a focus on supporting education opportunities. The President appointed Ms Lin to chair this important taskforce and worked closely with her and Dr Sam Shee, in consultation with the Regional Coordinator for Africa, Adenike Osadolor, and 1st Vice President, UN Huguette Akplogan Dossa, to also identify a number of projects that build the capacity and skills of women in Africa. An initial contribution of US\$50,000.00 is pledged to begin the first project(s) in Africa, on behalf of the Tzuhsing Foundation during the next term.

Artist *Shee*

Welcome to the  
Highland Musée  
of Artist *Shee*

**MEMBERS ATTENDING CONGRESS**

**American Samoa**

Merrilee May

**Argentina**

Monica Beatriz Emanuelli  
Ines Alcira Grosso  
Jacqueline Labruno  
Marta Solimano

**Australia**

Valerie Bonython  
Barbara Clancy  
Elizabeth Collins  
Andrea Cross  
Karen Delvin  
Sandra D’Souza  
Marilyn Forsythe  
Carol Hanlon  
Pat Harrison  
Susan Jones  
June Kane  
Janet McLean  
Caitlin Medley  
Freda Miriklis  
Jean Murray  
Michelle Naylor  
Carole Shaw  
Roshan Strange  
Yvonne Todd  
Judith Tucker  
Sheila Turnbull  
Judith van Unen

**Austria**

Ulrike Demelius  
Silvia Dillinger-Brigl  
Christa Kirchmair  
Heidrun Mathaus

**Bahrain**

Khariah Al Dashti  
Sh. Hind Al-Khalifa  
Nabeela Alkheer  
Najah Al-khuder

Nadia Almulla  
Nasreen Alqaseer  
Ahlam Janahi  
Hala Suleiman  
Zahra Taher

**Barbados**

Nicole Alleyne  
Marva Browne  
Marriane Burnham  
Gegetta Crookendale  
Mona Grimes  
Julie Gumbs  
Alison Hinds  
Patricia Seale  
Anita Walters

**Belgium**

Katarina Coucke  
Caroline Couvreur  
Maryse Goeminne  
Sofie-Anne Hemeryck  
Amelie Leclercq  
Myriam Martens  
Marie Questier  
Lieve van Eeckhoutte

**Benin**

Huguette Akplogan Dossa  
Michale Ekue Ahouadi  
Maxime Dossa  
Virginie Gnansounou  
Jofrette Johnson Loueke  
Reine Loupeda Sagbohan

**Bermuda**

Patty-Ann Flood  
Tawana Flood  
Faye Frater-Butler

**Brazil**

Yara Blochtein  
Elisa Campos  
Eliana Chiappetta

Eunice Cruz  
Arlete Ferraz  
Beatriz Fett  
Elisabete Freitas  
Amelia Cãıceres Goncalves  
Jussara Moraes  
Maria da Grasa  
Nascimento  
Maria Angelica Resende  
Margarida Yassuda  
Celia Zanetti

**Cameroon**

Aissatou Djeilani  
Christelle Ngmwo  
Florence Ngwa  
Nouadjou Rose Ngobo  
Lisette Tchokouaha Kannelon  
Catherine Wouendji Mbieule

**Canada**

Colleen Allan  
Cara Cote  
Sharon Graham  
Doris Hall  
Kathryn Munn  
Tammy Richmond  
Sharon Selkirk  
Jill Worobec

**Cayman Islands**

Nancy Harrison  
Annie Multon  
Jessica Turnbull

**Cote D’Ivoire**

Amelie N’ZI

**Ecuador**

Silvia Lopez  
Dolores Otaaez  
Maria Ocana  
Tannia Quirola  
Ximena Ramos

**Egypt**

Amany Asfour  
Azza Ahmed Abass  
Yassmeen Dabees  
Omnia Fahmy  
Fayza Farid  
Rahma Hefni  
Naglaa Lotfy  
Maha Mohi

**Emirates**

Zahra Taher

**Estonia**

Ester Eomois  
Leena Kivisld  
Riina Piigli  
Krista Puusepp  
Noarootsi Rand

**Finland**

Piojo Anderson  
Liisa Kiianlinna  
Kukka Lehmusvirta  
Lauri Lehmusvirta  
Eeva Peltonen  
Anni Riihelainen  
Leena Roivas  
Marja Saensivu  
Ketlin Tackman  
Hannele Tuuloskorpi

**France**

Lucie Boussuard Le Cren  
Sylvaine Boussuard Le Cren  
Marie-claude Machon  
Gisele Nissack  
Patti O’Neill  
Nicole Pelletier-Perez  
Karin Raguin  
Christiane Robichon  
Solveig Staffas

**Germany**

Ulrike Bauer  
Gabriele Buchner-Stamm  
Monika Diefenbach  
Anja Gerhartz  
Annegret Hastedt

Christine Heinze  
Ilka Heinze  
Renate Hoepfl  
Sibylle Kappler-Dragmanli  
Carmen Kraushaar  
Ilse John  
Johanna Marius  
Bettina Schleicher  
Helga Christa Thoma  
Henrike Von Platen  
Lesha Witmer  
Barbara Wutke

**Italy**

Marialucia Biancorosso  
Giuseppa Bombaci  
Erika Emma Fodre  
Eufemia Ippolito  
Anna Di Domenico Lamarca  
Caterina Mazzella  
Lucia Moccia  
Luisa Monini  
Marina Martelli  
Giuseppina Seidita  
Cristina Gorajski Visconti

**Japan**

Otoha Hayashi  
Kimiko Fukasawa  
Keiko Hamada  
Masako Hanasaki  
Masako Hiramatsu  
Hiroko Ito  
Yukiko Kawahashi  
Makiko Kawamura  
Matsuko Kimura  
Yukako Kuriyama  
Nobuko Kurosaki  
Toshimi Matsubara  
Yuka Miyazawa  
Haniwa Natori  
Sumiko Okauchi  
Satoko Shiozaki  
Masako Tsuruta  
Hiroko Yamasaki

**Republic of Korea**

IlIn Suk Ahn  
Sang Son An  
In Sil An  
Young Soon Bum

Kinam Cha  
Do song Chang  
Young ja Chang  
Hee sue Chi  
Jung Ja Cho  
Hyun Wook Cho  
Wall Hyun Cho  
Hwa Hyun Cho  
Kyoung Hee Cho  
Sung jin Choi  
Chang hee Choi  
Ok sung Choi  
Young Sook Chong  
Eun Sup Chung  
Soon Deuk Chung  
Kyung-ok Eam  
Yun ju Han  
Yin Ock Han  
Hangsook Han  
In Ae Her  
Sooja Hong  
Gyeong-yeo Hong  
Gyeong-hee Hong  
Kyung-ja Hur  
Young Hae Hwang  
Eunmee Hwang  
Sun-rye Hyun  
In-sook Hyun  
Ae-duck Im  
Chae-hee Im  
Jung soon Jang  
Jung Hee Jang  
Kye Seon Jang  
Hae kyung Jeong  
Hye Kyung Jeong  
Kwang Sook Jin  
Min-ju Jin  
Ok Sun Jin  
Ok Seon Jun  
Myo Soon Jun  
Mi Sook Jung  
Min Jung  
Ji-hyeon Jwa  
Yoon kyeong Kang  
Geum-hee Kang  
In-sook Kang  
Hyeong-moon Kang  
Hea kyoung Kim  
Soo yeon Kim  
Dong Chun Kim  
Yun Suk Kim  
Myeong Hui Kim

Keum Soon Kim  
Woi-sun Kim  
Jum Sook Kim  
Eun Hee Kim  
Suk Hee Kim  
In Sook Kim  
Myung Ae Kim  
Young Sook Kim  
Keun hwa Kim  
Young sim Kim  
Gil soon Kim  
Soon Yeol Kim  
Mi jung Kim  
Mi-suk Kim  
Sung-hee Kim  
Se-ji Kim  
Soon-guk Kim  
Soon-bok Kim  
Eun-young kim  
Eun-ju Kim  
Hee-jeong Kim  
Im suk Kim  
Jin hui Kim  
Soon Ja Kim  
JUNG JA KIM  
Kwang Un Kim  
Sung Eun Kim  
Hak Sil Kim  
Hyang Sook Kim  
Young Ae Kim  
Keun sook Kim  
Suok Kim  
Hae-young Koh  
In Ja Kwon  
Ei ja Kwon  
Soon nam Kwon  
Sun soon Lee  
Yun ea Lee  
Hwa Ja Lee  
Jae Suk Lee  
Joung Hee Lee  
Jung-sook Lee  
Kyeong Ae Lee  
Hwa Seon Lee  
Kinam Lee  
Jeong hee Lee  
Insil Lee  
Hyun doll Lee  
Ki wha Lee  
Kyoungsoon Lee  
Yong Mi Lee  
Young Whee Lee

Jung Hee Lee  
Hee Sung Lee  
Ae-ri Lee  
Young-suk Lee  
Keum ran Lee  
So Young Lee  
We Gap Lee  
Chang Hui Lee  
hyun sook Lee  
Jeong Sook Lee  
In sun Lim  
Mi sook Moon  
Nam sook Moon  
Shin Jong Nah  
Jeom heui Oh  
Hyun Suk Oh  
Sung kyun Oh  
Jung-hee Oh  
Sung Kwon Oh  
Soon-young Ong  
Young kyumg Paek  
Hui cha Pak  
Jin ja Park  
Young hai Park  
Joung soon Park  
Young soon Park  
So Young Park  
Sun-mi Park  
Jung-i Park  
Hyeon suk Park  
Young Park  
Ju Mi Park  
Chunghwan Park  
Jong Myung Park  
Catarina(Hyun) Park  
Ji young Park  
Soo a Park  
Soon cha Rhie  
Bo Young Ryu  
Myeung Hee Sea  
Ran-sil Seo  
TaeHee Seo  
Myung-sook Seo  
Hyun sook Shim  
Kwang Sun Shin  
Gyeon Hee Shin  
You Sun Shin  
Soon ja Sim  
Chang hee Son  
Ki Hee Song  
Ju hee Song  
Choonhee Soung

Soo ja Sun  
Kyung won Sung  
Kyung-hee Sung  
Hyeon Sunwoo  
Hyang Hee Um  
Young mee Um  
Hae-young Won  
Eun Kyung Woo  
Eul ja Yang  
Young Ae Yon  
Ju hee Yoo  
Seol Hee Yoo  
Chun Won You  
Young Seon Yu

### **Kuwait**

Hissah Al-Sabah

### **Malaysia**

Rasila Hamzah

### **Mexico**

Ana Cristina Monroy Badillo  
Yasmin Darwich  
Noemi Delia Gatus  
Nohemi Marin Sida

### **Nepal**

Bipin Baniya  
Madan Kumar Mahato  
Ambica Shrestha  
Sakripa Thapa

### **Netherlands**

Lopez de Lapuente  
Marta N. Moraza  
Sara Riach  
Antia Wiersma

### **New Zealand**

Colleen Brooker  
Lynn McKenzie  
Angela McLeod  
Vicky Mee  
Diana O'Brien  
Carolyn Savage  
Sally Smith  
Hellen Swales  
Elaine White  
Sandra White

### **Nigeria**

Omobolade Adegboyega-  
Conde  
Rebecca Adeoye  
Iguehi Adetiba  
Adenike Adeyanju-Osador  
Titilola Adisa  
Ekere Afia  
Evelin Abosedo Agbonifo  
Irene Agunloye  
Angela Ajala  
Oluyinka Ajibola  
Olusola Akingbohunge  
Stella Akinkunmi  
Ojobo Atuluku  
Bukola Ayeni-Amu  
Tinuade Bambe  
Vivienne Bamboye  
Crystal Chigbu  
Ayodeji Dojumoh  
Adanna Egwuatu  
Winifred Ekezie  
Emem Eniang  
Tiwalade Fapohunda  
Evbima Efevbonkiekie Ihama  
Ngozi Igwe  
Tinuade Ihama  
Oluyemisi iranloye  
Samira Zuhair Jibir  
Abiodun Obakin  
Olutayo Odumosu  
Obehi Ogbah  
Grace Ogbonna  
Mercy Ojukwu  
Elizabeth Okosobo-Ibe  
Elizabeth Omonaiye  
Modupe Onabanjo-Obazee  
Ezinne Otuka  
Francisca Otunla  
Josephine Saliu  
Olaide Sherifat Oki  
Yetunde Teriba  
Ngozi Victor

### **Norway**

Anna Halvorsen

### **Philippines**

Delia Domingo-Albert  
Jeannie Javelosa

Karima Palafox  
Lexi Schulze  
Carlota Cristi Tan  
Luzviminda Villanueva

### **Singapore**

Linda Chiang  
Joo Ee Gan  
Vivien Goh  
Tan Gim Haim  
Yasmine Khater  
Peggy Kwong  
Poh Lian Lim  
Shu Liang  
Triena Ong  
June Pok  
May Pok  
Kimmis Pun  
Annie Song  
Bo Tan Tan  
Beth Candice Wu

### **Spain**

Maria-Jesus Alonso  
Eva Garca Bosch  
Marta Perez Dorao  
Rana Ezzeddine  
Enrichetta Bellini Fornera  
Isabel Mañas  
Maria Jose Mainar  
Amparo Martinez Miro

### **St Kitts & St Nevis**

Christine Walwyn  
Dawne Williams

### **Sweden**

Pirjo Andersson  
Erika Braun  
Eva Gille Gerdin  
Kristiina Hyvanen  
Birgitta Lantz  
Seungween Nah  
Karin Persson  
Anna-Liisa Puttonen  
Marja Saarisivu  
Solveig Staffas

### **Switzerland**

Florence Angles

Judith Baumberger  
Ruth Behr  
Katharina Bosshart-Pflugger  
Fabienne Brunner  
Marlies Burckhardt  
Gabiella Canonica  
Pia Christen  
Tatjana Gaspar  
Doris Gerber Cerrud Viquez  
Monique von Graffenried-  
Albrecht  
Karin Grutter  
Susanne Ilg  
Susanna Keller  
Brigitte Krattinger Buntschu  
Julia Kuark  
Heidrun Matthaues  
Nora Mathys  
Sonja Ursula Mueller Lang  
Marianne Plattner  
Daniela Rigassi  
Veronika Rohrbach  
Antoinette Rüegg  
Giselle Rufer  
Monique Ryser  
Cathy Savioz  
Sabine Schmelzer  
Kornelia Schultze  
Ursula Spleiss  
Sarah Thomas  
Hildegard Weber-John  
Monika Welti  
Marianne Wildhaber  
Margrit Wullschlegler-  
Schmidlin

### **Taiwan**

Shirley Hsiu-Chu  
Chang Lin  
Tsai-Ling Chang Chien  
Ming-Ming Chao  
Chang-O Chen  
Helen Cheng  
Jennifer Li Hua Cheng  
Palu-Lien Cheng  
Maysiang Chiang  
Feng-Ting Chiu  
Anne Chou  
Caroline Chou  
Julia Chu  
Flora Lien-Fang Chung  
Grace Chung

Chia-Ling Ho  
 Chin-Chu Ho  
 Mei-Ling Hsiao  
 Ying-Hua Hung  
 Nu-Jong Huang  
 Chin-Miao Hung  
 Fu-Hsing Hung  
 Yu-Yin Lee  
 Alice Lin  
 Chi-Hsin Lin  
 Yi-Ying Lin  
 Liza Han-Jung Lin  
 Sandy Lin  
 Mei-Yue Liu  
 Mei-Ching Liu  
 Hsiu-Lien Annette Lu  
 Jui-Feng Lu  
 Wen-Hua Lu  
 Carol Pan  
 Ling-Yao Su  
 Yen-Fei Su  
 Alice Ting  
 Anna Tsaih  
 Sue-Miao Tsaih  
 Yu-Chu Tseng  
 Juno Wang  
 Chih-Ning Wu  
 Meng-Chen Wu  
 Susan Wu  
 Hwei-Ling Yang  
 Chin-Hua Yang Teng  
 Shu-Chen Yeh  
 Mei-Nu Yu

### Thailand

Kitika Apichontakul  
 Pongpen Archathewan  
 Nadthida Boonwan  
 Suchana  
 Chaloeptoem  
 Panida Chobvanicha  
 Chularat Israngkool  
 Naayutthaya  
 Panut Javalkul  
 Siribenja Khowadhana  
 Kamolnate Kraitrakul  
 Omchaya Kulaphathitiek  
 Jatuporn Limpiyasrisakul  
 Jinda Meeprasertskul  
 Naiyana Pattapon  
 Rujira Phanvisavakarn  
 Chutinun Seenprachawong  
 Yupha Sophonrat  
 Panida Thepkanjana  
 Naphaphen Vejjajiva  
 Chonchanok Viravan  
 Chansamorn Wattanavekin  
 Thitinan Wattanavekin

### Tunisia

Moufida Oueslati

### Turkey

Arzu Ozyol  
 Selda Alemdar Dincer

### Uganda

Laltu Advani  
 Margaret Kigozi

### United Kingdom

Jennifer Barrett  
 Lynn Everson  
 Catherine Horsley  
 Rosemary Horsley  
 Christine Nendick  
 Sylvia Perry  
 Ann Swain  
 Jane Tatchell

### United States

Manjul Batra  
 Elizabeth Benham  
 Juelle Ann Boyer  
 Francesca Burack  
 Carolyn Grady  
 Jane Hayes  
 Wilmer Hayes  
 Bessie Hironimus  
 Michelle Dianne Husby  
 Tess Mateo  
 JoAnn Ritko Pozzi  
 Eva Richter  
 Carolyn Romero

## Appendix 7

### APPROVED TRIENNIUM BUDGET 2014-2017

	Current	Proposed		
	Budget (€) 2014	Budget (€) 2015	Budget (€) 2016	Budget (€) 2017
<b>Income</b>				
Dues	375,000	402,500	425,500	448,500
Friends	2,000	2,000	2,000	2,000
Inventory Sales	8,500	8,500	8,500	8,500
<b>Total income</b>	<b>385,500</b>	<b>413,000</b>	<b>436,000</b>	<b>459,000</b>
<b>Cost of Goods Sold</b>				
COGS	7,500	7,500	7,500	7,500
<b>Expense</b>				
President's Office	90,725	86,225	86,225	90,725
Organizational Services	46,400	52,400	52,400	52,400
Accounting	50,000	50,000	50,000	50,000
Audit/Review	8,000	8,000	8,000	8,000
Executive Meetings	39,250	39,250	39,250	39,250
Other Expenses Executives	45,790	45,790	45,790	45,790
Committees and Task Forces	11,765	11,765	11,765	11,765
Representations	9,960	9,960	9,960	9,960
Communications	33,700	33,700	33,700	33,700
Seminars, Projects	11,000	11,000	11,000	11,000
Bank charges	7,250	7,250	7,250	7,250
Archive	10,000	10,000	10,000	10,000
<b>Total expenses</b>	<b>363,840</b>	<b>365,340</b>	<b>365,340</b>	<b>369,840</b>
<b>Net Surplus/Deficit</b>	<b>14,160</b>	<b>40,160</b>	<b>63,160</b>	<b>81,660</b>
	<b>3.7%</b>	<b>9.7%</b>	<b>14.5%</b>	<b>17.8%</b>

#### Assumptions

- \*Based on 23,000 members
- \*Operational expense budget remain the same as 2014
- \*No volume discounting on membership dues
- \*includes the resolution I-1 - Part-time Taskforce Administrator in Organisational Services 6,000 euros per annum
- \*1 Euro dues increase every year

## NOTES TO BUDGET

	Current		Proposed	
	Budget (€) 2014	Budget (€) 2015	Budget (€) 2016	Budget (€) 2017
1	<b>Note 1: President's Office</b>			
2	43,550	43,550	43,550	43,550
3	17,050	17,050	17,050	17,050
4	14,125	14,125	14,125	14,125
5	11,500	11,500	11,500	11,500
6	4,500			4,500
7				
8	<b>90,725</b>	<b>86,225</b>	<b>86,225</b>	<b>90,725</b>
9				
10	<b>Note 2: Other Expenses Executive</b>			
11	30,475	30,475	30,475	30,475
12	2,025	2,025	2,025	2,025
13	2,025	2,025	2,025	2,025
14	2,025	2,025	2,025	2,025
15	2,025	2,025	2,025	2,025
16	2,025	2,025	2,025	2,025
17				
18	<b>Regional Coordinators</b>			
19	3,038	3,038	3,038	3,038
20	3,038	3,038	3,038	3,038
21	3,038	3,038	3,038	3,038
22	3,038	3,038	3,038	3,038
23	3,038	3,038	3,038	3,038
24				
25	<b>55,790</b>	<b>55,790</b>	<b>55,790</b>	<b>55,790</b>
26				
27	<b>Note 3: Committees, Task Forces</b>			
28	<b>Standing Committees</b>			
29	135	135	135	135
30	135	135	135	135
31	135	135	135	135
32	135	135	135	135
33	135	135	135	135
34	135	135	135	135
35	135	135	135	135
36	135	135	135	135
37	6,100	6,100	6,100	6,100
38	1,600	1,600	1,600	1,600
39	135	135	135	135
40	135	135	135	135
41	1,500	1,500	1,500	1,500
42				
43	<b>Ad hoc committees</b>			
44	135	135	135	135
45	135	135	135	135
46				
47	<b>Task Forces</b>			
48	-	-	-	-
49	135	135	135	135
50	135	135	135	135
51	135	135	135	135
52	135	135	135	135
53	135	135	135	135

		Budget (€) 2014	Budget (€) 2015	Budget (€) 2016	Budget (€) 2017
54	Twinning	135	135	135	135
55	History	135	135	135	135
56					
57	<b>Total Committees, Task Forces</b>	<b>11,765</b>	<b>11,765</b>	<b>11,765</b>	<b>11,765</b>
58					
59	<b>Note 4: Representations</b>				
60	UN New York	655	655	655	655
61	UN Geneva	655	655	655	655
62	UN Vienna	655	655	655	655
63	UNESCO	655	655	655	655
64	UNICEF	300	300	300	300
65	UNIDO Vienna	300	300	300	300
67	FAO	300	300	300	300
68	ILO Geneva	300	300	300	300
69	ILO Training Centre	300	300	300	300
70	WHO Geneva	300	300	300	300
71	UN Meetings and Subscriptions	4,100	4,100	4,100	4,100
72					
73	Eco Comm Africa	90	90	90	90
74	Eco Comm LA & C	90	90	90	90
75	Eco & Soc Comm A & P	90	90	90	90
76	Eco & Soc Comm WA	90	90	90	90
77	Eco Comm Europe	90	90	90	90
78	Other International Organisations	990	990	990	990
79					
80	<b>Total Representation</b>	<b>9,960</b>	<b>9,960</b>	<b>9,960</b>	<b>9,960</b>
81					
82	<b>Note 5: Communications</b>				
83	Website Maintenance Services	18,000	18,000	18,000	18,000
84	Website Hosting Services	700	700	700	700
85	President's Official Language Liaisons	15,000	15,000	15,000	15,000
86					
87	<b>Total Communications</b>	<b>33,700</b>	<b>33,700</b>	<b>33,700</b>	<b>33,700</b>

## REVISED CONSTITUTION AND REGULATIONS



INTERNATIONAL FEDERATION OF  
BUSINESS AND PROFESSIONAL WOMEN  
(IFBPW)

otherwise called

“BPW INTERNATIONAL”

CONSTITUTION AND REGULATIONS

As adopted at  
27<sup>th</sup> CONGRESS, HELSINKI, June 2011

and amended at

28<sup>th</sup> GENERAL ASSEMBLY, JEJU, KOREA MAY 2014

**Mission:**

*BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programmes and projects around the world.*

## CONSTITUTION

- C1 Title
- C2 Type of Organisation
- C3 Aims
- C4 Structure
- C5 Affiliates
- C6 Fiscal Year
- C7 Dissolution
- C8 Amendments

## REGULATIONS

- R1 International Board
- R2 Executive
- R3 Decisions by the International Board and the Executive
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# CONSTITUTION

## C1 Title

The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW), otherwise called "BPW International".

The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.

## C2 Type of Organisation

BPW International is a non-partisan, non-profit organisation of unlimited duration with voluntary membership and leadership:

- It does not discriminate on the basis of background or beliefs, and respects human rights
- Its procedures are democratic, transparent and inclusive of all members
- Its decision-making bodies are accountable to the members
- Its funds are carefully managed and used to promote and achieve its aims.

## C3 Aims

BPW International aims to unite business and professional women in all parts of the world to

1. work for women's:
  - economic independence
  - equal opportunity and representation in economic, civil and political life
2. encourage and support women and girls to:
  - develop their professional and leadership potential
  - undertake lifelong education and training
  - use their abilities for the benefit of others, locally, nationally and internationally
3. advocate:
  - for the elimination of all discrimination against women
  - for human rights and the use of gender-sensitive perspectives
4. undertake:
  - world-wide networking and co-operation between business and professional women
  - non-profit projects that help women gain economic independence
  - to present the views of business and professional women to international organisations and agencies, and to business, governments and civil society.

## C4 Structure

The highest governing body for BPW International is the General Assembly held during the BPW International Congress.

- Between General Assemblies, the International Board is the governing body.
- BPW International is managed by the Executive.
- The President is the Chair of the General Assembly, the International Board and the Executive.

## C5 Affiliates

International Federation of Business and Professional Women (IFBPW) otherwise called "BPW International" consists of:

- Affiliate Federations of Business and Professional Women
- Affiliate Clubs of Business and Professional Women
- Individual Affiliate Members (Business and Professional Women)

The International Board may remove an Affiliate.

## C6 Fiscal Year

The fiscal year is from the 1<sup>st</sup> January to the 31<sup>st</sup> December.

## C7 Dissolution

BPW International can be dissolved only at a General Assembly.

## C8 Amendments

The Constitution can be amended only at a General Assembly.

# DEFINITIONS

## Affiliate

Affiliates of BPW International are:

- Affiliate Federations which consist of BPW clubs within a country.
- Affiliate Clubs which are BPW clubs in a country where there is no Affiliate Federation
- Individual Affiliate Members who are women members of BPW International but are not members of a BPW Affiliate Club or Affiliate Federation and have no vote.

## BPW International Congress

The periodic meeting of BPW International, including the General Assembly, speakers, workshops and networking held in every third year.

## BPW International General Assembly

The highest governing body of BPW International, whose decision-making sessions include financial and other reports, elections, resolutions, constitutional amendments, and any other matters of BPW International business.

## Civil Society

Civil society includes non-government and non-corporate organisations, networks and institutions that represent the interests of society to decision-making bodies, but does not include government agencies and commercial institutions of the market.

# REGULATIONS

## R1 International Board

R1.1 The International Board membership is:

- Affiliate Federations
- Affiliate Clubs
- members of the Executive
- Past Presidents
- Standing Committee Chairs

R1.2 Affiliate representatives are nominated by their Affiliate.

R1.3 Meetings of the International Board

- Meetings of the International Board will be held immediately before and after the General Assembly
- Special Meetings of the International Board may be called by the President and must be called by her on the written request of one-third [1/3] of the International Board.
- Decisions can be made between meetings by an electronic vote.

## R2 Executive

R2.1 The members of the Executive are the officers of BPW International:

- President
- Vice President – Membership
- Vice President – United Nations
- Executive Secretary
- Executive Finance Officer
- Young BPW Representative
- A Regional Co-ordinator from each region
- Immediate Past President for the first 12 months of the term of the Executive.

R2.2 Election of the members of the Executive

- Members of the Executive are elected by secret ballot at the General Assembly.
- Only Affiliates which are up to date with their dues (and any penalties) can nominate candidates for office.
- Candidates are nominated prior to Congress, but may be nominated at the General Assembly if there is no candidate for the position.
- Candidates for President must have been a member of any prior Executive or a president of an Affiliate Federation
- The Vice President with the most votes is the First Vice President. A candidate for President who is not elected may become a candidate for Vice President - Membership or Vice President - United Nations if she has not previously served as that Vice President.

R2.3 Term of Executive

- Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Executive Finance Officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms.
- The Executive may fill a vacancy until the next General Assembly.

R2.4 Meetings of the Executive

- Meetings of the Executive will be held at least once each year during the term.
- A meeting must be held if requested by 3 or more members of the Executive.
- A quorum of the Executive is 6.
- The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair.
- Decisions can also be made between meetings by an electronic vote.

## R3 Decisions by the International Board and the Executive

R3.1 The President is the principal officer of the organisation and has the leadership and management role including:

- chairing meetings of the General Assembly, the International Board and the Executive
- chairing the International Congress Planning Committee during her term
- formalising appointments
- fostering external relationships with other international organisations and leaders
- oversight and accountability for all planning, operational and outreach activities

R3.2 The President is an ex officio member of all committees.

R3.3 The Executive has collective responsibility for operational and management matters.

- Members of the Executive may sign documents on behalf of BPW International with the approval of the Executive, as set out in the Procedure Manual.
- With the approval of the International Board, the Executive may remove a member of the Executive, who may appeal against being removed, as set out in the Procedure Manual.
- The Executive may remove a Chairperson or member appointed to a committee, who may appeal against being removed, as set out in the Procedure Manual.
- On behalf of BPW International, the Executive may employ staff and appoint volunteers to perform administration duties.

R3.4 International Board decisions between meetings

- The International Board votes on serious matters referred to it by the Executive.
- The International Board may review and change or overturn a resolution of the General Assembly only in the following circumstances:
  - serious matters
  - when circumstances on which the General Assembly based their decision have substantially changed.
- Decisions of the International Board must be reported to the next General Assembly.

R3.5 Quorum

- The quorum is one-third [1/3] of the voting representation at the General Assembly and one-quarter [1/4] of the Board members at a meeting of the International Board.

## R4 Trustees

R4.1 In the event that BPW International acquires property, 3 Trustees will be appointed where required by law.

R4.2 They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the President.

R4.3 Trustees will hold property on behalf of BPW International. Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board.

R4.4 Trustees will hold office until:

- death
- resignation
- removal by the International Board.

R4.5 Trustees who follow correct BPW International processes as set out in the Procedure Manual will be indemnified by BPW International.

## R5 Affiliates

R5.1 Affiliate Federations

- There can only be one Affiliate Federation in each country.
- Where a country has at least 3 Affiliate Clubs and at least 100 named members, the Affiliate Clubs may apply to become an Affiliate Federation of BPW International.
- Where a country has 5 Affiliate Clubs and at least 100 named members, the Affiliate Clubs must work towards becoming an Affiliate Federation of BPW International.
- If the membership of an Affiliate Federation falls below 100 then the clubs which make up that Federation may become Affiliate Clubs until the number of members rises to at least 100.

R5.2 Affiliate Clubs



A group of at least 20 business and professional women in a country where there is no Affiliated Federation may apply to become an Affiliate Club of BPW International.

### R5.3 Individual Affiliate Members

Any business or professional woman who supports the aims of BPW International and who lives in a country where there is no Affiliate Federation or Affiliate Club is eligible for Individual Affiliate membership of BPW International.

### R5.4 Removing an Affiliate

The International Board may remove an Affiliate where

- the dues remain unpaid for 1 year and the Affiliate has not communicated with BPW International during that year
- the Affiliate has behaved in a way likely to damage the reputation of BPW International.

An Affiliate may appeal against being removed, as set out in the Procedure Manual.

Any Affiliate that has been removed cannot claim to be an Affiliate or use the name or logo of BPW.

### R5.5 Affiliate Constitutions

Constitutions of Affiliates require approval by BPW International and must comply with the BPW International Model Constitutions.

## R6 Languages

The official languages of BPW International are English, French, Italian and Spanish.

## R7 Regions of BPW International

R7.1. There shall be at least 5 regions including:

- Africa
- Asia Pacific
- Europe
- Latin America
- North America and the Caribbean

R7.2 Each region is made up of the Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members from that region.

R7.3 There may be geographical sub-regional groups, and sub-regional coordinators may be appointed as set out in the Procedure Manual.

R7.4 At least 1 regional meeting must be held between BPW International Congresses.

## R8 Financial Matters

R8.1 BPW International resources come from:

- Members' dues
- Friends and Fellows
- Funds received through sponsors, legacies and donations
- Profits from events and sale of BPW merchandise and services
- Private and public subsidies
- Any other resources authorized by the law

Resources are used to work for BPW International aims and policies, and for administration.

### R8.2 Dues

The General Assembly sets the rate of dues payable each year.

- Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to another payment arrangement.
- Affiliates' dues for each member are payable by 31 March each year.
- There is a 10% quarterly penalty payable for late dues.
- Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual.

### R8.3 Financial structure

There will be a Financial Management Team chaired by the Executive Finance Officer. It must have 5 members approved by the International Board, including the Executive Finance Officer as chair and:

- the President
- a member who is a qualified accountant.

The Financial Management Team will oversee financial reporting but will not have an operational role, and will check that:

- financial decisions comply with the Finance Policy as set out in the Procedure Manual
- a budget is prepared, agreed by the Executive, and submitted for approval to the General Assembly
- BPW International's expenditure does not exceed its budgeted income
- prior approval of the International Board is obtained for any unbudgeted expenses over the amount set out in the Procedure Manual
- the accounts are independently examined at the end of each fiscal year by a Chartered or Certified Public Accountant, and by the next 30 June the report and accounts are circulated to the International Board
- maximum effort is made to ensure financial stability by keeping the General Reserve Fund at 1 year of BPW International expenditure
- the original amount of the Battersea Fund is not used without the approval of the International Board
- the Congress Fund is separate from other accounts and used only for reducing registration fees for Congress.

Within 12 months of the Congress, the Executive Finance Officer from that term will circulate the Congress accounts to the International Board.

R8.4 Past Affiliates have no claim on BPW International assets.

### R8.5 Liabilities

- Liabilities of BPW International must be paid only from the resources of BPW International.
- Affiliates and members are not responsible for any liabilities incurred by BPW International.
- Members of the Executive and the Financial Management Team who follow correct BPW International processes will be indemnified by BPW International.

## R9 Congress

R9.1 A Congress is held at a time and a place to be decided by the Executive.

- The Executive will call for bids for hosting Congress 5 years prior to that Congress.
- Bids must comply with the criteria as set out in the Procedure Manual.
- The Congress rotates among the regions.

R9.2 The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual.

## R10 General Assembly

R10.1 The General Assembly is the meeting of

- the voting delegates from each Affiliate Federation
- one voting delegate from each country with Affiliate Clubs
- the members of the Executive
- Past Presidents
- Standing Committee Chairpersons.

R10.2 The President chairs the General Assembly; the chair has a casting vote when the vote is tied except for elections when the result is decided as set out in the Procedure Manual. In her absence the First Vice President is chair.

R10.3 Elections and appointments must comply with the General Assembly guidelines as set out in the Procedure Manual.

- Parliamentarians, and other positions required for the period of the General Assembly, are nominated by the President and approved by the pre-Congress meeting of the International Board.
- Parliamentarians and the Credentials Chair may not vote in any capacity during the General Assembly
- The Nominations Chair and the Elections Chair may not vote in elections
- The number of votes for each candidate must be reported to the General Assembly.

R10.4 Within 12 months of the Congress, the President and Executive Secretary from that term will circulate the agreed proceedings of the General Assembly to the International Board.

## R11 Voting at General Assembly

R11.1 Only delegates from Affiliates which are up to date with their dues (and any penalties) can vote at the General Assembly.

R11.2 Delegates of Affiliate Federations attending General Assembly  
Each Affiliate Federation attending the General Assembly is entitled to vote.

The number of voting delegates is:

- 500 or fewer members 3
- 501 to 1,000 members 4
- 1,001 to 2,000 members 5
- 2,001 to 3,000 members 6

and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 15 delegates.

Each Federation is entitled to an equal number of alternate delegates.

R11.3 Delegates of Affiliate Clubs attending General Assembly

Each country with 1 or more Affiliate Clubs attending the General Assembly is entitled to 1 voting delegate and 1 alternate delegate. The 1 vote must be shared by the Affiliate Clubs.

R11.4 Other delegates attending General Assembly

- Members of the Executive are entitled to 1 vote and may vote only in that capacity.
- Past Presidents and Standing Committee Chairpersons are entitled to 1 vote and may vote only in one capacity.

## R12 Voting between General Assemblies

R12.1 Members of the International Board from Affiliates which are up to date with their dues (and any penalties) can vote at International Board meetings and electronically between meetings.

R12.2 Affiliate Federations

Each Affiliate Federation will have 2 votes

R12.3. Affiliate Clubs

Each country with 1 or more Affiliate Clubs is entitled to 1 voting delegate. The 1 vote must be shared by the Affiliate Clubs.

R12.4 Other delegates

- Members of the Executive are entitled to only 1 vote each.
- Past Presidents and Standing Committee Chairpersons are entitled to only 1 vote each.

R12.5 The President has a casting vote when the vote is tied.

## R13 Young BPWs

R13.1 Young BPWs are members under 35 years old who belong to BPW Affiliates or are Individual Affiliates

R13.2 The Young BPW Representative on the Executive:

- presents the views of Young BPWs
- is the link between the Executive and Young BPWs
- encourages the activities of Young BPWs worldwide.

## R14 D

R15.1 The following Standing Committees are formed:

- Arts and Culture
- Business, Trade and Technology
- Agriculture
- Development, Training and Employment
- Environment
- Health
- Legislation
- Membership
- Projects
- Public Relations
- Young BPW
- United Nations - Status of Women

Each Standing Committee in addition to the Chair has between 4 and 6 members.

R15.2 Appointment of Standing Committee Chairs and members

Standing Committee Chairs are elected by Congress, except that the First and Second Vice Presidents is the Chair of either the Standing Committees on Membership or the United Nations - Status of Women and the Young BPW Representative is the Chair of the Young BPW Standing Committee.

The members of the Standing Committees are formally appointed by the President. No Standing Committee Chair or members can serve for more than 2 consecutive terms in the same capacity.

Each Affiliate sends to the Executive Secretary before each Congress a list of its nominees for membership on Standing Committees, accompanied by a statement of the qualifications of each nominee and her consent to act if appointed. The Presidential Office informs Affiliates when its nominees are appointed.

R15.3 Duties of Standing Committees

Each Standing Committee Chair, after consultation with the members of her Committee, submits an outline of proposed activities to the Presidential Office within 2 months after her election and

submits written reports to the Congress. She informs the President's Office of action taken or contemplated and submits written reports to the Executive when requested to do so.

Each Standing Committee Chair submits an estimate of expenditures to the Finance Officer for approval when requested to do so.

Within 30 days of the expiration of her term of office, each Standing Committee Chair, with the exception of the Executive Finance Officer and the two Vice Presidents, delivers to the President's Office, or where otherwise directed by the President, the books and records belonging to her office.

## R16 Project participants

Participants in projects organised by BPW Affiliates or members, which support or develop women, must be counted and reported to BPW International as project participants.

## R17 Resolutions

R17.1 A resolution requires a majority vote for adoption by the General Assembly.

R17.2 Resolutions may be submitted by Affiliates, members of the Executive, Standing Committee Chairs and Past Presidents.

R17.3 Resolutions, including urgent resolutions, must comply with the Guidelines as set out in the Procedure Manual.

## R18 Amendments

R18.1 The Constitution and Regulations comply with Articles 60 and seq. of the Swiss Civil Code. Amendments to the Constitution and Regulations must comply with Articles 60 and seq. of the Swiss Civil Code.

R18.2 Amendments to the Constitution, Regulations and Procedure Manual may be submitted by Affiliates, members of the Executive and Past Presidents. An amendment to the Constitution or Regulations requires a two thirds [2/3] majority and an amendment to the Procedure Manual requires a majority decision.

R18.3 The Regulations can be amended only by the General Assembly

R18.4 Amendments to the Constitution and Regulations submitted for voting must comply with the requirements as set out in the Procedure Manual

## R19 Dissolution

R19.1 The dissolution of BPW International requires a two-thirds [2/3] vote of the General Assembly. The dissolution must comply with the policy as set out in the Procedure Manual and with Articles 60 and seq. of the Swiss Civil Code.

R19.2 If BPW International is dissolved, its assets will be given to one or more non-profit organisations with similar goals. Any other use or distribution of its assets is strictly prohibited.

## R20 Name and Logos

R20.1 The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International and the are in the sole ownership of BPW International.

R20.2 Logos

R20.3 Identification with the International Federation of Business and Professional Women (IFBPW)

Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (IFBPW) on websites and



letterheads at a minimum.

Example: BPW Austria, an affiliate of the International Federation of Business and Professional Women (IFBPW)

R20.4 The logos can be used only by paid-up financial Affiliates of the International Federation of Business and Professional Women (IFBPW) and must not be used for personal benefit or profit.

R20.5 The logos should be used only with the colour black and grey.

R20.6 The logos must not be altered in any way other than to adjust the size proportionally.

R20.7 The modern BPW International Logo must appear at a prominent place. When the BPW affiliate has its own logo, it may appear together with the BPW International logo, however, the modern BPW International logo must appear first.

## R21 Procedure Manual

R21.1 The Procedure Manual sets out how the Regulations must be followed.

R21.2 The Procedure Manual can be amended by the Executive between General Assemblies. Amendments apply only after they are accepted by a majority vote of the International Board

## R22 Relationships

R22.1 BPW International will work to maintain its status with the United Nations.

R22.2 BPW International may form relationships with other organisations and institutions, which must comply with the Relationships Protocol as set out in the Procedure Manual

## R23 President's Office

R23.1 The President will have an office close to her, within a budget agreed by the Executive.

R23.2 Arrangements for the President's Office and for member and organisational services must comply with Guidelines as set out in the Procedure Manual

## R24 Principle

R24.1 The Constitution and Regulations are permissive rather than restrictive.

R24.2 The Executive will decide matters that are not covered by the Constitution, Regulations or Procedure Manual. Executive decisions must be guided by the aims and be consistent with the nature of the Constitution and Regulations and the Procedure Manual.

R24.3 If there are questions about interpreting the Constitution and Regulations, the English text will be relied upon.

## DEFINITIONS

### Advocacy

Speaking on behalf of others and lobbying for change by explaining an idea to a person or an organisation to seek to convince or encourage them to act on the idea.

### Amendment

A proposed change to the words of the Constitution or the Regulations.

### Battersea Fund

Money from the sale of the lease of BPW International's head office in London that has been put in a separate account.

## Congress Fund

A separate BPW International Congress Fund established in 2008 to reduce Congress registration fees for members, financed through an annual contribution from Affiliates [except low income countries that pay reduced dues]

## Country

A geopolitical unit which has full sovereignty.

## Extraordinary Circumstances

Extraordinary circumstances are those out of the control of a member, such as:

- the refusal of a visa
- international or national conflicts and natural disasters that prevent travel or make travel potentially dangerous
- an unforeseen serious illness or death of a person who is very close and significant to the member.

## Legacy

Money that a person has written in their will to be left as a gift to be given after they have died.

## Member

An individual woman who joins BPW and whose dues have been paid to BPW International.

## Meeting

A meeting includes a meeting conducted in person, via electronic means or by teleconference that complies with the requirements in the Procedure Manual, including the requirement for a quorum.

## Past Presidents

Past Presidents are Past Presidents of BPW International

## Property

Property is real immovable property such as land or a building, other than rented premises used for the President's Office.

## Serious matter

A matter which requires a decision that has substantial financial, organisational, legal or political implications for BPW International, supported by an analysis of the potential consequences.

## Swiss Civil Code

It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.

## Term

A term is the period between 2 consecutive General Assemblies

## Urgent resolutions

An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

## Appendix 9

# MINUTES OF 71ST PRE-GENERAL ASSEMBLY INTERNATIONAL BOARD MEETING

23 MAY 2014, JEJU, REPUBLIC OF KOREA

### 1 **President's Opening Remarks**

It was a tight schedule and the President requested that affiliates cooperated by being on time.

There are several new items during Congress and she hoped that everyone would enjoy them.

The president apologised that they had not met the timelines for the accounts and there would be a workshop on Day 1 to give members an opportunity to ask questions.

The proposed changes to the Programme as proposed by the President, seconded by BPW New Zealand, were adopted.

President Insil Lee of Korea read the alternative Collect.

### 2 **Roll Call**

This was taken by the Executive Secretary.

### 3 **Observers**

There were no observers present.

### 4 **Apologies**

Apologies had been received from the Young BPW representative.

### 5 **Adoption of Rules of Debate**

Proposed by International President, seconded by Past International President, Pat Harrison and carried.

### 6 **Acceptance of minutes**

Acceptance of the minutes of the 70<sup>th</sup> Post Congress Board Meeting on 21 June 2011, as printed on p9 of the Workbook was proposed by International President, seconded by Regional Coordinator, NANSSCC was carried.

### 7 **Acceptance of Matters Arising from the 70<sup>th</sup> Board Meeting Minutes (not in the Agenda) proposed by International President, seconded by BPW New Zealand and carried.**

Vice President UN and Regional Coordinator Africa joined the meeting.

### 8 a. **Appointment of Parliamentarians:**

**Chief Parliamentarian:** Pat Harrison, Proposed by International President, seconded by BPW Australia and carried.

Parliamentarians: Sharon Selkirk and Shirley Cheung, proposed by International President, seconded by Vice President UN.

### b. **Appointment of Teller and Timekeeper**

**Chief Teller:** Christina Visconti, Proposed by International President, seconded by

BPW Australia and carried. Tellers – to be appointed at General Assembly.

**Chief Timekeeper:** Christine Heinz, Proposed by International President, seconded by BPW Switzerland and carried. Alternative Timekeeper – appointed at General Assembly.

## 9 **Membership**

### a. **New affiliates**

Vice President Membership reported that there had been 20 new clubs formed in the triennium and 11 Individual members.

Africa

BPW Mfoundi – Cameroon

BPW Dakar 1 - Senegal

BPW Dakar Zone B - Senegal

Asia Pacific

BPW Al Salmiya - Kuwait

BPW Sharjah - Emirates

BPW New Delhi - India

1 new Federation – BPW Bahrain

Europe

BPW Follo - Norway

Acceptance of the report was proposed by the Vice President – Membership, seconded by BPW New Zealand and carried.

### b. **Closures**

Africa: Lome – Togo (withdrawal)

Asia Pacific: Hong Kong (withdrawal)

Europe: Moscow II, St Petersburg I, Kurzeme – Latvia, Mykolayiv – Ukraine, Kiev - Ukraine

Latin America: San Salvador (withdrawal)

## 10 a. **General Assembly Committees**

i. Credentials Chair: Ann Swain, proposed by Past International President Sylvia Perry, seconded by BPW UK and carried. Credential Committee would be appointed at the General Assembly

ii. Elections Committee Chair: Regions to nominate a representative to the committee who would then appoint their Chair.

iii. Nominations Chair: Regions to nominate a representative to the committee who would then appoint their Chair.

BPW Argentina complained that there was no translation provision at the Board Meeting. The President apologised but said that this was the usual practice for the Pre and Post Congress International Board Meetings. The Executive Secretary translated the reply into Spanish.

### b. **General Assembly Business**

New Congress & General Assembly Activities:

Flag Ceremony at Opening and Closing Ceremonies.

Branding Task Force would have their Ideas on display and invite comments from members.

International Declaration on the theme - Empowered Women leading Business – developing from plenary sessions. There are more than 30 workshops on 6 of the 7 WEP areas. The 7th principle is on measuring and publicly reporting. Through the Board the ideas and issues of congress would be reported in a statement that can be used over the next triennium by UN representatives and affiliates for milestone meetings such as: Beijing+20, post 2015 development goals (SDGs) etc.

The President explained that the Finance Director was unable to attend as she was dealing with urgent business and proposed that finance questions be deferred to AOB, seconded by BPW Germany and carried.

## 11 **Any Other Business**

Nomination material was not standard, several photos and CV missing. All should follow the same format. BPW Canada commented that it was unfair that there was missing information for some candidates. The President stated that the amended package would be re-issued to the delegates.

Sylvia Perry, PIP, said that the Board should not be asked to accept the Accounts or ask questions until they had had time to read them properly. Seconded by BPW New Zealand and carried.

Finance Director arrived and apologised for being late as she had been very busy on the Registration Desk. She took over the role in April 2012 and had had a steep learning curve. The Board had been kept informed of any issues. There had been nothing wrong with the previous accounts but there was a need to meet current International and Australian auditing requirements. These had required significant accounting adjustments in relation primarily to unpaid dues. These would be treated as an Asset and the Board needed to recognise the problem.

PIP Sylvia Perry said Board Members had waited a long time for the financial reports and then had been asked to accept them with little time to study. It was similar with the budget. This was supported by BPW New Zealand who asked for more time in future to consider the draft budget.

In response to a question from PIP Chonchanok Viravan, the Finance Director stated that the Battersea Fund was held in a cash account in GBP.

## 12 **Announcements**

There were no announcements.

13 The 72nd Post General Assembly Board Meeting: Tuesday 27 May at 5pm.

14 The President declared the meeting closed and thanked the Board members for their attendance.

# DRAFT MINUTES OF 72ND POST GENERAL ASSEMBLY INTERNATIONAL BOARD MEETING

27 MAY 2014, JEJU, REPUBLIC OF KOREA

1 **President's Opening Remarks**

The International President, Yasmin Darwich, welcomed Board Members to the Post General Assembly 72<sup>nd</sup> International Board Meeting.

2 **Roll Call of International Board**

The Executive Secretary took the Roll Call. 48 members of the International Board were present.

3 **Observers**

Three observers were present.

4 **Apologies**

No Apologies had been received by the Executive Secretary.

5 **Adoption of Rules of Debate**

Adoption was proposed by Regional Coordinator North America and the Non-Spanish Speaking Countries of the Caribbean, seconded by EPW USA and agreed.

6 **Appointment of Parliamentarian**

The appointment of Pat Harrison was proposed by the International President, seconded by Past International President, Sylvia Perry and agreed.

7 **Appointment of Teller and Timekeeper**

Teller: Christina Visconti, proposed by International President, seconded by Past International President, Liz Benham and approved.

Timekeeper: Christine Heinze was proposed by International President, seconded by BPW Germany and agreed.

8 **Minutes of 71st International Board Meeting**

PIP Sylvia Perry asked that her concerns about the late arrival of the accounts be recorded. BPW New Zealand stressed the importance of giving Board members proper time to consider the budget and wished this to be emphasised. Acceptance of minutes as amended was proposed by PIP Sylvia Perry, seconded by BPW New Zealand and agreed.

9 **Handover meetings**

The handover meeting between the old and new Executive would take place on 28<sup>th</sup> May.

10 **XXIX Congress 2017**

This will be held in Cairo, Egypt. Dates have not been finalised.

11 **XXX Congress 2020**

In 2015 forms would be sent to International Board regarding applications to host XXX

Congress to be held in North America Region.

12 **Dissolution of General Assembly Committees**

The dissolution was proposed by the International President, seconded by BPW Canada and agreed.

PIP Sylvia Perry suggested considering using the Nominations Committee to improve presentation of nominations at next Congress and possibly having it as an ongoing committee.

13 **Any other business**

a. BPW New Zealand requested that more time should be given for the budget and it should not be presented on the last afternoon. Could it be included in the Workbook? The IPP said that a draft budget had been available but it could not be finalised until all the resolutions with financial implications had been considered by the General Assembly. Further consideration would be given to this in preparing for the next General Assembly.

b. BPW Nepal questioned whether Clean Clothes Campaign should be renamed Decent Working Conditions. Environment Chair responded that the title could not be changed at this time.

c. Lesha Witmer, Environment Chair, asked about the Korea Declaration. The IPP explained that it was based on the resolutions passed in Jeju, with input from the plenaries and the workshops, and had been drafted by UN Representatives, Eva Richter and Tess Mateo. The Declaration would be circulated by the President's Office.

d. PIP Chonchanok Viravan requested that financial statements comparing actual to budget should be circulated to the International Board on a quarterly basis. BPW Germany requested that in addition full annual financial reports be sent to Board.

The Finance Officer said that she would review what is required by BPW internationally but as a significant not-for-profit organisation we had been complying with International and Australian Accounting Standards.

e. BPW Makati- Philippines explained the joint solar project between Philippines and BPW Egypt and asked if it could be a joint project supported at all levels of BPW. Vice President UN referred members to the recent UN Statement on Climate Change.

f. Regional Coordinator North America and the Caribbean stated that Kathleen Ray was the BPW Representative to the Organisation of American States (OAS).

14 **Announcements**

Information on CSW 59 would be circulated.

Results of the Resolutions sessions would be translated and circulated.

The International President thanked members for attending the Board Meeting and looked forward to seeing them in Cairo in 2017.

## 2014 BPW International General Assembly Resolutions Report

These are the resolutions as passed by the General Assembly in Jeju, Korea, at the 2014 Congress

<b>Resolutions related to BPW International external advocacy</b>			
E-1	BPW New Zealand	UN Convention on the Rights of Persons with Disabilities	<b>Amended and PASSED</b>
E-2	BPW New Zealand	OP Convention on the Rights of Persons with Disabilities	<b>Amended and PASSED</b>
E-3	BPW New Zealand	CEDAW and the Rights of Persons with Disabilities	<b>PASSED</b>
E-4	BPW Japan	Gender empowerment to reduce damages by disasters	<b>Amended and PASSED</b>
E-5	BPW France	Gender Balance on Boards	<b>PASSED</b>
E-6A	BPW Africa	Prevention of Child Marriage	<b>PASSED</b>
E-6B	BPW New Zealand	Prevention of Forced Marriages	<b>Amended and PASSED</b>
E-7	BPW Germany	Endorsing the Clean Clothes Campaign – renamed Endorsing the campaigns for decent working conditions in the garment industry	<b>Amended and PASSED</b>
E-8	VP UN	BPW International Statement to CSW	<b>PASSED</b>
<b>Resolutions related to BPW internal matters</b>			
I-1	Past President Antoinette Ruegg	Renewal of Committees, Taskforces and Projects	<b>Amended and PASSED</b>
I-2	Past President Sylvia Perry	Maintaining the virtual <del>Webex</del> web office platform	<b>Amended and PASSED</b>
I-3	BPW Australia	Rotation of Regional meetings within a Region	<b>PASSED</b>
I-4	BPW Australia	Allocation of budgets to Regional Coordinators	<b>PASSED</b>
I-5	BPW Legislation Chair	Procedure Manual: review and reform	<b>Amended and PASSED</b>
I-6	BPW New Zealand	Procedure Manual: voting on amendments	<b>PASSED</b>

### E-1 Signing and ratifying the United Nations Convention on the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014

- notes that there is only one United Nations Convention on the Rights of Persons with Disabilities (UNCRPD);
- is aware that not all countries and regional organisations have signed and ratified the UNCRPD since it was open for signature (adopted in 2006);
- understands that women with disabilities face significantly more difficulties - in both public and private spheres – in attaining access to adequate housing, health, education, vocational training and employment, and are more likely to be institutionalised; and experience inequality in hiring, promotion, rates and pay for equal work, access to training and retraining, credit and other productive resources, and rarely participate in economic decision-making;
- knows that the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) does not address the prevention of discrimination against disabled women and girls;

and therefore resolves that:

1. all Affiliates will investigate whether their government or state has signed and ratified UNCRPD
2. if their government or state has not undertaken both signing and ratifying the UNCRPD, the Affiliate will ask why and strongly urge this to be undertaken.

### E-2 Signing and ratifying the Optional Protocol to the United Nations Convention on the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014:

- notes that an Optional Protocol to the United National Convention on the Rights of Persons with Disabilities (UNCRPD) has been open for signature and ratifications since 2007;
- is aware that State Parties which have ratified the UNCRPD have the opportunity to sign and ratify the Optional Protocol;
- knows that women with disabilities who are experiencing discrimination because of their disability, who have exhausted all domestic means of preventing this occurring and continuing, and the government or state or its agencies have either been the perpetrator or not provided adequate means of eliminating discrimination;
- understands that women with disabilities, their families or agents acting for them, currently have no other recourse for redress than to communicate with the UN Committee directly;

and therefore resolves that:

1. all Affiliates will investigate if their government or state has signed and ratified the Optional Protocol to the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD)
2. if their government of state has not both signed and ratified the Optional Protocol, that the Affiliate will ask why and strongly urge this to be undertaken.

### E-3 United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014:

- notes that CEDAW does not include an Article of Women and Girls with Disabilities;
- is aware that it would be politically difficult to utilise Article 26 of CEDAW to request a revision of the present Convention to include an Article of Women and Girls with Disabilities; but
- knows that General Recommendations made by the Committee on the Elimination of Discrimination Against Women stand alongside the Convention and should be included within State Reports;

and therefore resolves that:

1. all Affiliates strongly will urge their governments or states to address General Recommendation 18 (10<sup>th</sup> session 1991) – Disabled Women that “State Parties provide information on disabled women in their (CEDAW) periodic reports, and on measures taken to deal with their particular situation, including special measures to ensure that they have equal access to education and employment, health services and social security, and to ensure that they can participate in all areas of social and cultural life.”
2. Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation on women and girls with disabilities

### E-4 Gender empowerment to reduce damages by disasters from BPW Japan

The BPW International General Assembly 2014 recognises that global warming and plate tectonics will increase natural disasters such as mega earthquakes, tsunamis, mammoth typhoons and tornados and floods; that the number of victims and the damage to people by these disasters are higher for females than males; that the human rights and dignity of women victims at shelters and refugee-places are often neglected; and that gender gaps exist for job opportunities and access to support systems to rebuild women’s lives; and therefore

- urges BPW Affiliates to demand of their government gender equality in the decision-making process of disasters which means women should be included on planning committees and on administration bodies, including:
  - before the disaster, women should be included on committees to discuss disaster prevention measures, to reflect women’s interests
  - at the disaster, women managers should be assigned in addition to men managers at shelters to ensure women’s human dignity
  - women should be included on committees to discuss support systems for their economic independence, in order to prevent women’s status being neglected.
- urges our representatives to the United Nations in Geneva to request the Special Rapporteur on the Protection of Persons in the Event of Disasters to call on all UN Member States to include gender-sensitive procedures in their disaster preparedness and post-disaster management.

### E-5 Gender Balance on Boards from BPW Europe

The BPW International General Assembly 2014

- has close regard to Women’s Empowerment Principle 1 (UN Women and Global Compact), which aims to establish high-level corporate leadership for gender equality, and the European Strategy for equality between women and men 2010-2015 and Women on boards – European Commission Factsheet 2 (Gender equality in the Member States) which states that countries with legislative quotas remain the motor of change;
- recognises the Women at Work Initiative of ILO (International Labour Organization) which surveys the place and conditions of women in the world of work and engages constituents in concrete action to realize equality of opportunity and treatment;
- recalls article 11 of CEDAW (Convention on the Elimination of All Forms of Discrimination against Women - adopted by the United Nations by resolution 34/180 – 18 December 1979) which expects States Parties to take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- notes CSW57 (2013) agreed conclusion #19 which stresses that the realization of gender equality and the empowerment of women, including women’s economic empowerment and full and equal access to resources, and their full integration into the formal economy, in particular in economic decision-making, as well as their full and equal participation in public and political life, is essential for addressing the structural and underlying causes of violence against women and girls;

and therefore resolves to:

1. call on Affiliates to lobby governments and private and public corporations, in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards and in decision-making positions by 2020:
  - These measures should allow a legally-regulated or self-regulated gradual implementation and should be applied to all listed and unlisted companies and all state-owned or participating state companies, excluding companies with less than 50 employees.
  - These measures should be supported by dissuasive and effective sanctions and appropriate to the country or region such as fines, nullity of board decisions and the suspension of benefits of directors
2. propose measures to increase women’s representation on boards and executive committees within both the private and public sector, such as:
  - corporate commitment to fill the pipeline of women leaders by reaching a target [at least 40% women in the top 10 most senior positions for companies over 1000 employees]
  - fostering the publication of gender indicators on the company website, in order to raise awareness of the company’s effort to achieve gender equality at the highest level
  - favouring companies with gender-balanced boards in public procurement
  - introducing accompanying measures to change attitudes and ways of working in companies (supporting “work life fit”, non-linear career)
  - empowering women in order to have them reach the ladder (coaching, mentoring initiatives).



## E-6A Prevention of Child Marriage from BPW Africa

The BPW International General Assembly 2014:

- is mindful that action to stop and prevent all forms of violence against women and girls is a BPW International priority policy; that the UN Convention on the Rights of the Child considers marriage before the age of 18 a human rights violation; and that child marriage, described by UNICEF as “perhaps the most prevalent form of sexual abuse and exploitation of girls”, is one of the biggest obstacles to development, destroys the innocence of millions of girls in Africa and worldwide and often condemns them to lives of poverty, ignorance and poor health;
- recognises the loss of opportunity for child brides to reach their potential, the economic impact of child marriage on the woman and her children, and the effect on the economy of the disempowerment of whole communities of women through child marriage;
- shares the global concern on the ills of child marriage;
- and therefore notes with grave concern the rationale for prevention of child marriage and resolves to address the issue as a top priority policy issue through:
  - a. advocacy – creating awareness and sensitizing traditional and religious leaders, government officials, women groups, opinion leaders and other stakeholders on the implication of child marriage; and advocating for free and compulsory basic education for the girl child.
  - b. education – building capacity through training key stakeholders on human rights abuse and rights protection, and alerting them to existing laws and platform they can use to protect their rights or rights of their children; specifically building capacity of mothers through sensitization and knowledge sharing to equip them to serve as agents for the prevention of early marriages; providing platforms for men to advocate for the prevention early early/child marriages.
  - c. conducting community mobilization programmes and evaluating interventions.
  - d. media campaigns – promoting national discussions on gender violence; increasing public awareness through campaigns designed to change attitudes and behaviours.
  - e. lobbying and engaging governments and other relevant policy decision makers, through existing platforms, networks and coalitions for the inclusion of human rights in school curriculum and for enactment of policy and law prohibiting child and forced marriage.
  - f. locally adapting, adopting and distributing all charters, treaties, policies, laws and agreements targeted countries have committed to.
  - g. identifying and working with agencies that can provide legal support to young girls whose rights are violated through forced marriage.
  - h. collaborating with credible local and international organizations working on prevention of early/child marriage i.e. FIDA in Nigeria, Tostan in Senegal and other research institutions.
  - i. conducting research on existing programmes aimed at preventing early/child marriage in developing countries; facilitating cross communication and learning to improve efficiency of intervention.

## E-6B Prevention of Forced Marriage from BPW New Zealand

The BPW International General Assembly 2014:

- notes the United Nations Committee on CEDAW is concerned about the reports of forced marriages among migrant women in New Zealand, but understands that this is not a localised New Zealand issue;
- knows that General Recommendation 21, made by the Committee on the Elimination of Discrimination Against Women in 1994, stands alongside the Convention and therefore should be included in State Reports;
- and, given that there is a Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) which is signed by 16 countries and there are 55 parties to the Convention, resolves that
  1. All BPW International Affiliates will strongly urge their Governments or State Parties to sign and/or ratify the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) and to
    - set the legal minimum age of marriage for girls and boys to 18 years ~~without any exception for parental consent~~ with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority
    - introduce legal measures to prohibit underage and forced marriages and
    - promote measures to protect women harmed by polygamy and dowry-related violence.
  2. All BPW International Affiliates will strongly urge their Governments or State Parties to include their actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee
  3. BPW International Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation of underage girls being forced into marriages.

## E-7 Endorsing the campaigns for decent working conditions in the garment industry from BPW Germany

Given that BPW International endorsed and actively promotes the Women’s Empowerment Principles; and

- reaffirming the resolution adopted by the General Assembly in 1999 on the Clean Clothes Campaign *but also seeing the need for modernizing and reviving its implications and implementation*;
- recalling the devastating occurrence when Rana Plaza collapsed in Bangladesh in 2013;
- applauding the activities of *campaigns and activities such as the Clean Clothes Campaign (Originating from Europe), the Fairwear campaign in Australia and the activities of the ILO related to the “decent work agenda”*;

BPW International resolves to address this issue as a policy priority by endorsing the Clean Clothes Campaign and similar initiatives in other regions and countries and actively advocates through its Affiliates and UN representatives for the implementation of the “Decent Work Agenda” and initiatives derived from that, with gender equality as a crosscutting objective and adoption of the

WEPs by the companies involved to create a safe garment industry with living wages and equal treatment.

## E-8 BPW International Statement to CSW from BPW Vice President UN

The BPW International General Assembly 2014

- refers to the triennium 2012-2014 main issue to be promoted: the Women's Empowerment Principles which BPW International endorsed and actively promotes;
- recalls earlier BPW resolutions on water-related issues;
- welcomes BPWI membership of the World Water Council, Women for Water Partnership and the Butterfly Effect, who all actively advocate for a dedicated Sustainable Development Goal on Water and Sanitation;
- acknowledges that the Executive within its mandate has endorsed the statement prepared by BPW International's CSW and other UN Representatives and submitted to the Bureau of the CSW for the CSW58;

and therefore endorses the following recommendations that BPW International

- urges UN member states to adopt a dedicated goal for equality and non-discrimination that
  - obliges companies and governments in their policies to adopt and implement the Women's Empowerment Principles
  - includes in those policies equal employment, equal pay, pension, accessible and affordable care, social and health services, maternity leave benefits and child care
  - publicizes these issues through broad media coverage and social networks
  - establishes women entrepreneur networks to provide continuous and independent learning programmes and access to materials with technical information about production, processing, procurement, management and marketing
  - raises awareness of the pay equity gap with employers and women and develops strategies to mitigate it
  - recognises and compensate (previous) experience and competences acquired in unpaid and volunteer jobs by "scaling" women into the pay scales
  - empowers women through training to advocate for themselves
  - recognises and affirm women as full participants in the formal economy and formal labour force
  - ensures that women, including in rural areas, are included in the formal labour force and their work, including in caring for their children
  - rewards women fairly for taking care of the family and the home
  - ensures vocational secondary level education (as minimum) especially for women and girls becomes part of the sustainable development goals
  - encourages and facilitates women to follow vocational and in-service training programs to increase their employment opportunities
- accepts and implements the recommendations on the above mentioned issues of the United Nations Educational, Scientific and Cultural Organization (Global Education Digest 2011)

- urges UN member states to adopt a dedicated goal for water and sanitation including all areas of concern that
  - requires the Sustainable Development Goals to go beyond numbers, consider substance and quality and ensure full integration of the different pillars of sustainable development, avoiding a "silo" approach and connecting the various targets with other goals
  - requires universal ratification and implementation of the Convention for the Elimination of All Discrimination Against Women and the Beijing Platform for Action to be part of the Sustainable Development Goals, since they underpin and connect all the different areas of concern
  - treats all Sustainable Development Goals as equally important, ensure they are underpinned by a human rights framework, and guarantee a full range of connected services
  - requires governments to translate the globally agreed Sustainable Development Goals and targets into national frameworks, investing where resources are most needed
  - and includes clear language throughout that recognises and affirms women's equality and economic empowerment
- recommends BPW Affiliates adopt these recommendations and
- advocates actively for these recommendations in the UN system and towards national governments.

## I-1 Renewal of Committees, Taskforces and Projects from BPW International Past President Antoinette Ruegg

The BPW International General Assembly 2014, given that the Constitutional Reform process found that BPW International's Standing Committees on advocacy have not been successful in engaging the full range of experience and expertise of our members, whereas our operational committees have generally been effective

- recognises the need for BPW International's advocacy committees to operate effectively and for our expert and interested members to be included and involved in the work of BPW at the international level;
- acknowledges that when the new BPW International Constitution and Regulations were passed by the General Assembly in 2011, the committee arrangements were not finalised and a motion was passed to defer their consideration to the 2014 General Assembly so the committee arrangements remained unchanged from the previous Constitution and By-laws; and that many Affiliates, Clubs and individuals conduct excellent local projects that deserve recognition and acceptance as BPW International projects and can therefore use the leverage of BPW International;
- adopts the following plan for renewal of the international committees which establishes a pilot project to develop a proposal for new arrangements and procedures for BPW International committees, taskforces and projects over the period 2014 to 2020. Reports will be delivered to the Executive and the 2017 and 2020 General Assemblies;
- accepts that this is a PILOT trial, it is not appropriate to formally change the Regulations until the trial is reported to the 2020 General Assembly. Based on the results, the PILOT Coordinating Team will submit a resolution to the BPW International 2020 General Assembly where the delegates will decide the definitive structure and amendments to the Regulations will be based on that decision.

- ~~DELETED agrees that during the 2014-2020 period, the General Assembly resolves to put aside the Regulations that pertain to Standing Committees [principally Regulation 15] for the purpose and duration of the trial. The planning and documentation is already prepared so the trial can commence at the end of the 2014 Congress. This means that, if this resolution is passed by the General Assembly, Standing Committee Chairs will not be elected in 2014. Candidates nominated as Standing Committee Chairs will be invited to register on the database and will be considered for roles on Taskforces established under the new arrangements.~~

REPLACED WITH and therefore agrees that:

- the new structure will be phased in alongside the current Standing Committee arrangements for the 2014-2017 triennium;
- Standing Committee Chairs elected in 2014 will have a vote at the 2017 General Assembly;
- there will be no call for nominations for Standing Committee Chairs prior to the 2017 General Assembly [depending on the results of the evaluation of the trial];
- the full trial will continue during the 2017-2020 triennium with no Standing Committees;

The BPW International General Assembly 2014 also agrees that:

1. The scope of this endeavour will cover:

- Advocacy Taskforces established by BPW International to implement resolutions and extend our advocacy for women
- Projects and Taskforces initiated and established by Affiliates, Clubs and individual members that are determined to qualify for adoption as BPW International Member-initiated Projects or Taskforces
- Operational Committees established to support individual Executives in their work would not be included in this review.

2. The advocacy-based Standing Committees will be replaced with responsive taskforces focussed on discrete topics, under 5 priority advocacy areas. Advocacy Taskforces can be formed under each topic, and may research and develop policy proposals, establish and deliver programmes and/or initiate and run campaigns.

3. A PILOT Coordinating Team will be established to develop, implement and improve the procedures to bring the new Taskforces, Projects and the Register of Expert and Interested Members to success. The Chair of the PILOT Coordinating Team will liaise closely with the Executive, and will lead and evaluate the new structure during the next two terms.

4. A PILOT Administrator will be appointed to support the PILOT Coordinating Team.

5. BPW International will establish a database of expert and interested BPW members who have volunteered to serve on BPW committees and taskforces, and the PILOT Administrator will manage this database. All members who are interested being a Chair or member of a BPW taskforce or operational committee will be invited to register their areas of interest and/or expertise on the database. The database will be used to source members for Advocacy Taskforces and Operational Committees.

6. Member-initiated Taskforces and Projects: the PILOT Coordinating Team will recommend to the Executive that BPW International formally recognise Taskforces and Projects which are initiated and established by BPW Affiliates, Clubs and individual members that meet the following criteria: membership is voluntary; they add value to the work of BPW International; they are relevant to or focussed on business and professional women; and they have met reporting standards. Such

Taskforces would receive no funding or reimbursement of expenses, but would be listed on the BPW International website.

## **I-2 Maintaining the virtual Webex web office platform from BPW Past Presidents Sylvia Perry, Elizabeth Benham and Yvette Swan**

The BPW International General Assembly 2014 recognises that since 2009 considerable human and technical resources have been invested in the build-up of a secure reliable virtual platform for the storage of the BPW International historical data and archives; and that the financial annual outlay on the system is viable, secure and well contained within BPW International budgets and represents value for money and is mindful that the material (some otherwise irreplaceable) must be protected and therefore agrees that the current online virtual web office platform component is retained as an ongoing administrative and archival tool.

## **I-3 Rotation of Regional Conferences within a Region from BPW Australia**

The BPW International General Assembly 2014 agrees that:

- Regional Conferences will be rotated around the Affiliates in the Region so that host Affiliates represent members from different language and cultural groups
- Regional Coordinators will actively encourage Affiliates from around the Region to bid to host the Regional Conference.

## **I-4 Allocation of budgets to Regional Coordinators from BPW Australia**

The BPW International General Assembly 2014, given that BPW International's regions have very different geographies and populations, recognises that travel costs vary significantly between Regions and resolves to disburse the pool of funds allocated to Regional Coordinators on the basis of the cost, frequency and distance of travel required to perform their role within their region.

## **I-5 Updating of Procedure Manual following each General Assembly in line with the 2008 General Assembly decision from BPW Europe**

The BPW International 2014 General Assembly directs that a new 2014-2017 Constitution Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 General Assembly as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 General Assembly, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.

## **I-6 Updating of Procedure Manual following each General Assembly to ensure the Regulations are properly applied from BPW New Zealand**

The BPW International General Assembly 2014, given that the Regulations clearly require the International Board to be invited to vote to accept the revised Procedure Manual after each General Assembly and do not require the General Assembly to vote to amend the Procedure Manual at the General Assembly, recognises that the Procedure Manual requires review by the Executive

after every General Assembly to take account of any Constitutional Amendments passed to the Constitution and Regulations, any resolutions passed by the General Assembly, any votes taken by the International Board between General Assemblies, plus any other developments over the previous triennium that the Executive believe should be included and directs that the incoming Executive ensures

- the required triennial review and updating of the 2013 Procedure Manual amends the Procedure Manual to comply with the Regulations, so that the non-compliant sections 8.5 and 14 of the 2013 Procedure Manual fully comply with the Constitution and Regulations
- to ensure democratic consultation and participation by all Affiliates, Members and Past Presidents, the Procedure Manual be amended after each General Assembly to reflect the Resolutions passed at the General Assembly, not through Constitutional Amendments.

The host country, BPW Korea, bid members farewell under the stars at the Farewell Party held at Garden Cliffs, Hyatt Regency, Jeju



# SUNGJOO GROUP GALA DINNER & AWARDS



Front and Back cover: Traditional Korean costumes created by The Junghee Textile Co and paraded during the Hanbok Fashion Show at the Gala Dinner and Awards night

# 1 | CONGRESS

President and Mission Statement  
International Executive and Congress Planning Committees  
Office Holders and International volunteers  
Sponsors, Donors, Exhibitors  
Congress Patron and Logo  
Official and Social Functions





Mission Statement

BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programs and projects around the world.

Vision Statement

To achieve a just and equal status for women where decisions are taken in true partnership with men, based on mutual respect, for a more balanced and peaceful world.

## EMPOWERED WOMEN LEADING BUSINESS – FROM THE TOP, AT ALL LEVELS AND IN THE COMMUNITY

“Eighty-four years on and the issues are still the same but the armoury is different. Today, we are equipped with the vital piece that has been missing for decades - the business case. BPW International represents women in the economy and women in decision making roles. We continue to work strategically to increase women’s participation in these areas.

Today BPW women are bringing the voice of women to business and we stand as **Empowered Women Leading Business** and the driving force behind lasting changes in our workplaces, marketplaces and communities, advocating for the empowerment of women **from the top, at all levels, and in the communities** in which we live and serve.”

FREDA MIRIKLIS  
BPW International President (2011-2014)



# THE 28th BPW INTERNATIONAL CONGRESS

International Federation of Business and Professional Women

## EMPOWERED WOMEN LEADING BUSINESS



The 2011-14 BPW International Executive (and members of the HPC) at the First Business Session of Congress [Young BPW Representative, Anastasia Safarian is an apology] and Parliamentarians in background: FLTR Shirley Chang, BPW Taiwan; Sharon Selkirk, BPW Canada and Dr Patricia Harrison, Past International President and Chief Parliamentarian, BPW Australia

### International Planning Committee (IPC)

The IPC worked closely with the Hostess Planning Committee (HPC) in the lead up to Congress.

The Committee was chaired by the BPW International President Freda Miriklis and consisted of the 2011-2014 Executive (above).

### Hostess Planning Committee (HPC)

The HPC was chaired by the BPW Korea Immediate Past President **Hui-Cha Pak**, and led by BPW Korea President **Insil Lee**.

The committee included:

- President of BPW Jeju Club, Aeduk Im
- In-Sil An
- Heesue Chi
- Hyunwook Cho
- Soondeuk Chung
- Min Jung
- Joo-eun Kim
- Keumsoon Kim
- Hyun Lee
- Jungsook Lee
- Young-hai Park
- Juhee Yoo
- Youngsun Yoo

Staff members:

- Hyeon Park
- Soojeong Ro

The official Professional Congress Organiser (PCO) was Hessed Communications.



# INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

## XXVIII INTERNATIONAL CONGRESS JEJU PROVINCE, REPUBLIC OF KOREA (SOUTH KOREA) 23-27 May 2014

Chair: Freda (Aphroditi) Miriklis, INTERNATIONAL PRESIDENT



BPW Korea President, Insil Lee and International President Freda Miriklis welcome members to Jeju and to the 28th BPW International Congress at the Opening Ceremony on Friday 23rd of May 2014

### EXECUTIVE

International President	FREDA (APHRODITI) MIRIKLIS, Australia
1st Vice President - UN	HUGUETTE AKPLOGAN DOSSA, Benin
2nd Vice President – Membership	JILL WOROBEK, Canada
Executive Secretary	YASMIN DARWICH, Mexico
Finance Officer	SANDRA D’SOUZA, Australia (2012-2014)
Regional Coordinator - Africa	ADENIKE ADEYANJU-OSADOLOR, Nigeria
Regional Coordinator - Asia Pacific	SUSAN JONES, Australia
Regional Coordinator – Europe	SABINE SCHMELZER, Switzerland
Regional Coordinator - Latin America & the Spanish-Speaking Counties of the Caribbean	MARTA SOLIMANO, Argentina (2013-2014)
Regional Coordinator - North America & the non-Spanish-Speaking Countries of the Caribbean	BESSIE HIRONIMUS, USA

### Apologies

Young BPW	ANASTASIA VICTORIA SAFARIAN, USA
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### Previous members of executive

Finance Officer	GEVA MURANO, Australia (2011-2012)
Regional Coordinator - Latin America & the Spanish-Speaking Counties of the Caribbean	MARIA ELVIRA FERREIRA, Brazil (2011-12) GRACIELLA DE OTO, Argentina (2012-2013)

## PAST INTERNATIONAL PRESIDENTS

Immediate Past International President (2008-2011)	ELIZABETH BENHAM, USA
Past International President (2005-2008)	CHONCHANOK VIRAVAN, Thailand
Past International President (2002-2005)	ANTOINETTE RUEGG, Switzerland
Past International President (1999-2002)	PATRICIA HARRISON, Australia
Past International President (1996-1999)	SYLVIA G. PERRY, United Kingdom

## Apologies

Past International President (1993-1996)	LIVIA RICCI, Italy
Past International President (1989-1993)	YVETTE SWAN, Bahamas
Past International President (1985-1989)	TUULIKKI JUUSELA, Finland
Past International President (1983-1985)	ROSEMARIE MICHEL, Switzerland

## CHAIR FINANCIAL MANAGEMENT TEAM

SANDRA D'SOUZA, Australia

## CHAIRS OF STANDING COMMITTEES

Arts & Culture	GIUSEPPA BOMBACI, Italy
Business, Trade & Technology	MANJUL BATRA, USA (2013-2014): Session 4-6
Health	LUISA MONINI, Italy
Legislation	ENRICHETTA BELLINI FORNERA, Italy
Membership (Exec – VP)	JILL WOROBEK, Canada
Projects	GIUSEPPINA SEIDITA, Italy
UN Status of Women (Exec – VP)	HUGUETTE AKPLOGAN DOSSA, Benin

## Apologies

Agriculture	NANCY ASTONE, Italy
Development, Training & Employment	SARA MARTINS, Brazil (2012-2014)
Environment & Sustainable Development	KIRAN ASAD JAVED, Pakistan
Public Relations	EUPHEMIA BRICE-ROBERTS, USA (2014)
Young BPW (Exec)	ANASTASIA VICTORIA SAFARIAN, USA

## Previous Chairs of Standing Committees

Business, Trade & Technology	JULIANNA GARIBAY-SPARACIO, USA (2011-2013)
Development, Training & Employment	GRACIELLA DE OTO, Argentina (2011-2012)
Public Relations	MILDRED ESPINOZA (2011-2014)

## AD HOC COMMITTEES

Constitutional Advisory	ELIZABETH BENHAM, USA
Resolutions	JEAN MURRAY, Australia
President's Gold Award	CHO DONG-SUNG, South Korea

## CHAIRS OF TASK FORCES

Archives	CATHERINE BOSSHART, Switzerland
Congress Ambassadors	FREDA MIRIKLIS, Australia ANNE HILTY, USA
Equal Pay Day	BETTINA SCHLEICHER, Germany
Friends & Fellows	DORIS HALL, Canada
History	SYLVIA G PERRY, United Kingdom
Leadership & Lifelong Learning	ANTOINETTE RUEGG, Switzerland
Mentoring	MARIANNE PLATTNER, Switzerland
Peace & Intercultural Understanding	ELISA CAMPOS, Brazil
Philanthropic (& Fundraising)	LIZA LIN, Taiwan
Power to Make a Difference	CHONCHANOK VIRAVAN, Thailand
Women's Empowerment Principles (Project WEPs)	FREDA MIRIKLIS, Australia

## Apologies

Branding	UTA ZECH, Germany 2014
Twining	NELLINA MARIA BASILE, Italy

## Previous Chair of Task Force

Branding	BRIDGETTE ENGELER NEWBURY, Australia (2011-2013)
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## GOODWILL AMBASSADORS

	CHO DONG-SUNG, Korea
	H.E. DELIA DOMINGO ALBERT, Philippines
	ANNETTE LU, Taiwan
	H.R.H FAY JAHAN ARA
	ALISON HINDS, Barbados

## Apologies

ANN SHERRY AO, Australia

## CONGRESS AMBASSADORS

Africa	TINUADE IHAMA, Nigeria
Europe	EUFEMIA IPPOLITO, Italy MARIANNE PLATTNER, Switzerland HENRIKE VON PLATEN, Germany
North America	DORIS HALL, Canada
Latin America	BEATRIZ ZANELLA FETT, Brazil

## Apologies

	TUULIKKI JUUSELA, Finland
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## INVITED GUESTS / AGENCIES REPRESENTED

International Trade Centre (ITC), Geneva	VANESSA ERGBOGBO, VIRGINIA LITTLEJOHN
UN Global Compact, New York	LAUREN GULA
UN Women, Bangkok	SIRIPORN LAOSANG
OECD, Paris	PATTI O'NEIL
Singer, songwriter	ALISON HINDS
H.R.H The Prime Minister's Court, Bahrain	AHLAM JANAHI <sup>1</sup> FATEMEH DELEVAR
ZONTA International	LYNN MCKENZIE

## UNITED NATIONS & OTHER AGENCIES

UN New York	EVA RICHTER, USA
UN New York	ELIZABETH BENHAM, USA
UN Geneva	CATHERINE BOSSHART, Switzerland
UN Geneva	LESHA WITMER, Germany
UN Geneva	ARZU OZYOL, Turkey
UNESCO, Paris	MARIE CLAUDE MACHON, France
UNESCO – Brazil	BEATRIZ FETT, Brazil
UNESCO – Brazil	ELISA CAMPOS, Brazil
UNESCWA, Beirut	H.R.H FAY JAHAN ARA
ILO, OHCHR, Geneva	CATHERINE BOSSHART, Switzerland
FAO, Rome	CHRISTINA GORAJSKI VISCONTI, Italy

<sup>1</sup> Ms Janahi was an invited Congress speaker and represented H.R.H The Prime Minister's Court, Bahrain. She is the President of the Bahrain Businesswomen's Society and board member of Bahrain Chamber of Commerce and Industry.

DPI, New York	FRANCESCA BURACK, USA
DPI, New York	TESS MATEO, USA
DPI, New York	H.R.H FAY JAHAN ARA, Monaco
WHO, Geneva	LUISA MONINI, Italy
Council of Europe (CoE), Strasbourg	EUFEMIA IPPOLITO, Italy
European Women's Lobby (EWL), Brussels	SOLVEIG STAFFAS, Sweden

## Apologies

UN New York	SUSAN GUSHEE O'MALLEY, USA
UN New York	HARRIET FRIEDLANDER, USA
UN New York	ELIZABETH VANARDENNE, USA
UN Geneva	ELISABETH CLEMENT-ARNOLD, Switzerland
UN Geneva	FRANÇOISE VAN LEEUWEN, Switzerland
UN Vienna	MARLENE PARENZAN, Austria
UN Vienna	CHRISTA KIRCHMAIR, Austria
UNECA, Ethiopia	NIGEST HAILE, Ethiopia
UNECE, Geneva	FRANÇOISE VAN LEEUWEN, Switzerland
UNECLAC, Santiago	PATRICIA MAYA, Chile
UNESCAP, Bangkok	HUMA QURESHI, Pakistan
UNCTAD - Geneva	ELISABETH CLEMENT-ARNOLD, Switzerland
UNICEF, New York	SUSAN GUSHEE O'MALLEY, USA
DPI, New York (Youth Representative)	YUE FANG, USA
FAO, Rome	ANAROSA COLANGELO, Italy
WHO, Geneva	MICHELLE GERBER, Switzerland
WHO, Geneva	GABRIELLE GONZENBACH, Switzerland
Organisation of American States (OAS), Washington	KATHLEENE RAY, USA

## BPW INTERNATIONAL OFFICE OF ADMINISTRATION (2011-14)

### President's Office (Contractors & Volunteers)

Executive and Communications Manager	Angela Mcleod (2012-2014)
Administration Coordinator	Christina Turner (2013-2014)
Operations Manager	Vivien Hazel Streeter (2011-2013)
Translators	Diana Barragan (2011-2014) Pinella Bombaci (2013-2014) Livia Ricci (2011-2014)
Accountant	Roshan Strange (2012-2014)
Congress Programme Coordinator	Anne Hilty (2013-2014)
Membership Services/ Assistant Executive Secretary	Ann Swain (2014)
Membership Services	Michelle Miller (2011-2014)

Projects Officer	Aisha Sawari (2012-2014) Ruby Rozental (2011-2012)
Policy Officer(s)	Caroline Holmstrom (2013-2014) Caitlin Evans (2012)
E-news design	Ryan Kennedy (2013)
Graphic Design	Deanna Evertt (2013-14) Sandra D'Souza (2014)
Webmaster	Ari Canonica (2011-2014)
Probono Lawyers – Arnold Block Leibler	Brooke Percell Daniel Crick
Volunteers	Miriam Bidondo (2013-2014) Karen Hayes (2012-2014) Karen Delvin (2012-2014) Andrew Christy (2011-2014) Andy Scott (2011-2014) Catriona Miriklis (2012-2014) Eilidh Miriklis (2012-2014) Kimmaree Thompson (2011) Michael Field (2011) Jessica Vanderwyngaard (2011-2013) Selena Lyth Jill Ross
Interns	Sanna Fourt-Wells (2014) Tilly Brown (2014) Elizabeth Safarian Martina Mikulcikova Ayse Zeynep Ozbay
BSL (Business School Lausanne) Mary Mayenfisch & Students (2013)	Vaia Sarlikioti Diana Villamizar Natasa Kos Donna Butler Julia Safronova Ekaterina Scerbakova
NYU Stern (New York University's Leonard N. Stern School of Business) Professors Susan Stehlik & Aline Wolf and undergraduate business students:	Nisha Parikh Doris Hu Ariel Huang Melissa Yau Jacqueline Mai

**The complete list of members attending Congress is shown in Appendix 6.**

Non-members registered as observers at the XXVIII BPW International Congress included local Jeju residents, Korean citizens and external organisations such as: Global Elite Alliance (headed by CHI Xiao Yuan with 58 people registered) and the China Economic Cooperation International Association (10 members registered).



## SPONSORS

The success of the XXVIII BPW International Congress would not have been possible without the generous financial and in-kind sponsorship of many friends and supporters. We would like to acknowledge and graciously thank:

Our valuable sponsors:

- BPW Korea
- SungJoo Group
- Egyptian Tourism Authority
- Korea Tourism Organisation

Our cooperating organisations:

- Ministry of Gender & Family, Government of South Korea
- Jeju Provincial Government
- Korea Broadcasting System (KBS)

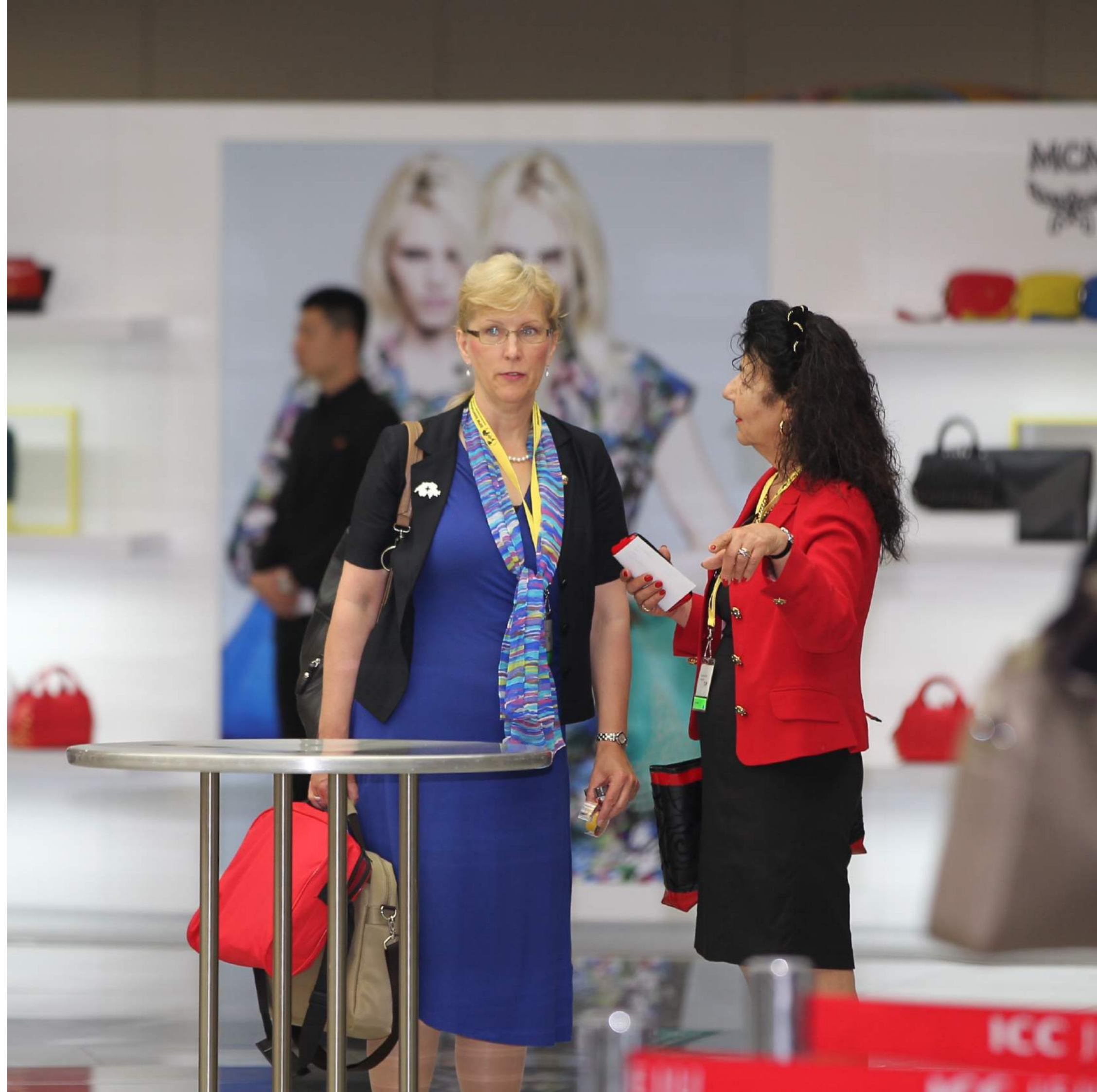
Our wonderful donors:

- H.R.H Fay Jahan Ara
- Giselle Rufer, Delance Swiss Watches
- Munja Kim, Kim Mandeok Memorial Foundation
- Alison Hinds, Vocalist
- Dr Sam Shee, Artist
- Juhee Yoo, Artist
- Miriam Bidondo, Graphic Designer
- BPW Egypt
- BPW Taiwan

Our generous exhibitors:

- Jeju Government
- BPW Korea
- BPW Grand Cayman
- Sungjoo Group
- Jung Hee Textile. Co
- BPW Jeju club
- BPW Barbados
- BPW Cotonou
- BPW Egypt

We would also like to thank the many Speakers and Presenters who travelled at their own cost and led world class dialogue as facilitators, performers and provocateurs, complementing our Congress work. Our event brought together medium and small business, entrepreneurs, educators, creative and government leaders, emerging talent and leading thinkers from around the world to tackle critical issues and opportunities, transferring knowledge across sectors. We thank everyone for their contribution.





**THE 28th BPW INTERNATIONAL CONGRESS**  
International Federation of Business and Professional Women

EMPOWERED WOMEN LEADING BUSINESS  
MAY 23 - 27, 2014 JEJU ISLAND, KOREA





**The XXVIII BPW International Congress was held under the High Patronage of the President of the Republic of Korea, Her Excellency, Geun-hye Park.**

## XXVIII BPW INTERNATIONAL CONGRESS

The Congress venue was the International Convention Centre Jeju - ICC Jeju - one of the leading convention centres equipped with the latest and modern facilities. All events were held at the ICC Jeju unless otherwise specified.

## CONGRESS LOGO

The official logo for the XXVIII BPW International Congress was created and designed by artist/painter Ms Ju-Hee Yoo, Chair BPW Korea Project Committee (2011-13) and represents three women dancing hand in hand during full moon, extended to BPW, who are dancing "Gang-gang-sulae" - a Korean traditional dance. It was later modified by graphic designer, Ms Miriam Bidondo, BPW Costa del Sol/BPW Campo de Gibraltar.

**In 2009, Gang-gang-sulae was designated a UNESCO World Heritage**, whose literal definition in Korean means "circle guard," derived from the word Gang ("circle") and Sulae ("guard"). Traditionally, women perform it as a ritual to pray for abundant harvests or riddance of invading enemy. It is typically danced at night under the starry shine of full moon looking at the sky and stepping towards moon.



**Gang-gang-sulae is performed by several women**, circled and hopping while holding hands, and the leader chants "gang gang sulae" and the rest follows creating echo in the midst of serene and quiet evening but in common abundance wish, one spirit and mind. Today, this ritual dance symbolizes a new paradigm of leadership: Unlike the conventional standard of Napoleonic leadership which glamorizes masculine control and hierarchal authority, the Gang-gang-sulae leadership is pacific and democratic in principle and in accord with the rationalist values of the today's world. As such, the BPW logo symbolizes the same where women dance before the radiance of a bright full moon, which clearly depicts reaching and moving forward to BPW aim and mission.

**The Gang-gang-sulae leadership comprised of multi leaders and cooperative participants**, their relationship based on active and horizontal communication— unlike the masculine leadership, which typically operates by means of vertical commands. It is effective to addressing feminine attributes such as care, sympathy and emphasis on human relations and connection and is a kind of leadership ideal in a society where information, communication and service play a major part - true to most of today's advanced societies. In the spirit of BPW's effort towards Equal Pay Day for women, the BPW International Congress of Korea in 2014 pursues feminine leadership, which is believed to be a vital force in organization, society and the entire world.

**Five colors are indicative of five directions** – Korean traditional colors: blue for east, white for west, red for south, black for north, and yellow for center. The logo is divided in five different colors; the sweeping diagonal lines that express the dynamism of enterprising women of today and the future. **Three Women – the symbolism of number 3**. While number 1 and number 2 represent solitude and opposition, "3" stands as an interposing number to resolving opposition and conflict. Therefore, the three women signify cooperation, union and solidity.



## OFFICIAL & SOCIAL FUNCTIONS

### CONGRESS TOURS

Pre and Post Congress Tours were organised by BPW Jeju club for members and included a stop over to a museum and to locally women owned businesses including a special visit to the famed "haenyeo" (free-diving women).

### INTERNATIONAL BOARD - CIVIC RECEPTION & TOUR

As part of the International Board program, the Governor of Jeju Special Self-Governing Province hosted a tour of the Cheonjiyeon Falls on Thursday 22 May and this was followed by the Civic Reception.



### CONSTITUTION & RESOLUTION WORKSHOPS

Two separate workshops were held consecutively in the Samda room on the morning of Friday 23 May:

- 1. Constitution Workshop** - The Constitutional Advisory Committee Chair facilitated this for the benefit of all BPW delegates to assist their understanding of the proposed changes to the new Constitution and Regulations.
- 2. Resolution Workshop** - The Resolutions Chair facilitated this session to assist BPW delegates in their understanding of the proposed Resolutions and for proposers to consider friendly amendments.



## REGIONAL MEETINGS

The five BPW Regional meetings were held concurrently on Friday 23 May and were facilitated by BPW Regional Coordinators.

### 71<sup>st</sup> and 72<sup>nd</sup> INTERNATIONAL BOARD MEETINGS

The 71<sup>st</sup> Pre-Congress Board Meeting was held on Friday 23 May.

The 72<sup>nd</sup> Post-Congress Board Meeting was held on Tuesday 27 May.





## INTRODUCTORY WORKSHOPS

Four pre-congress introductory workshops were held on Friday 23 May. Attendees chose from the following:

- **My 1st Congress** was held for members attending congress for the first time and provided a program overview and orientation to the congress process.
- **MDGs & WEPs:** An update provided the latest information on the WEPs and the UN process for developing the Sustainable Development Goals (SDGs) that will follow the Millennium Development Goals (MDGs).
- The **Young BPW** workshop discussed current Young BPW initiatives and developments. Young BPWs were encouraged to join the Girl Power! Session organised by the Jeju Province Office of Education and the Fulbright Program (USA) afterwards.
- The **BPW club management** workshop allowed members to share best practices and learn about effective ways to run a club.



## BPW INTERNATIONAL FINANCIAL WORKSHOP

The Finance Director held a meeting on Thursday 22 May to inform members about current International and Australian Accounting standards in view of the more stringent financial and banking requirements after the Global Financial Crisis. Time was also allocated to review the BPW International audited financial accounts and to answer any finance related questions.

## OFFICIAL OPENING CEREMONY

The Opening Ceremony was held on Friday 23 May and was followed by the President's Reception.

Congress participants, special guests and speakers attended the Opening Ceremony, with performances by the modern and very dynamic dance group, Arirang Party, featuring big drums, entrancing musicians with fire, water, and dance performances. In addition to some BPW videos and a parade of the country flags there were welcome speeches by the Presidents of BPW Korea, BPW International, and the Republic of Korea and congratulatory video messages from UN executives and partners.



The evening continued with an Award Ceremony for the Lena Madesin Phillips Award, the Badge of Honor Awards, the Gertrude Mongella Award and the President's Awards (see Appendix 4).

To coincide with our Congress theme, the International President gave special recognition to keynote speaker and sponsor, CEO Kim Sung-joo, Chair and CEO of Sungjoo Group.

The opening ceremony ended with a live performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

Alison Hinds performs for members at the Official Opening Ceremony



Special recognition: Ms Kim Sung Joo named the congress Empowered Woman Leading Business



Dr Patricia Harrison, Australia, receiving Lena Madesin Phillips Award



Dr Chonchanok Viravan, Thailand, accepting Badge of Honor



Mrs Tinuade Ihama, Nigeria, accepting Gertrude Mongella Award



Mrs Angela McLeod, New Zealand, receiving President's Award

## PRESIDENT'S RECEPTION

The President's Reception at the Delizia restaurant was sponsored by BPW Korea and included a live music performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

The President's Reception followed the Official Opening Ceremony



# THE 28th BPW INTERNATIONAL CONGRESS

International Federation of Business and Professional Women

## EMPOWERED WOMEN LEADING BUSINESS



### PLENARY SESSIONS

From 24 May Plenary Sessions were held each morning in the Youngju Hall, followed by Breakout Sessions which ran parallel to the Business Sessions/General Assembly.

#### **Plenary I 24 May: Leading from the Top (Government/Policy)**

The session included a distinguished panel of leaders discussing high-level government and private sector issues and explored the diverse expressions of female leadership with a video message from the Director, Gender and Development, World Bank Group, who introduced the session by mapping the overlapping constraints - economic, social, and cultural - that public policy makers face, particularly in Africa, South America, and Asia.

# THE 28th BPW INTERNATIONAL International Federation EMPOWERED WOMEN



## Plenary II 25 May: Leading at all Levels (Corporations/Boards/Trade)

The session explored Corporations/Boards/Trade initiatives, and looked at increasing female engagement in the private sector. There was a focus on the need for substantive implementation beyond token application of equality policies as part of sustainability agendas. Speakers represented key UN Agencies, intergovernmental bodies, and business associations with congratulatory video messages from the Executive Director, United Nations Global Compact and Secretary General, IOE. The session concluded with the signing of a MOU between BPW International and the International Trade Centre (ITC).

# THE 28th BPW INTERNATIONAL

International Federation of Business Women  
EMPOWERED WOMEN LEADING BUSINESS

## Plenary III 26 May: Leading in the Community (Education/Civil Society/Indigenous)

The third plenary explored leadership across Education, Civil Society and Indigenous communities with a focus on traditional knowledge systems and how they could inform contemporary approaches to gender equality. It also included a presentation on the recently launched Knowledge Gateway for Women's Economic Empowerment, [www.empowerwomen.org](http://www.empowerwomen.org), an open global platform that promotes collaboration, learning and innovation to advance women's economic empowerment and emphasises the importance of "hope, aspiration and opportunity" in empowering female entrepreneurs in their communities.





## GENERAL ASSEMBLY - BUSINESS SESSIONS

Delegates and observers attended the Business Sessions of the General Assembly in Halla Hall from 24-27 May. The sessions included: financial, executive and other reports; nominations and elections; debates of proposed resolutions and constitutional amendments; installation of the newly elected executive board and presentation of the next Congress and other matters of BPW International business. The new BPW resources in line with the Integrated Strategy Roadmap Resolution from Helsinki Congress and the first BPW International Sustainability Report: Fulfilling the Legacy were launched. A presentation was made to chairs of the Constitution Advisory Committee and the Resolutions Taskforce and a proposed new logo was presented on behalf of the Branding Taskforce.





Presentation made to the CAC Chair, Liz Benham during Congress



Presentation made to the Resolutions Taskforce Chair, Dr Jean Murray, during Congress

## CONGRESS WORKSHOPS

In the afternoons of days 2-5 the following workshops were held:

### Day 2

Gender Training for Government Officials	Women in Information Technology
Soul of Leadership for Gender Equality	Embrace Fear~Play Bigger~Change the World!
Tips for Corporate Career Success	Media and Gender
Women on Boards	Project WEPs in Action
Woman Leader of Korea, Kim Mandeok	Balkan Centre for Women's Leadership
CEOs and WEPs: Training the Leaders	

### Day 3

African Women's Entrepreneurship Program: Nigeria	Successful Project Funding
When Women are Well, Economy & Business do Well	Better Implementing WEPs: Gen Y Perspective
Gender-based Violence and Prevention	Mentoring for Success
Single Mothers Empowerment	Latin American Women's Empowerment
Women for Water Programme	Sustainability and Agro-Health in Post-Conflict

### Day 4

GREAT Project: An Integrative Approach	BPW Faces at the UN: A Conversation
Sourcing from Women Vendors	Equal Pay Day
Business Incubator Training and Mentoring Project	Culture & Peace
Social Aspects of Business Failure	Action Strategies for Community Engagement
UN Women Knowledge Gateway	UNESCO for Jeju Women Divers

### Day 5

Declaration Working Groups (WG), which ran in parallel to the Business Sessions/General Assembly, compiled recommendations from the Plenary and Breakout Sessions to create the "BPW International Jeju Declaration". The four Working Groups included:

- WG1: Post 2015 Scenarios;
- WG2: Next Generation WEPs;
- WG3: Network Power; A BPW Declaration;
- WG4: Driving Change: Implementing the Declaration.



## BPW INTERNATIONAL JEJU DECLARATION

The **“BPW International Jeju Declaration”** (see Appendix 3) captured discussions at the plenary sessions, workshops and business sessions and gives a voice to all participants: voting and non-voting members, speakers, guests and observers. UN Representatives took a lead role in developing the position statement to support worldwide advocacy efforts and provide a consistent voice when representing the interests of women and girls around the world. The aim of the declaration was to increase the advocacy competence of our members at the local, national, regional and international levels with a clear focus on the priorities of BPW International.



## INSTALLATION CEREMONY OF BPW EXECUTIVE

The installation ceremony of the newly elected BPW International executive took place on the last day of congress before the General Assembly and was conducted by the International President and Vice President, Membership.

## LUNCHEONS

Buffet lunches were provided in the Delizia restaurant.

The Asia Women’s Empowerment Film Festival (sponsored by the national broadcaster of South Korea – KBS) and the Lunchtime Author Series were held concurrently in Youngju Hall.



## EXHIBITION

Affiliates, members and external exhibitors hired booths to showcase/sell products or promote their country/and or federation.



## INTERNATIONAL TRADE CENTRE (ITC)

The ITC held Business Networking sessions every morning for entrepreneurs interested in exploring business opportunities. On the last day of congress, the ITC held a workshop for businesswomen from developing countries.

## MOONLIGHT WALKING TOURS

The Korean National Tourism Organisation sponsored moonlight walking tours on Saturday 24 May and Monday 26 May.

## FRIENDS & FELLOWS PROGRAMME

The Livia Ricci Friends & Fellows Dinner was held at Sungcheon Port at the SEAES Hotel & Resort on Saturday 24 May. This Friends and Fellows Dinner was named in honor of Past International President Livia Ricci, commemorating her 90th birthday in 2013. The evening concluded with a special guest appearance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.

## YOUNG BPW PROGRAMME

A Beach BBQ was held at the KaoKao Chinese and Seafood Buffet on Saturday 24 May and concluded with entertainment at the Jungmun Beach nightspot.

## DINE AROUNDS

BPW Federations and Affiliate Clubs hosted various dinner venues on Sunday 25 May. Members and guests chose from the following venues:

- Mawon Restaurant, Hosts: BPW Australia
- Woman Diver Restaurant, Hosts: BPW Barbados & BPW St. Kitts
- Haesong Restaurant, Hosts: BPW Brazil joined by BPW Argentina, BPW Ecuador, BPW Mexico
- Mojung Restaurant, Hosts: BPW Egypt and BPW Manama, Bahrain
- Shangri-la Yacht Club & Seafood Buffet, Hosts: BPW New Delhi, India, BPW France, BPW Germany, BPW Switzerland
- Bonte Museum, Hosts: BPW Nigeria
- Daeyooland, Hosts: BPW Taiwan



## GALA DINNER AND AWARDS CEREMONY

The Sungjoo Group sponsored the Gala Dinner and Awards evening held in Tamna Hall on Monday 26 May.

The International President presented the "Power to Make a Difference" Awards and the Candle-Lighting Ceremony was organised by BPW Korea. Full details of the Awards may be found in the Appendices. Raffles were drawn for BPW International, Young BPW and Young BPW Africa.

The Jeju government sponsored a performance by the Jeju Provincial Dance Troupe – Soul of Korea whose repertoire included a set of traditional and fusion Korean songs and dances. Members enjoyed performances by BPW Egypt and BPW Taiwan. The Junghee Textile Co (owned by a BPW Jeju member) sponsored the Hanbok Fashion Show. The evening concluded with a live music performance by singer, songwriter and BPW International Goodwill Ambassador, Alison Hinds.



*Members join Alison Hinds, during her live music performance at the Gala Dinner and Awards Ceremony*

# GALA DINNER & AWARDS

*"Take a bow BPW Korea Immediate Past President and Chair of Hostess Planning Committee, Hui-Cha Pak!" Models assemble on stage after the Hanbok Fashion Show which included surprise members as models during the Gala Dinner and Awards Ceremony*



Members enjoyed traditional Korean dancers performed by the acclaimed Jeju Provincial Dance Troupe – Soul of Korea



The Candle-Lighting Ceremony was beautifully organised by BPW Korea



BPW Australia sang for members at the Farewell Party



Members enjoyed live performances during the Farewell party including Egyptian Dancers sponsored by the Egyptian Tourism Authority

## FAREWELL PARTY

The Farewell Party was held at Garden Cliffs, Hyatt Regency Jeju on Tuesday 27 May and sponsored by the Egyptian Tourism Authority and BPW Egypt.

Entertainment included live performances by Egyptian Dancers, South Carnival (renowned Jeju music group), BPW Affiliates, Alison Hinds and the traditional performance of the Gang-gang-su-wol-lae with guests joining hand in hand forming the "circle guard" dance (image of the official BPW Congress logo). Our farewell party festivities culminated with the ancient Asian tradition of releasing Sky Lanterns made of thin brightly coloured paper, symbolizing a bright future. The Congress celebrations concluded with an after party hosted by BPW Korea.







## BPW VIDEOS

BPW International videos had been created for Congress and were shown throughout Plenaries, General Assembly sessions, and during official social and side events:

- **BPW Logo:** Formation of the BPW congress logo.
- **BPW Timeline:** BPW International timeline of milestones and achievements.
- **BPW Website:** Promotion of the new BPW International website, sponsored by webmaster Ari Canonica.
- **BPW at CSW, New York:** Highlights of triennium activities during UN CSW meetings in New York.

## VIDEO MESSAGES

Video messages from the following were played during the Congress Opening Ceremony:

- The President of the Republic of Korea, Her Excellency, Geun-hye Park
- Under-Secretary General and Executive Director of UN Women, Phumzile Mlambo-Ngcuka
- Executive Director, United Nations Global Compact, Georg Kell
- Secretary General, IOE, Brent Wilton.

A special message sent from the Jeni Klugman, Gender and Development Director of The World Bank, was shown during Plenary Session II.

## 2 | GENERAL ASSEMBLY

Affiliates Represented  
First Business Session  
Second Business Session  
Third Business Session  
Fourth Business Session  
Fifth Business Session  
Sixth Business Session



# INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN BPW INTERNATIONAL

## GENERAL ASSEMBLY

OFFICIAL DELEGATES REPRESENTED THE FOLLOWING 44 COUNTRIES

AFFILIATE FEDERATIONS		AFFILIATE CLUBS	
Argentina	3	American Samoa	1
Australia	3	Barbados	1
Austria	4	Benin	1
Bahrain	3	Bermuda	1
Belgium	3	Cameroon	1
Brazil	3	Cayman Islands	1
Canada	4	Cote d'Ivoire	1
Ecuador	3	Emirates	1
Egypt	3	Kuwait	1
Estonia	3	Malaysia	1
Finland	4	Norway	1
France	3	Philippines	1
Germany	5	St Kitts & St Nevis	1
Italy	4 (entitled to 8)	Uganda	1
Japan	3		
Korea	3		
Mexico	3		
Nepal	2 (entitled to 3)		
Netherlands	2 (entitled to 3)		
New Zealand	3		
Nigeria	3		
Singapore	3		
Spain	3		
Sweden	3		
Switzerland	6		
Taiwan	3		
Thailand	3		

Turkey	2 (entitled to 3)
United Kingdom	3
USA	3
Total Affiliate Federation and Club Delegates	110 (30 Federations and 14 Clubs)
Executive	10
Chairs of Standing Committees	4 (5 for Sessions 4-6) (+ 2 Executive members)
Past International Presidents	5
<b>TOTAL VOTING DELEGATES</b>	<b>129 (44 countries)</b> <b>130</b> from Session 4
Observers & Alternates	463
<b>TOTAL MEMBERS PRESENT AT CONGRESS</b>	<b>593</b>

\* BPW Tunis – Tunisia was signed in as an affiliate club and attended 1 session. This affiliation was confirmed in 2016.

#### Notes

1. Some affiliates did not send full delegations as shown above
2. Not all Affiliates were represented at Congress.

The complete list of members attending Congress is shown in Appendix 6.

# FIRST BUSINESS SESSION

**Halla Hall, ICC Jeju**  
**Saturday 24 May at 10.40am**  
**In the chair: Freda (Aphrodit) Miriklis, International President**

Facilitator: Hellen Swales, BPW NEW ZEALAND

The FACILITATOR asked the General Assembly to rise to welcome the 2011-2014 Executive as they took their place on the platform.

INTERNATIONAL PRESIDENT Freda Miriklis, and BPW KOREA PRESIDENT, Dr Insil Lee, lit the candle in honor of the founder of BPW, Dr Lena Madesin Phillips, whose photograph was displayed.

PRESIDENT Freda Miriklis formally opened the session.

## Opening Remarks

The INTERNATIONAL PRESIDENT welcomed the AFFILIATE PRESIDENTS and voting DELEGATES, PAST INTERNATIONAL PRESIDENTS, GOODWILL and CONGRESS AMBASSADORS, PARTNERS and OBSERVERS including our UN REPRESENTATIVES.

Guests included OECD, UN GLOBAL COMPACT, and the BAHRAIN BUSINESS WOMEN'S SOCIETY.

The INTERNATIONAL PRESIDENT commented that the first Plenary Session had made a good start to the Congress and she hoped that everyone had enjoyed the Opening Ceremony the previous evening. The PROGRAMME COORDINATOR, Anne Hilty, had done an excellent job and each delegate had received a copy of the Workbook and the Congress Programme.

The INTERNATIONAL PRESIDENT reminded members that the theme was Empowered Women Leading Business at the top, at all levels and in the communities in which we lived and served.

During the three Plenary Sessions some 30 workshops would be held relating to one of the six Women's Empowerment Principles (WEPs). The seventh Principle, about reporting, transparency and progress to gender equality, would be in the form of a Declaration with input from the Workshops, the attendees, and the specialists that had joined us for Congress. Any new ideas generated would be captured in that document. UN REPRESENTATIVE, Tess Mateo, MODERATOR of Plenary Session One and Eva Richter, SENIOR UN REPRESENTATIVE, were coordinating the development of the BPW International Declaration.

In thanking the sponsors the PRESIDENT specifically acknowledged the Diamond and Platinum Sponsors, SUNGJOO GROUP, the EGYPTIAN TOURISM AUTHORITY, BPW KOREA and the KOREA TOURISM ORGANISATION.

The President went on to remind members of the importance of keeping to time and respect for each other's point of view.

Christine Heinze, BPW GERMANY, was introduced as the CHIEF TIMEKEEPER.

VICE-PRESIDENT MEMBERSHIP Jill Worobec led members in the reading of the BPW International Collect.

## Roll call

EXECUTIVE SECRETARY Yasmin Darwich conducted the Roll Call.

Members from Sudan were present as Observers.

## Apologies

Apologies had been received from:

- YOUNG BPW REPRESENTATIVE, Anastasia Victoria Safarian.
- INTERNATIONAL PAST PRESIDENTS, Rosemarie Michel, Tuulikki Juusela, Yvette Swan and Livia Ricci.
- PR CHAIR, Euphemia Brice-Roberts.
- EMPLOYMENT CHAIR, Manju Batra, who

would be arriving on Monday.

The PRESIDENT moved that the apologies be accepted, seconded by PAST INTERNATIONAL PRESIDENT Sylvia Perry, and carried.

PAST INTERNATIONAL PRESIDENT, Sylvia Perry informed members that it was Livia Ricci's 91st birthday, which would be celebrated at the Friends and Fellows Dinner that night. Yvette Swan was unable to attend as she had started a new career and was being ordained as a Minister.

## Minute of Silence

A minute of silence was held for members who had passed away since the XXVII Congress:

- Claire Fulcher, BPW USA, UN Representative (2012)
- Beryl Nashar, BPW Australia, PAST INTERNATIONAL PRESIDENT (2012)
- Jo-An Partridge, BPW Australia, E-news Coordinator (2013)
- Renata Helena Blodow, BPW Germany (2012)
- Bridge C. Vargo, BPW Germany (2013)
- Angèle Adrian, BPW France (2014)
- Pauline Gapper, BPW New Zealand
- Michèle Anognon, BPW Benin
- Evelyn Faderera Oluga, BPW Nigeria
- Princess Oyinade Asuni Akran, BPW Nigeria
- Deborah Adesola Sulola, BPW Nigeria
- Bola Mogaji, BPW Nigeria
- Miss Raquel Adamoli, BPW Argentina
- Dr. Nelly Dora Louzan Solimano, BPW Argentina
- Carmen Ojeda, BPW Chile
- Olga Julio, BPW Chile
- Olga Pino, BPW Chile
- Hilde Schmit de Becker, BPW Chile
- Clementina Hempel, BPW Chile

## Aims

FIRST VICE-PRESIDENT UNITED NATIONS Huguette Akplogan Dossa read the Aims of BPW International.

## Adoption of Programme

The PRESIDENT noted the programme printed on page 13 of the Workbook. She had received a request that the Constitution, Regulations and Procedure Manual Amendments be moved from Saturday to Monday before the Internal Resolutions were debated. This was supported by REGIONAL COORDINATOR NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN Bessie Hironimus.

BPW GERMANY supported the retention of the published programme as the Resolutions submitted were core business and should be dealt with first. She proposed a Motion to retain the published programme, seconded by BPW SWITZERLAND and BPW NEW ZEALAND.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan pointed out that usually the Constitution Amendments and Resolutions were interleaved and that in her view the Constitution was more important than the Resolutions.

BPW NEW ZEALAND spoke in support of retaining the published order.

EPW USA spoke in favour of changing the order as several of the Resolutions dealt with the Constitution and she was also concerned if we lost the quorum as almost happened in the last session at the Helsinki Congress.

BPW SWITZERLAND supported retaining the current order as the work on how BPW changed the world was more important than internal rules.

After some discussion about the various business sessions the following motion was put:

## Motion

The President stated the motion:  
Move that the block of Constitution, Regulations and Procedure Manual Amendments be debated in the Business session on Tuesday

before the Internal Resolutions.

This was proposed by PAST INTERNATIONAL PRESIDENTS Sylvia Perry and Elizabeth Benham, who were also members of the Constitution Advisory Committee.

The EXECUTIVE SECRETARY pointed out that digivote kits had not been issued and it was agreed that the tellers would be used.

## Credentials report

CREDENTIALS CHAIR reported that the following were present.

Signed in delegates in hall: 116<sup>2</sup>

The CREDENTIALS CHAIR confirmed that a quorum was present.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan requested a formal vote. CHIEF PARLIAMENTARIAN Patricia Harrison ruled that a formal secret vote be taken using the voting papers issued.

The CREDENTIALS CHAIR explained the voting procedure, telling delegates that they had to put the name of their affiliate on the voting paper and then tick their preference. The tellers would then come round to collect the papers.

The EXECUTIVE SECRETARY requested that the motion be put on the screen.

The INTERNATIONAL PRESIDENT said they had not felt that digivoting would be required in this first session as they had not expected so much debate.

Digivoting would be available as usual in the other sessions.

## Updated Credentials Report:

**Signed in delegates in hall: 117**

The vote on the Order of the Programme was taken.

\* Maximum number of permitted delegates for registered affiliates: 137. Not all affiliates had full delegations. Number of delegates who had submitted credentials for Congress: 130

## Rules of Debate

The INTERNATIONAL PRESIDENT moved the adoption of the Rules of Debate as printed on page 11 of the Workbook. Seconded by BPW AUSTRALIA and carried.

## Result of motion on order of Programme

The paper vote on the motion was CARRIED by 2 votes.

There would have to be further changes made to the Programme as there were 2 candidates for the position of President and therefore the election needed to be before the last day, preceded by the full Nominations procedure.

After much discussion and advice from the Chief Parliamentarian the INTERNATIONAL PRESIDENT announced that the election for President would take place on 26 May in the morning with the vote in the afternoon.

THE INTERNATIONAL PAST PRESIDENTS stated that they very much regretted the absence of digivoting which made Congress more professional. The INTERNATIONAL PRESIDENT said it had been because of the cost and the Programme had been adjusted to have what were considered to be non-controversial topics in the 1st Business Session. The INTERNATIONAL PRESIDENT apologised to the General Assembly.

BPW MEXICO pointed out that scrutineers had not yet been appointed to oversee the voting.

## Appointment of parliamentarian, timekeepers and scrutineers

The International Board at their Pre-Congress Meeting had appointed the following:

Chief Parliamentarian: Patricia Harrison, BPW AUSTRALIA

Parliamentarians: Sharon Selkirk, BPW CANADA, Shirley Chang, BPW TAIWAN

Chief Teller: Christina Visconti, BPW ITALY

Chief Timekeeper: Christine Heinze BPW GERMANY

The INTERNATIONAL PRESIDENT moved that these be confirmed en bloc, seconded by BPW CANADA and carried.

The following timekeepers were appointed by the General Assembly: Maysola Alaki, Elizabeth Okosobo-Ibe, BPW NIGERIA.

The EXECUTIVE SECRETARY informed the General Assembly that the REGIONAL COORDINATORS had submitted the names of members for the Election Committee and the Nomination Committees.

Nominations from LATIN AMERICA and AFRICA were still required for the Elections Committee before they can elect their Chair.

The two Committees would meet at the break to decide who would chair each committee. The EXECUTIVE SECRETARY requested the ASSISTANT EXECUTIVE SECRETARY and PAST INTERNATIONAL PRESIDENT Sylvia Perry to attend the meetings with her.

## Credentials Committee

**Chair: Ann Swain, BPW UK**

Members: Elaine White, BPW NEW ZEALAND  
Marilyn Forsythe, BPW AUSTRALIA

The CREDENTIALS CHAIR said that as they had been very busy with late registrants she had also received assistance from Annegret Hastedt, BPW GERMANY, and Enrichetta Bellini Fornera, BPW ITALY, who were experienced, having been on the Credentials Committee at previous Congresses.

It was confirmed that those last two had other responsibilities at Congress and therefore would not be members of the Credentials Committee.

The Motion to confirm Elaine White and

Marilyn Forsythe as members of the Credentials Committee for the duration of Congress was seconded by PAST INTERNATIONAL PRESIDENT Sylvia Perry and carried.

BPW AUSTRALIA requested that any discussion should be completed before commencing to vote.

## Adoption of Proceedings of XXVII Congress

The INTERNATIONAL PRESIDENT apologised for the numbering error in the Workbook. The EXECUTIVE SECRETARY moved the adoption of the Proceedings of the XXVII International Congress, which was approved by a show of hands.

## Announcements

As there was only 5 minutes of the First Business Session remaining the INTERNATIONAL PRESIDENT handed over to the GENERAL ASSEMBLY FACILITATOR for the following announcements:

- International Trade Centre (ITC) Networking Sessions for Women Entrepreneurs would take place between 8-9am daily. All participants in these sessions should complete a B2B form, which would assist ITC with business matching.
- Any members wanting photographs with the President should contact her Assistant, Angela McLeod, in the President's Room.

BPW NEW ZEALAND moved that the General Assembly postpone the lunch break for 15 minutes so that the Reports could be taken, seconded by BPW GERMANY. After the venue had confirmed that the change in time was possible the vote was taken and the motion carried on a show of hands.

FIRST VICE PRESIDENT Huguette Akplogan Dossa took the Chair.



## Report by International President

Freda Miriklis

*President's Report from p16-p24*

### **List of BPW events and conferences attended by President from p338-340 (Appendix 10.1)**

The PRESIDENT added to her report and began her Address with gratitude to all those who dared to make a difference by working with us during the Triennium and for believing in our Executive Board's vision. The Executive's achievements this Triennium were inspired by the words of our Founder, Dr Lena Madasin Phillips, who said that "If our motive is right, if we have faith, if we have vision and courage, accomplishment will follow."

She had been honored to serve and lead and work with members over the last three years and it had been an incredible experience. On behalf of the Executive she thanked everyone for their support because without it the Executive would not have been able to achieve as much as they had. The achievements belonged to the members.

The Executive always played a critical role and the PRESIDENT thanked each of them for the passion that they had brought to their respective work particularly over Congress and in face-to-face meetings.

We relied on many others who generously applied their knowledge and expertise to support the Executive in their work and in particular in the lead-up to Congress. The PRESIDENT thanked Angela McLeod from her office, Jean Murray who updated the Call to Congress documents to meet the new Constitution, and formatted the Constitution Amendments and Resolutions for the Congress Workbook. More recently, Ann Swain stepped up to bring her experience to organising the Credentials Desk. Australians Viv Hazel and Sharon Hill provided invaluable secretarial support to the EXECUTIVE SECRETARY.

The PRESIDENT also thanked Ari Canonica, Webmaster, for the work leading to the launch of the new website in 2013, and all the volunteers who worked so very willingly. She thanked the translators including PAST INTERNATIONAL

PRESIDENT Livia Ricci who had decided last year on her 90th birthday to hand over that role to Pinella Bombaci, BPW ITALY. Diana Barragan was not at Congress but did both the French and the Spanish translations. The Translation Team were an incredible support to the PRESIDENT and she really appreciated them being there for the organisation.

We were now at a historic moment in which societies, in both developed and developing countries in all regions of the world, were demanding changes to current models and structures that were clearly not working as countries could not afford to waste the potential of half the world's population.

BPW International was making its mark not only at the United Nations and other agencies but also with other civil society groups, governments and more importantly business. In March, the President of Zonta International, Lynn McKenzie, chaired a meeting of the International Presidents of NGOs in New York involving Soroptimist International, the International University Women and ourselves. We now had an in principle agreement for those organisations to be brought back into Project 5-0.

So BPW International had advanced during a Triennium in which there had been some major changes worldwide. The global financial crisis led to criticisms of the capitalist model and a lack of corporate responsibility had brought a recession that touched almost all countries. Was it a coincidence that the economic model built largely on the visions and perspectives of men failed? It was a system that had to change and the new order needed to be led by women and men together. Solutions to barriers left over from a different time were needed to reflect both a new economic reality and a new concept of justice.

As men largely wrote the history of the past centuries it was incumbent on the International Federation of Business and Professional Women to lead this change in cultures, in behaviours, in attitudes and to develop, participate in and implement a new beginning in this century, the Women's Century. To do that, BPW had

articulated three core policy-based initiatives that were all underpinned by the Women's Empowerment Principles. In addition to the above, which laid the foundation for our work, our second initiative was Equal Pay for Work of Equal Value and the Equal Pay Day Campaigns, initiated by BPW GERMANY, which BPW was now leading in over 22 countries worldwide.

The third initiative spoke to the very heart and soul of BPW members, the women entrepreneurs. BPW International had formed an alliance with the International Trade Centre to bring economic opportunities for women in the developing, the least developed or the transitional economies. For those in the developed countries BPW International formed an alliance with Commonwealth Businesswomen to offer opportunities for women to participate in the Commonwealth Business Forum. When this alliance started in 2011, less than 5% of those participating were women. By 2013, with BPW International's influence, 18.3% businesswomen participated in the Commonwealth Business Forum in Colombo, Sri Lanka. That was the impact BPW generated. Through the International Trade Centre deals worth over 20 million dollars had been generated in some of the developing, least developed and transitional economies.

BPW International was leading the way, and as a result earlier this year the INTERNATIONAL PRESIDENT was invited by the President of the United Nations General Assembly to address the General Assembly on the issues of women and the role of adolescents and girls in the Post 2015 Development Framework. Your voice was there at the United Nations and your voice made history in ensuring that it was part of the discussion on the Post 2015 Development Framework.

Our organisation had progressed across all fronts.

Internally, BPW International now had literature to help affiliates to work on the new initiatives and lead the way in their country. The PRESIDENT encouraged all members to go to the BPW International stand to see the promotional material, such as the new Affiliate

Report and Bookmarks, developed by VICE-PRESIDENT MEMBERSHIP, and the advocacy tools created by the VICE-PRESIDENT UN and her team. BPW now had short documents that fully explained BPW International initiatives at the international level, and described how members could play their part in encouraging the economic empowerment of women with examples from Affiliates around the world<sup>3</sup>.

Progress for women was progress for all. Investing in women was more than a matter of rights. It stood for good economic sense and that had been our focus during the Triennium and the work must continue. A lesson that she had learned during her Presidency was that when doors opened you must walk through them. That required preparation, which was why Project WEPs had been developed to establish a model that could be rolled out to Members world-wide. The Executive decided to start with 12 pilot countries. BPW took the lead in developing partnerships and establishing National Working Committees and National Plans of Action. The PRESIDENT encouraged members to attend the Project WEPs Workshop to see what some of those federations were delivering. With the assistance of three online meetings, the results that they had achieved in a very short period of time were impressive. The intention was that by 2016 a model would be developed that could be rolled out to all BPW Federations and Affiliate Clubs. BPW International should be proud of this initiative as it gave women a voice.

She would be attending the International Labour Conference (ILC) in Geneva and briefing the Business Committee, the employers, about the progress that had been made with the various partnerships. The General Assembly had heard the Secretary General of the IOE speak the previous day. The IOE was represented in 144 countries of which BPW was present in 98. That overlap offered an opportunity for IOE and BPW to work together and open doors to business in a way that had not been possible before. BPW must not rest until gender equality in the workplace had been achieved.

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3 - See Appendix 1 for details

Being prepared and focused enabled these achievements.

The 21<sup>st</sup> Century needed empowered women leading business, leading the business of government, leading the business of corporations and leading the business of society. She believed that this was the women's century, the century of inclusion and women's equal leadership and participation where gender equity and women's economic empowerment became front and centre. BPW members could make this happen.

It had been a privilege to serve as your twenty-second President and to work with a great team of Executive Members. In the words of the great philosopher, Hillel, in 50 BC, who reminds us that 'If I am only for myself what am I? And, if I am not for myself who will be for me? If not now when?'

We had a platform that would enable BPW to continue the journey building on the foundation laid by PAST INTERNATIONAL PRESIDENTS and others during this triennium.

The PRESIDENT moved that her Report be adopted. Seconded by BPW NEW ZEALAND and carried unanimously.

## **Announcements**

The REGIONAL COORDINATOR ASIA PACIFIC explained the lunch arrangements using the Vouchers provided.

The INTERNATIONAL PRESIDENT announced that the two Presidential candidates would be speaking on Sunday 25 May at the end of the morning session and the vote taken in the pre-lunch session on 26 May.

## **The First Business Session was declared closed.**

A video recording of the History of BPW International was played during the lunch interval.

# SECOND BUSINESS SESSION

**Halla Hall, ICC Jeju  
Sunday 25 May at 10.48 am  
In the chair: Freda Miriklis,  
International President**

## Announcement

The CREDENTIALS CHAIR asked delegates not to move their nameplates as some were taking over the spaces allocated to another affiliate. The nameplates were located at the start of the allocated block of seats.

Any delegates who had not collected a digivote kit on the way in should go to the door now to collect it.

The CHIEF TIMEKEEPER explained the light system, which showed a speaker when their time was up:

The CREDENTIALS CHAIR explained the digivote process and a practice run was undertaken. The system did not allow anyone to vote more than once.

The PRESIDENT explained that each delegate should have on her desk:

- Table showing the Amendments to the Constitution and Regulations and the Procedure Manual.
- A full set of nomination papers including those for members who stood from the floor.

Some adjustments had been made to the programme to accommodate the discussions yesterday and the changes were now on the screen. They were indicated in red and that was the Agenda for today. She also explained that the process of translating English into Korean and then into the official languages was leading to the delay being experienced by delegates using headsets.

BPW CANADA expressed their dismay that the Nominations package was not what had been requested. Instead of receiving a complete new package where each nominee had same number of words etc with the same layout there were considerable differences in the ones received today. It appeared to be most unfair.

The PRESIDENT offered to have the whole Nomination package redone in the correct format.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan asked that the Nominations Committee give their report and included recommendations on how that violation of the regulations should be dealt with.

The ELECTIONS COMMITTEE CHAIR, gave apologies for the NOMINATIONS CHAIR and her COMMITTEE as they were still meeting about a number of problems including the missing nomination information. The two committees had met to discuss some common concerns, which would be brought to the General Assembly. She requested that before any further information was circulated it be verified by the NOMINATIONS COMMITTEE first.

## Election Committee

The EXECUTIVE SECRETARY moved that Judith van Unen be approved as the ELECTIONS CHAIR, seconded by BPW NEW ZEALAND and carried.

The ELECTIONS COMMITTEE was composed of:

Justina Obehi Ogbah, AFRICA,  
Judith van Unen, ASIA PACIFIC,  
Daniela Rigassi, EUROPE,  
Elisabete Freitas LATIN AMERICA,  
Caroline Romero NORTH AMERICA.

## Nominations Committee

The EXECUTIVE SECRETARY moved that Carolyn Grady, EPW USA be approved as NOMINATIONS CHAIR, seconded by BPW

SWITZERLAND and carried.

The NOMINATIONS COMMITTEE was composed of:

Iguehi Adetiba, AFRICA

Colleen Brooker, ASIA PACIFIC

Marianne Plattner, EUROPE

Elisa Campos, LATIN AMERICA

Carolyn Grady, NORTH AMERICA

## Executive Reports

*Workbook: p24-p44*

The PRESIDENT recommended that all the reports should be taken as read. A motion to that effect was proposed by BPW AUSTRALIA, seconded by VICE PRESIDENT UN and carried.

## Report by Vice President UN

Huguette Akplogan Dossa

*Workbook: p24*

The VICE PRESIDENT UN reported that she had participated in the three Executive Meetings. She had aimed to make BPW International's actions visible within the United Nations and its various agencies and to improve processes and activities particularly with our UN Representatives and all Affiliates who came to CSW in New York.

As FIRST VICE-PRESIDENT she promoted the Triennium theme of Empowered Women Leading Business. She had a strong desire to engage the UN and its various agencies with the BPW International Triennium theme and our policy-led initiatives. She had tried to build a stable foundation, strengthen work with UN Representatives and Affiliates at local, national and international levels, exchanging and sharing resources with representatives.

BPW supported the Women's Empowerment Principles (WEPs) as they developed a framework to improve the economic situation for women around the world. They considered all opportunities to extend the benefit of the work to our Federations and Affiliate Clubs.

BPW was present at the WEPs event held at the Rockefeller Centre in New York by UN Global

Compact, the Secretary-General, Ban Ki-moon, and UN Women. At the WEPs Workshop the INTERNATIONAL PRESIDENT promoted BPW International's work at all levels including future WEPs activities.

The VICE PRESIDENT UN had coordinated the activities of the United Nations Representatives in regard to promoting BPW issues and projects in their meetings at the UN. They organised parallel events at the annual CSW meetings and prepared Annual Reports for the UN and Statements for CSW. They also worked with the PRESIDENT to organise the annual Leadership Summit in New York at which there was a UN Panel. The BPW CSW Handbook was developed for our Members to help them understand what they came to New York to do and the goals that they should be working for.

The major project had been to develop an Advocacy Strategy. Towards the end of the Triennium she had liaised with the UN Representatives to evaluate their progress.

The VICE PRESIDENT UN thanked her team, especially the UN Representatives and all the Affiliates who had participated in the work during the past three years.

There were no questions.

The VICE PRESIDENT UN moved the adoption of her report, which was seconded by BPW GERMANY and carried unanimously.

## Credentials Report

Total number of registered delegates: 130

Signed in delegates present in hall: 126

Federations present in hall: 29

Affiliate Clubs present in hall: 11

The Second Business Session was Quorate.

## Report by Vice President Membership

Jill Worobec

*Workbook: p27*

The VICE PRESIDENT reported that she visited all five Regions.

During the triennium 23 new Clubs had been approved. Once they had paid their dues they became full members as Affiliate Clubs bringing the total to 73. Most of these new clubs were in the ASIA PACIFIC REGION and she congratulated their REGIONAL COORDINATOR for her hard work. The AFRICA REGION followed them closely.

There were 10 new Individual Affiliate Members making a total of 24.

There was also one new Federation, BPW Bahrain, with 3 clubs and 110 members, and they were represented at Congress. This made a total of 39 Federations<sup>4</sup>.

The new affiliate clubs include BPW Kuala Lumpur - Malaysia and BPW Kampala - Uganda while 3 more had just been approved, BPW Ulaanbaatar - Mongolia with 25 Members, BPW Hyderabad - India with 23 Members and BPW Al Jabriya - Kuwait with 20 Members.

The VICE PRESIDENT MEMBERSHIP included a slide presentation showing regional membership. She thanked the REGIONAL COORDINATOR EUROPE for preparing a Google map showing all the affiliates.

There were more potential clubs working towards affiliation but it was important not to rush the foundation stage.

At the start of the triennium she had asked all Presidents what they were doing to bring BPW International to grass roots members. From the information they provided, a PowerPoint presentation had been developed, which was available to Affiliates through the Regional Coordinators.

Packs of five bookmarks were also available on the Benefits of Membership - Core Initiatives, Friends, Fellows, Mentoring and Twinning.

In addition Resource Sheets were available on various BPW Initiatives and activities as well

as an Affiliate Guide. An updated President's Manual would be given to all new Affiliate Clubs to help them to understand BPW procedures and activities. See Appendix 1.

The VICE PRESIDENT MEMBERSHIP moved her report be accepted and open for discussion. This was seconded by BPW AUSTRALIA.

In response to the question from PAST INTERNATIONAL PRESIDENT Chonchanok Viravan about the number of member countries, the General Assembly was told that BPW had 39 Federations and 73 Affiliate Clubs in 99 countries.

During the Triennium four clubs were asked to resign through lack of contact and a few others had closed.

BPW AUSTRALIA asked for the total membership numbers and what the trend had been over the Triennium. The FINANCE OFFICER would provide the detail but there were around 23,000 members. Membership had decreased by 360 over the triennium but we were gaining 350 members with three prospective new clubs, which were not yet in the official figures as they had only just been approved.

The VICE PRESIDENT MEMBERSHIP moved the adoption of her report, which was seconded by BPW EGYPT and carried by a show of hands.

The INTERNATIONAL PRESIDENT thanked both Vice Presidents for their hard work during the Triennium.

She urged members to collect copies of the Resource Sheets and the Affiliate Guide from the BPW International booth immediately outside the Hall. They would also be available on the website. In addition there were nine brief Advocacy Sheets, outlining the various BPW International initiatives, to help Affiliates develop their supporting activities.

The Archives booklet prepared by Catherine Bosshart, BPW SWITZERLAND, explained electronic archiving of local records for affiliates.

4 - 30 Federations were represented at Congress and 14 countries with Affiliate Clubs

## Report by Finance Officer

Sandra D'Souza

Workbook: p29

The FINANCE OFFICER presented a summary of some information in addition to her printed report.

The Revenue increased as a result of the dues increase and overall there was a net surplus during the Triennium. The accounting adjustments were required by the International Financial Reporting Standards and were a non-cash item.

The foreign exchange rate had fluctuated considerably over the triennium resulting in an unrealised exchange loss of 32,000 Euros in 2011, a gain of almost 8,000 Euros in 2012 and a loss of almost 20,000 Euros in 2013.

The auditors had also required BPW to make provision of 26,000 Euros for possible debts of unpaid dues in 2012. A significant proportion of the annual dues took up to three years to be paid as it was not always easy for some countries to transfer money and so they brought their dues in cash to events such as a Regional or International Congress.

In 2013 the auditors insisted on the provision being 100% of the amount owed and because of the amounts outstanding for 2012 and 2013 BPW had to agree, so there was another adjustment of 19,000 Euros. However we were expecting many affiliates to settle their outstanding accounts at Congress so that they were eligible to vote. This meant that the 2014 settlement would be favourable.

If those accounting adjustments were taken away there was a net operating surplus in comparison with the budget. In 2011 the surplus was 56,000 Euros, 2012 it was 22,000 Euros and in 2013 it was almost 40,000 Euros. The Executive had been very conservative in the management of the accounts and had operated as tightly as they could. In 2012 BPW sold quite a lot of stock and had run out of a lot of items. There was a range of new stock for purchase.

The budgeted membership for 2013 was 25,000 members but actual financial membership was 22,120.

At the Finance Workshop there had been questions about the various Funds. The Young BPW Fund had increased due to donations and effective fund-raising at the European Regional Congress in Sorrento. They were hoping to replicate that with their raffle here. Some of the money raised in Sorrento had been allocated to the Pakistan Natural Disaster Fund.

Monies from the La Paz Nursing School Fund amounting to 3,211.81 Euros had been forwarded to the project. The fund was showing a negative balance as there had been a banking error towards the end of the year and 960 Euros had been paid twice. The overpayment had been refunded in 2014 so the balance remained at zero.

A new Philippines Disaster Fund had been established and about 900 Euros had been donated mainly from BPW AUSTRALIA.

The Battersea Fund remained ring-fenced and the balance remained unchanged, as it was not in an interest-bearing account.

The FINANCE OFFICER introduced the strategic concept of volume membership discounts to the General Assembly as we depended on the membership fees for survival. It was a way of encouraging and rewarding Federations that increased membership. If they reached 7,500 members they would be offered a discount, which could increase as they further increased their membership. She showed a table demonstrating the level of discount that could be achieved.

The submitted budget needed to be amended as a result of some of the Resolutions and a final budget would be submitted to delegates at the end of the General Assembly.

A 1 Euro increase in both 2016 and 2017 had been proposed.

If approved, volume discounting would start in 2015. There had been a decline in membership

from 25,786 to 22,120 but it might be that the numbers reported were not necessarily the actual financial numbers. Volume discounts could help with transparency and reward the efforts of any Federation achieving high membership numbers.

She had not proposed any increase in the budget costs from those agreed for 2013 at the Helsinki Congress. It was a very tight budget but it was achievable.

The FINANCE OFFICER moved her report be accepted.

BPW SINGAPORE asked what percentage of the increased revenue in 2012 and 2013 was due to the increase in dues of 5 Euros and what was due to increased membership. The FINANCE OFFICER said that only about 5-10% was due to new members. BPW SINGAPORE also asked that notes should be included in the accounts explaining the composition of the bad debt provision and the impact on the following year when the majority of the dues had been collected.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan asked why the Battersea Fund was not in an interest bearing account as the interest gained in this way used to be very significant. During her term as PRESIDENT the interest from the Battersea Fund was around 18,000 Euros per year giving 54,000 Euros over the triennium.

The FINANCE OFFICER explained that the mandate was to ring fence the Fund in a low risk cash basis account so that there was no risk of losing the Fund. She had searched hard for an interest bearing account that met these criteria but since the global financial crisis, as a corporate body BPW would not be able to get more than 0.1% interest and she had taken the decision that it was not worth the charges involved in moving the account. To get a higher interest involved a higher level of risk. In UK we would not qualify for the small business and personal rates of 6% and to get a similar rate in Australia the Fund had to be in Australian Dollars. The risks around the fluctuating exchange rates could remove any

benefit. UBS did not want to accept Australian signatories, and the Fund was too small for their Wealth Management Division. Barclays were not interested.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan also asked if there could be a pie chart showing the relative amounts of the different sources of income over the triennium such as 20,000 Euros from the last Congress and 100,000 Euros in the Legacy Fund.

PAST INTERNATIONAL PRESIDENT Liz Benham clarified that the Barclays account had been closed in her triennium and the Battersea Fund was moved to HSBC in GBP not Euros. The financial crisis meant that there was no appropriate interest bearing bank account.

BPW AUSTRALIA asked whether in moving the report delegates would also be voting on the proposal for discounted Memberships because they would be very much against that as it was a disadvantage for smaller countries and in the ASIA PACIFIC region there were a large number of small countries who did not even have 7,500 in their population, never mind in their Membership. Conversely, large Federations that did reach a membership of 10,000 also received fees nationally from those Members and so were quite wealthy.

PAST INTERNATIONAL PRESIDENT Sylvia Perry asked for hard copies of the proposed budget to be given to delegates. This was agreed. She went on to ask whether the rounded figures for the payments to Committees in one year were for allowances or claimed expenses. The FINANCE OFFICER explained that all expenses had to be supported by receipts and allowances were claimed by submission of an invoice. The "neat numbers" in that particular year were allowances to try to subsidise both the WEPs project, and encourage Committee representatives to come to Congress. In 2012 they did not have scope for such adjustments. BPW accounts were done on an accrual basis.

BPW GERMANY pointed out that there was 400,000 Euros in the Battersea Fund not working for the organisation. She urged that



Congress should consider how to manage the Fund and make it work for BPW and not just a risk management measure. The next FINANCE OFFICER and her successor were invited to come up with proposals.

Her second request was that the FINANCE OFFICER should make sure that those office holders in BPW entitled to payments were issued with clear guidance, because in some cases, mainly with Committees and UN Reps, people were unaware how to submit a claim for expenses or any allowance to which they were entitled. The FINANCE OFFICER apologised if she had missed anyone when she took over. They had issued guidance and had also stopped issuing honoraria and requested an invoice instead. If anyone felt that they had been omitted they should contact the FINANCE OFFICER.

As a point of information, the INTERNATIONAL PRESIDENT made it clear that discussion and voting would be on the Report of the Finance Officer, and the budget would be voted on separately when it was redistributed later.

EPW USA, asked about the availability of information on the procedures and criteria for distribution of the various Disaster Funds that had been established. The INTERNATIONAL PRESIDENT explained that a formal process had been established by the previous Executive and should be on the website.

EPW USA wanted to know if any of the 1,000 Euros collected for the Haiti Fund had been distributed. The FINANCE OFFICER said that BPW HAITI, for whom the Fund had been established, had to apply to the Executive giving details of the required disbursement of the Fund. The Regional Coordinator might be able to help. This Procedure applied to all such funds.

PAST INTERNATIONAL PRESIDENT Liz Benham asked about the use of the BPW International Archives annual budget of 10,000 Euros established in the last triennium. BPW was supposed to donate annually to the Aletta Institute as they stored all the archival records. In addition the budget had been expected

to cover some of the expenses of the Archive Committee. Most of their work was voluntary but they did need to travel to the Aletta Institute occasionally. The FINANCE OFFICER said BPW had been paying an annual donation to the Aletta Institute (now known as Atria).

BPW NEW ZEALAND asked when the deficit in the North America Regional Fund was going to be repaid. The FINANCE OFFICER explained that the North American Regional Congress had made a loss as registration numbers had been lower than expected, the fixed costs were unable to be changed and there had also been a problem with the registration system. Although the system informed members that they had paid the fee the money did not reach the BPW bank account. The REGIONAL COORDINATOR for NORTH AMERICA explained that one of the conditions for holding the next Regional Congress in Grand Cayman was that there would be a fundraiser to cover the remaining debt. All their Affiliates were being encouraged to fundraise as well. Since the report had been prepared the loss had been reduced as all registration fees had now been collected. By the next International Congress the debt should have been repaid.

The FINANCE OFFICER moved the adoption of the Finance Report without any volume membership discount and without a budget. Seconded by BPW AUSTRALIA and carried with 5 abstentions.

## **Report by Resolutions Chair:**

Jean Murray  
*Workbook: p73*

RESOLUTIONS CHAIR Jean Murray referred to her written report on page 73, and moved that the report be accepted.

She commented that resolutions were an important part of the core business of BPW. In particular, the Resolutions that were passed on external matters were the foundation of BPW lobbying. So she was really pleased with the high level of focus that our Affiliates had shown in putting them forward. They did not stop here - the Resolutions had a life. They had a life before Congress, and they had a life

after. Some of them were the responsibility of the Executive to implement, particularly many of the operational resolutions, but the others were for members to take back and work within their Affiliate.

All the BPW International resolutions that had been passed over several decades were in two large volumes on the website. All members should be aware of these, in particular those that set our advocacy policy and the commitments we had made to take these issues forward. She stressed the importance of the advocacy Resolutions passed by the General Assembly being used by our UN Representatives as the basis of their advocacy on BPW International's behalf at various UN meetings. The UN Representatives had submitted a Resolution to this General Assembly that connects the resolutions passed with their advocacy platform, thereby closing the circle.

RESOLUTIONS CHAIR Jean Murray advised delegates that when voting on the Resolutions they were only voting on the motion, not on the Implementation or the Rationale. Amendments can be made only to the motion. Sometimes Affiliates supported the motion but expressed concern that the implementation was too tightly described. By separating the motion from the proposed implementation, it is possible for Affiliates to implement it in a different way in their country in order to achieve the required outcome.

The RESOLUTIONS CHAIR again moved her report for adoption, seconded by BPW CANADA and carried unanimously.

The INTERNATIONAL PRESIDENT reminded delegates of the Standing Orders for debate with regard to timing.

## **Resolutions - Session 1**

**Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

### **Resolution E-3: CEDAW and the Rights of Persons with Disabilities**

*Workbook: English p186, French p212, Italian*

*p212, Spanish p263.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates strongly urge their governments or states to address General Recommendation 18 (10<sup>th</sup> session 1991) – Disabled Women: “State Parties provide information on disabled women in their (CEDAW) periodic reports, and on measures taken to deal with their particular situation, including special measures to ensure that they have equal access to education and employment, health services and social security, and to ensure that they can participate in all areas of social and cultural life.”*
2. *Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation on women and girls with disabilities.*

BPW NEW ZEALAND stated that all women had rights but women with disabilities battled to receive an education, to access health services and to participate in employment and economic life. The double barrier of being a woman and having a disability greatly reduced freedom and opportunity and this was a global issue. The talent and ability of a huge group of women was not being developed or used and this was to the loss of all. It was incumbent on those who worked for Gender Equity to include the rights of disabled women, and one of the best ways of doing this was to ensure that states or governments were keeping the promises they had made when they ratified international treaties.

The main treaty dealing with the rights of women was CEDAW. A key issue in General Recommendation 18 of CEDAW was the provision of information through government or state periodic reports on disabled women and the special measures taken to improve their particular situation. At present there was very little information on disabled women provided in those reports. BPW members needed to

ensure that their states or governments were addressing General Recommendation 18.

BPW needed to advocate for data collection, data on participation in employment, education, on use of health services, on incidents of abuse and violence. It then became possible to measure progress in providing social, cultural and economic access. BPW also needed to support, encourage and contribute to alternate or shadow reports because economic empowerment of all women would advance if members pressed their state or government to fulfil their obligations under CEDAW.

The Secunder, BPW AUSTRALIA, said that it was important to recall that the World Health Organisation defined disability as, "occurring when a person with an impairment of some kind lives in a world that doesn't take that into account". In other words, a woman who had a chronic back problem like her was fine until she had to keep standing up, coming to the microphone, sitting down, then she started to confront disability. Most people thought of disability as a person in a wheelchair or in a hospital bed. In fact disability was much, much more common than people realised and it affected many, many more women than you might think. Whatever form it took, it increased a woman's vulnerability to discrimination, exclusion and violence. Since being a woman was in itself a vulnerability factor, women with disability had a double vulnerability.

CEDAW was the primary convention that enshrined governments' commitment to reducing that vulnerability so that all women, including those with disability, could enjoy all of their rights. One of the most effective ways that BPW Affiliates could influence government policy and action was to bring to their attention, and to international attention, the promises they had made and how they were not being kept. NGO or Shadow Reports to the UN Treaty Bodies allowed input into discussions on issues that were of concern to women - in this case the rights of girls and women with disability. Those voices were then heard loud and clear, not only by the international community but also by our own governments. It was vital that our governments included policies and

programmemes relating to disability in their reports so that their effectiveness could be monitored.

There were no speakers against the motion.

The motion was put to the vote and received 107 votes for and none against.

**Resolution E-3 was carried.**

## **Resolution E-1: UN Convention on the Rights of Persons with Disabilities**

*Workbook: English p183, French p209, Italian p236, Spanish p260.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates investigate whether their government or state has signed and ratified UNCRPD*
2. *if their government or state has not undertaken both signing and ratifying the UNCRPD, that the Affiliate asks why and strongly urges this to be undertaken.*

The United Nations Convention on the Rights of Persons with Disabilities (NCRPD) stated the obligations of governments to protect human rights and fundamental freedoms of disabled people. Protection was necessary as it was well documented that women with disabilities were often at greater risk from violence, injury, abuse, neglect, mal-treatment and exploitation. Sobering recent research from New Zealand showed that disabled women were three times more likely to be subjected to threats of sexual abuse and three times more likely to actually suffer actual sexual assault than able-bodied women. Article Six of the UNCRPD Convention dealt exclusively with women and recognised that women and girls with disabilities faced multiple discrimination and required additional measures to ensure full and equal enjoyment by them of all human rights and fundamental freedoms.

UNCRPD was inspirational in that it required action by governments, namely “To promote recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workplace and the labour market;” If opportunity was to be open to all and the internationally agreed Development Goals of gender equity and empowerment of women were to be met, ratifying this Convention was a state’s responsibility to its people. The Resolution asked affiliates to investigate if their government had signed and ratified the UNCRPD, and if not, to urge them to so. We needed to do this on behalf of all disabled women for their social and their economic empowerment.

The Secunder, BPW AUSTRALIA, explained that if affiliates worked with their governments to ensure that they ratified the UN Convention on the Rights of Persons with Disabilities that would go quite some way to complying with WEPs 2 on Equal Opportunity, Inclusion and Non Discrimination in the World of Work and also to WEPs 3 which focused on Health, Safety and Freedom from Violence. It was therefore of great relevance to us as BPW Members.

BPW GERMANY had a point of clarification. The first query was why Affiliates were being asked to investigate who had signed when there was a website from UN Treaty Office which stated who had signed, ratified and acceded. BPW could easily offer it as a link but the important part was if their Government had not signed or ratified the Treaty then an affiliate should find out “why” because that determined the nature of the campaign required to get them to accede.

BPW NEW ZEALAND were happy to accept that as a Friendly Amendment and had inserted “asks why and” in the second paragraph. This was now part of the substantive motion.

The RESOLUTIONS CHAIR put the amended Resolution E-1 to the vote. It received 109 votes for with 1 abstention.

### **Resolution E-1 was carried.**

BPW GERMANY raised a Point of Order. The

CREDENTIALS CHAIR had reported that there were 126 voting delegates in the room and yet only 110 were recorded on the screen so either 16 people had left the room or were not voting.

The RESOLUTIONS CHAIR reported that the CREDENTIALS CHAIR had advised that one digivote kit appeared not to be working and it was possible that people were pushing the button too soon. This had not affected the outcome.

BPW CANADA moved that the session be extended by 15 minutes, seconded by EXECUTIVE SECRETARY and agreed by a show of hands.

## **Resolution E-2: Optional Protocol to UN Convention on the Rights of People with Disabilities**

*Workbook: English p184, French p210, Italian p237, Spanish p261.*

Proposed by BPW NEW ZEALAND

Seconded by BPW AUSTRALIA

BPW International resolves that

1. *all Affiliates investigate if their government or state has signed and ratified the Optional Protocol to the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD)*
2. *if their government of state has not both signed and ratified the Optional Protocol, that the Affiliate asks why and strongly urges this to be undertaken.*

BPW NEW ZEALAND raised the issue of what if things went wrong for a disabled person? What happened if their rights were breached and they could not get their state or government to act on their behalf or make improvements? The Optional Protocol to the UNCRPD provided the answers as it established an individual complaints mechanism. Effectively, the Optional Protocol gave citizens of states and countries who had ratified the Optional Protocol access to a United Nations Committee. The individuals or groups who claimed that their rights

under the Convention had been breached could lodge a complaint, and in addition the Committee may investigate, report on and make recommendations on grave or systemic violations of the Convention, which established an enquiry process. It allowed disabled people to complain when their government, state or agencies had either been the perpetrator or had not provided adequate means of eliminating discrimination.

However, many countries that ratified the UNCRPD Convention did not sign and ratify the Optional Protocol. In April 2014 there were 158 signatories to the Convention and only 92 signatories to the Optional Protocol.

This mechanism for redress would not operate unless it was ratified. Members were asked to find out the status of the Optional Protocol in their country, and if it had not been signed or ratified then the government should be asked for the reason and a campaign launched.

In seconding the motion BPW AUSTRALIA said it was clearly a logical addition to the work that must be pursued with our governments to ensure the rights of women with disabilities were not only recognised but guaranteed in practice.

Since the late 1980's, United Nations Conventions had been adopted along with the establishment of a body, usually a Committee that would monitor the implementation. In essence, this was a way of keeping countries honest. Increasingly through Optional Protocols to the Conventions they oversee, these Committees were also taking on the role of a complaints or reporting mechanism, which gave those who believed that they were not enjoying the rights guaranteed to them in a Convention a means of highlighting their problems and enabled them to seek redress.

As an organisation BPW International advocated that women must have a voice and must be heard. This Optional Protocol gave women with disabilities exactly that. It allowed their voices to be heard at the highest levels of the international community and opened up doors not only to finding solutions to individual

violations of women's rights but guaranteed that all women's rights were taken seriously.

The RESOLUTIONS CHAIR proposed that the same change (Insert "asks why and" in para 2) be made to the Resolution as was made to the previous one. This was agreed by BPW NEW ZEALAND.

There was no discussion so the substantive motion was put to the vote and received 115 votes for with none against or abstaining.

### **Resolution E-2 was carried.**

The INTERNATIONAL PRESIDENT announced that two Presidential Candidates would be making their presentations in the morning.

### **The Second Business Session was declared closed.**

## THIRD BUSINESS SESSION

**Halla Hall, ICC Jeju**  
**Monday 26 May at 10.40am**  
**In the chair: Freda Miriklis,**  
**International President**

The INTERNATIONAL PRESIDENT welcomed delegates to the third Business Session and called for the Nominations Report.

### **Nominations Report:** **NOMINATIONS CHAIR Caroline** **Grady**

The NOMINATIONS CHAIR said there were still two vacancies for Standing Committee Chairs. She called for nominations from the floor for the STANDING COMMITTEE CHAIR for ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND WATER.

The CHIEF PARLIAMENTARIAN explained that if there were no nominations from the floor then nominations in writing could be requested and given to the NOMINATION CHAIR. That would enable people to discuss amongst themselves. The NOMINATIONS CHAIR confirmed that she would keep the nomination lists open until 5pm.

#### **PUBLIC RELATIONS.**

The NOMINATIONS CHAIR then called for nominations from the floor for the STANDING COMMITTEE CHAIR for PUBLIC RELATIONS.

BPW ST KITTS & NEVIS nominated Christine Walwyn, BPW ST KITTS & NEVIS.

BPW AUSTRALIA nominated June Kane, BPW AUSTRALIA.

The NOMINATIONS CHAIR reminded Affiliates who nominated a candidate from the floor that the full documentation for the nominee must be given to the Nominations Committee Chair within two hours. She would announce the nominees who had complied with all the requirements by the end of the day.

The NOMINATIONS CHAIR moved that her report be accepted, seconded by BPW BAHRAIN and carried by a show of hands.

The NOMINATIONS CHAIR was thanked for her hard work.

### **Credentials Report**

Total registered delegates	130
Signed in delegates in hall	128

See p65 and footnote on p68.

### **Presentations by Presidential** **Candidates**

The INTERNATIONAL PRESIDENT announced that the two candidates would each speak for five minutes.

### **Presidential candidate:** **Dr. Yasmin Darwich**

Yasmin Darwich said that once again she was here to talk from her heart and as always, her agenda was open and she had only her love and commitment for BPW, which she offered to members.

Over the past 30 years she had come before the General Assembly five times to ask for an opportunity to serve members. On each of those times members had given her their support and she had served members to the best of her ability.

She was now before them again with the promise to give them all she had so that they could work together to empower themselves, the members and women around the world. In order to keep our upward mobility BPW needed experience, dedication and hard work: that was why she was running for INTERNATIONAL PRESIDENT. To offer members her full time work, her talent and all her passion. Her commitment to them was based on three basic points: Dynamic Management, Membership Recruitment & Retention, and Sustainable

Programmes.

Dynamic Management involved facing emerging issues promptly and effectively using innovation and modern technologies and improved communication.

Membership Recruitment & Retention involved attracting young members while keeping a balanced membership and providing membership services of value.

Sustainable Programmes meant that BPW would continue with the existing programmes such as Women in Decision Making roles, United Nations, Equal Pay Day, WEPS, ITC and so on. We would make BPW INTERNATIONAL the leader in Women's Issues.

She strongly believed that what made BPW so special were its Members. Because of that she stood on her BPW work record of more than three decades that allowed her to offer her knowledge, passion, experience and commitment to serve all BPW Members with pride and honor as INTERNATIONAL PRESIDENT.

Her work would be with the Members and for the Members. Let's work together, keeping our roots, building our future!

## **Presidential Candidate: Huguette Akplogan Dossa**

Huguette Akplogan Dossa said she was standing for PRESIDENT because she wanted to build on the work of this Triennium to take the organisation into the future. Working closely with the Presidents she knew what had been done and what still had to be done. She believed that we needed to build on our the past achievements so that BPW could have a solid, sustainable future.

As their leader she would focus on a united BPW INTERNATIONAL that provided tools for our Members. A BPW INTERNATIONAL that strongly advocated for women, that lobbied for CEDAW and the newly adopted Resolutions, and a BPW INTERNATIONAL that had a

professional internal work structure. During the past ten years she had started Clubs in her own country, Benin, and as Regional Coordinator she had built clubs in both English- and French-speaking countries in Africa. She had worked at the UN and dedicated a lot of time to understanding the UN agencies. She loved working as a team and would build a united Executive. She cared about the organisation; she cared about members.

She knew what had to be done for women in the workplace, for society and for our organisation. She was a civil society activist and her work for BPW and other national and international civil society groups had prepared her for the work at hand.

As a successful entrepreneur her business, her financial management skills, her success with projects and her organisational management skills were an asset to BPW INTERNATIONAL.

She was setting aside all her personal activities to bring those skills to BPW INTERNATIONAL and best of all her country, her family and her husband fully supported her work.

She was ready to lead, to lead a BPW that had projects, vision, work and personal contacts at the grass roots level. There was a lot at stake, the momentum must be maintained. BPW needed to keep moving forward. They were the custodians of the future and she would work with members to build the future they wanted.

## **Reports of UN Representatives**

*Workbook: p75-p85*

BPW AUSTRALIA moved the adoption of Reports by the UN REPRESENTATIVES, seconded by IMMEDIATE PAST INTERNATIONAL PRESIDENT Liz Benham, and carried on a show of hands.

## **Reports by Standing Committees and Taskforces**

*Workbook: p46-p73*

BPW CANADA moved the adoption of the Reports of the STANDING COMMITTEES AND

TASKFORCES, seconded by BPW GERMANY and carried by a show of hands.

## **Report by Executive Secretary:**

Yasmin Darwich  
*Workbook: p31*

This had been a very challenging term not only for herself as Executive Secretary but for all the Members of the Executive during the Triennium as they had been working with two Constitutions and with new procedures. This was unprecedented in the history of BPW INTERNATIONAL. BPW had adopted a new Constitution in Helsinki in 2011 and we had worked with the 2008 Constitution until the Procedure Manual had been approved by the International Board. Now we were complying with the new Constitution supported by the Procedure Manual and the Organisation Guidelines.

As members could see in her Report in addition to the duties assigned to the EXECUTIVE SECRETARY she had participated in four of the five Regional Conferences where she had explained to Affiliates what the new procedures would mean to their own Constitutions and rules.

Those visits also gave her the opportunity to meet Members, to get to know them better and to talk about their concerns over the new governance documents.

She was honored to have been invited to participate in the training programme 'Intercultural Understanding' by Dr Antoinette Rüegg that took place last April in Cairo. During the last two years she had participated in the Leadership Summit and UN CSW. She had attended the International Young BPW Conference in Sorrento and also met Young BPW Members in Puerto Rico during the North American Regional Conference. It had been a great pleasure to attend the chartering of three new clubs: BPW LANGLEY in CANADA, ST. KITTS in the Caribbean and BPW MANAMA in BAHRAIN.

She could not describe the experience of

working with the Executive members, the International Board and the members around the world. There was nothing more important than getting to know Members personally and together working as a team in the spirit of BPW. She wanted to express her gratitude to her colleagues on the EXECUTIVE, the INTERNATIONAL BOARD, to her own Federation BPW MEXICO, the Members of LATIN AMERICA REGION and the PAST INTERNATIONAL PRESIDENTS for their support during the triennium.

Most of all, she wanted to thank members, because they were her inspiration and the reason she kept working in BPW.

The EXECUTIVE SECRETARY moved the adoption of her report, seconded by EPW USA and carried by a show of hands.

The CHAIR reminded TIMEKEEPERS that there was a ten second delay with the translation due to the two-stage process.

## **Report by Young BPW Representative:**

Anastasia Victoria Safarian  
*Workbook: p33*

Due to work and family commitments, the Young BPW Representative could not be at Congress and at her request the Young BPW Report was read by the INTERNATIONAL PRESIDENT, with the FIRST VICE-PRESIDENT in the Chair.

The YOUNG BPW REPRESENTATIVE reported that at times she tried to imagine what life would look like in 2050. What problems would we as a society be facing - violence, economic crisis, hunger? What would society have achieved - gender equality, human rights, peace? She did not have all the answers but what she did know was that it was up to her to put her thoughts into actions and be part of developing the successes for 2050. As the Young BPW International Representative for the 2011 to 2014 Triennium, she had contributed, learned, challenged and found a new appreciation for women of all ages and their contributions to



society through business.

During her term she had organised the Young BPW International Congress alongside the BPW European Congress with the help of the Regional Coordinators and had been able to assist Young BPW leaders representing all five regions. She had raised funds to support the La Paz Nursing School in Mexico; the BPW Quality School in Karachi, the BPW Sri Lanka Change Project and the BPW International Fund for Young BPWs to attend Congress.

She had moved communications online and established a successful, social media presence for Young BPW International. With the help of EPW New York State and our UN Representatives she had been able to ensure that a Young UN Representative represented BPW INTERNATIONAL. She consistently encouraged young women to intern for BPW INTERNATIONAL and was able to fully support the BPW Executive Board. At the same time she realised that all her work would not have been possible without the dedication of BPW Members and thanked everyone for their efforts, advice and support.

More than ever before, the time had come to involve Young BPW in contributing to the future of BPW. The organisation should fully commit to the Resolution passed at the 2002 Congress and establish a Young BPW Representative position on all BPW Boards. In support of this Resolution, the 2020 Young BPW on Boards Project had been launched. The aim of the project was to attract new, young members and increase leadership within the organisation. The video campaign "I Want to Achieve" had been launched in September 2013 and aimed to support membership growth and gave virtual visibility to BPW. The video campaign encouraged women of all ages to follow their dreams and to contribute to their communities while also providing data that showed that the world was still behind in gender equality at many levels.

BPW INTERNATIONAL members, regardless of age, were the organisation's sustenance. Member development was an ongoing process of investing in the individuals that make up

the organisation and Young BPW Members were a BPW INTERNATIONAL niche. To be sustainable BPW must be inclusive of young leaders in the organisational road map. This created diversity of experiences and skills, provided new and fresh points of view, allowed for access to expertise on issues and challenges facing the changing times in which we lived and ensured that BPW INTERNATIONAL was truly representative of all present and potential leaders.

It was time to put into practice the ideal of equality for all women in BPW. The future of Young BPW was exciting; the fresh website look, active online presence and face-to-face meetings around the world were all providing positive feedback about the commitment of women under 35 to BPW Aims and Goals. She thanked Executive Board Members for their support and members for having given her the unique opportunity to lead and to leave a positive, personal legacy with BPW INTERNATIONAL.

The CHAIR thanked the INTERNATIONAL PRESIDENT for presenting the Report of the YOUNG BPW REPRESENTATIVE.

BPW GERMANY moved the adoption of the Report, seconded by EPW USA and carried by a show of hands.

## **Timekeeping**

The Chair asked the CHIEF TIMEKEEPER, Christine Heinz, to clarify the lighting system for timing:

Green Light: Within time

Yellow light: 30 seconds left

Red Light: Bell would be rung and the speaker must stop.

## **Resolutions - Session 2**

**Chair: Jean Murray,**

### **RESOLUTIONS COMMITTEE CHAIR**

*Resolutions E-4, E-5 and E-7 would be debated in this session. There were friendly amendments for two of these and they had*

been translated into the official languages. One copy per delegation was available.

## **Resolution E-4: Gender Empowerment to Reduce Damages by Natural Disaster**

Workbook: p188, French p213, Italian p240, Spanish p264.

Proposed by BPW JAPAN

Seconded by BPW NEW ZEALAND

BPW International

- *urges BPW Affiliates to demand of their government gender equality in the decision-making process of disasters which means women should be included on planning committees and on administration bodies, including:*
  - *before the disaster, women should be included on committees to discuss disaster prevention measures, to reflect women's interests*
  - *at the disaster, women managers should be assigned in addition to men managers at shelters to ensure women's human dignity*
  - *women should be added to committees to discuss support systems for their economic independence, in order to prevent women's status being neglected.*
- *urges our representatives to the United Nations in Geneva to request the Special Rapporteur on the Protection of Persons in the Event of Disasters to call on all UN Member States to include gender-sensitive procedures in their disaster preparedness and post-disaster management.*

BPW JAPAN explained that many serious disasters had occurred and many victims were reported. In order to reduce the victims of natural disasters, given evidence indicates that half the victims were women, they had prepared a Resolution on Gender Empowerment to Reduce Damages by Natural Disasters to recognise the importance of involving women in the solution and in developing strategies to deal with such disasters. Women's empowerment was

important and gender equality was important. CSW 58 passed the Resolution "Gender Equality on the Empowerment of Women in Natural Disasters" submitted by the Japanese Government. We need to challenge to reduce the tragedy caused by natural disasters.

BPW NEW ZEALAND expressed their strong support in seconding the Resolution as in their recent history they had experienced two major disasters both affecting Christchurch. The area continued to be affected by aftershocks, serious flooding and the continued clean-up of liquefaction. Whilst the mobilisation of disaster recovery teams both nationally and internationally was immediate, the worst outcomes from their disasters affecting the women and children all revolved around longer-term social issues. The trauma of continual shakes and massive flooding had resulted in a big increase in mental health problems. Many families were still living in undignified and unsuitable shelters such as garages or caravans - damp, cold and unsanitary - three years after the earthquakes.

Women in New Zealand were involved in decision-making bodies such as State Sector Boards and Committees and as Chief Executives of Public Service Departments and they were making progress. But if that was what it was like in a country with a small population of about four million, imagine what it must be like in Japan with its high population density and its struggle for gender equality.

Whilst recognising that it took time to re-build it was imperative that the social issues were also addressed. Men focussed on bricks and mortar. Women took a much more holistic approach. Gender equality in the decision-making process would enable that to happen. BPW must continue to advocate for women. This Resolution was commended to the General Assembly because it met WEPs Principles 3 and 6, which related to Health, Safety, Community Initiatives and Advocacy.

First friendly amendment to the rationale from BPW JAPAN:

Recognising that global warming and plate tectonics will increase natural disasters.

Second Friendly amendment from BPW AUSTRALIA:

Add: BPW INTERNATIONAL urges our Representatives to the United Nations in Geneva to request a special rapporteur on the projection of persons in the event of disasters to call on all UN Member States to include gender sensitive procedures in their disaster preparedness, and post-disaster management.

These were accepted by BPW JAPAN and circulated to delegates.

There appeared to be a problem with the digivoting system so it was agreed that voting would be by a show of hands.

**Resolution E-4 was carried unanimously.**

## **Resolution E-5: Gender Balance on Boards**

*Workbook: English p189, French p214, Italian p241, Spanish p265.*

Proposed by BPW FRANCE and supported by BPW SWITZERLAND, BPW AUSTRIA, BPW FINLAND, BPW SWEDEN, BPW GERMANY and BPW POLAND

Seconded by LEGISLATION COMMITTEE CHAIR, Enrichetta Bellini Fornera.

BPW International resolves to

- 1. call on Affiliates to lobby governments and private and public corporations, in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards and in decision-making positions by 2020:*
  - These measures should allow a legally-regulated or self-regulated gradual implementation and should be applied to all listed and unlisted companies and all state-owned or participating state companies, excluding companies with less than 50 employees.*
  - These measures should be supported*

*by dissuasive and effective sanctions and appropriate to the country or region such as fines, nullity of board decisions and the suspension of benefits of directors.*

- 2. propose measures to increase women's representation on boards and executive committees within both the private and public sector, such as:*
  - corporate commitment to fill the pipeline of women leaders by reaching a target [at least 40% women in the top 10]*
  - most senior positions for companies over 1000 employees]*
  - fostering the publication of gender indicators on the company website, in order to raise awareness of the company's effort to achieve gender equality at the highest level*
  - favouring companies with gender-balanced boards in public procurement*
  - introducing accompanying measures to change attitudes and ways of working in companies (supporting "work life fit", non-linear career)*
  - empowering women in order to have them reach the ladder (coaching, mentoring initiatives).*

BPW FRANCE reminded members that women represented 15% of Board Members in large companies worldwide. Women represented less than 5% of the Chief Executive Officers (CEOs) of the top 500 largest companies in the world.

That was business nonsense since we knew that companies with a significant proportion of women on their Boards were performing much better than those without. This was a nonsense regarding skills as in many countries there were more women than men with high education qualifications. This was a nonsense regarding the aspirations of women as we knew that women did have the ambition.

BPW had been advocating for some time to have women on Boards, to have women in leadership positions, but the situation was

evolving very, very slowly. It was evolving slowly because it was a nomination process issue. It was a nomination process for Board Members, which was based on informal networks, men's informal networks and similarity. It was men promoting the same male standard profiles.

We could change this with a legal women's quota with binding requirements. This had been proved in the 13 countries within Europe who had already implemented targeted objectives, binding targets, voluntary targets or legal quotas. That was why we have sought your vote to have legal female quotas in large organisations, both in the, private and public sector.

"Quota" meant a measurable objective. However the implementation might be different from one country to another with variations in the timeline, effective sanctions and measures that BPW might propose and support, such as a women's database or financial training. Ultimately, BPW EUROPE was convinced that legal women's quotas would have a positive impact on the nomination process, making it more transparent and basing decisions on skills and experience. It would have a positive impact on corporate governance and result in Boards that were truly diverse with different profiles and perspectives.

The resolution was seconded by the LEGISLATION COMMITTEE CHAIR who stated that it was a natural follow-up to the work that the Legislation Committee had done over two years preparing a 43-page PowerPoint which had been translated into the 4 official languages and posted on the BPW website. This provided detailed information about policy and legislation on quotas in all the European countries, both inside and outside the Euro Zone. The Legislation Committee had a dream that Balance on Boards would become a worldwide campaign, like the Equal Pay Day campaign as a result of this Resolution.

The RESOLUTIONS CHAIR showed a slide with some of the measures that the Resolution listed for implementation and pointed out that it said 'such as' indicating that, rather than being a restrictive list, these were provided as

examples of implementation measures from which countries could select.

BPW UK supported Women on Boards as one of their main action areas but did not believe in the quota system. She sought clarification on whether quotas were implicit in this motion. If they were BPW UK could not support the motion.

BPW FRANCE explained that the Resolution was to encourage BPW to advocate for binding measures and for companies to have measurable objectives or targets.

The INTERNATIONAL PRESIDENT pointed out that the outcome of having more women on Boards could either be through government legislation, which was what was being referred to as setting quotas, or through other mechanisms, as in AUSTRALIA where guidelines were set by the stock exchange or targets set by the private sector itself. She did not think that the resolution specified which route an affiliate should follow as it was for each Affiliate to achieve the desired result in their country.

As no one spoke against the resolution the vote was taken, with 115 for and 2 against.

**Resolution E-5 was carried.**

## **Resolution E-7: Endorsing the Clean Clothes Campaign**

*Workbook: English p194, French p214, Italian p241, Spanish p265.*

Proposed by BPW GERMANY  
Seconded by BPW SWITZERLAND

There had been several friendly amendments, which had been accepted by BPW GERMANY and had been distributed to delegates.

The Resolution was proposed by BPW GERMANY who thanked BPW AUSTRALIA and BPW SWITZERLAND for their help in developing the resolution and endorsing it. This included a change to the title of the Resolution.

### **Resolution E7: Endorsing the campaigns for decent working conditions in the garment industry**

- *resolves to address this issue as a policy priority by endorsing the Clean Clothes Campaign and similar initiatives in other regions and countries.*
- *and actively advocates through its Affiliates and UN representatives for the implementation of the “Decent Work Agenda” and initiatives derived from that, with gender equality as a crosscutting objective and adoption of the WEPs by the companies involved to create a safe garment industry with living wages and equal treatment.*

BPW GERMANY explained the history of the proposal. In 1999 BPW was probably the first organisation in the world to call attention to the problems of the people working in the garment industry and that resulted in a Resolution on the Clean Clothes Campaign.

We were all shocked last year with the disaster in Bangladesh and subsequent disasters in other countries. Of course that refocused attention on assisting women in that particular industry, in terms of working conditions, equal pay, safety and sustainable development because it was also an industry that used dye and water and did all kinds of things, sometimes not very pleasant, to the environment.

BPW GERMANY had looked at the original 1999 Resolution on this issue and realised that new developments made it necessary to ask for a renewed mandate and a new commitment, acknowledging the campaigns with similar aims that had been established in other parts of the world. The common goal was to improve the working conditions in the garment industry, especially for the women who worked there in terms of not only the general working conditions but also the social and environmental conditions.

The resolution listed a range of strategies that Affiliates could use to further the cause, including supporting existing campaigns. BPW Representatives at ILO should be asked to work with those groups to give a very important

signal that we supported these campaigns and BPW International was putting our full strength behind that goal. BPW GERMANY suggested that, in the future, BPW should consider similar campaigns for other industries facing similar problems.

The Seconder, BPW SWITZERLAND, strongly supported the Resolution and the friendly Amendments. It was simple. Women made all the clothes that we wore every day. So how could we not support a campaign that wanted to ensure that all those women were protected, were paid well and had a decent life? So for us it was simple, we have to support the resolution and we also have, through our Affiliates, to work for these women.

As there were no speakers against the motion, the vote was taken with 106 for and 1 against.

### **Resolution E-7 was carried.**

The RESOLUTIONS CHAIR announced that there was time to take one more Resolution.

### **Resolution E-8: BPW International Statement to the Commission on the Status of Women**

*Workbook: English p194, French p220, Italian p246, Spanish p271.*

Proposed by BPW GERMANY  
Seconded by VICE-PRESIDENT UN

Speaking as BPW GERMANY, Lesha Witmer explained her role as a BPW International UN Representative and her shared hope with other UN Representatives who attended the General Assembly that this CSW Statement would set a precedent, in that Congress decisions would inform the thinking of all BPW International UN Representatives when they were advocating on issues and would influence how they phrased documents submitted to the UN. They did not want to advocate as UN Representatives in splendid isolation but rather to promote issues that were supported by our Affiliates and our countries, because they could talk to the UN as much as they liked but if the Member States

did not vote in support of it, there was no point.

So UN Representatives should not do it alone, and BPW Affiliates could not do it alone. There had to be teamwork. One of the pledges made on behalf of the UN Representatives in the Statement was to compile documentation, including this Resolution and additional advice provided at this Congress on other Resolutions, to inform an advocacy paper that could be used by all Affiliates when they raised those issues with their Member States and their governments.

This Statement was a compilation of the work that had been done during the recent Commission on the Status of Women and used discussions and papers submitted so far in the Post 2015 process so that the conclusions were the starting point for the work of the next period.

There were two recommendations in the Statement relevant to the Post 2015 Agenda. One was a Recommendation to the UN to have a standalone, dedicated goal on equity and non-discrimination. The second was to have a dedicated goal on water and sanitation because water was very much linked to equity and economic empowerment possibilities.

Members would recognise the other elements of the Statement. Additional matters that remained to be addressed included the Equal Pay Campaign and the Women's Empowerment Principles, and the way they could be translated into policy. She hoped she had adequately explained the purpose of the Statement and that members would give it their full support.

The Resolution was seconded by the VICE-PRESIDENT UN who thanked all the UN Representatives for the work that they had done. They had focussed their work on the past initiatives, which had been submitted to the UN on behalf of BPW International, but without genuine involvement of the members. The intention of this resolution was to provide a way of involving members. The UN Representatives undertook to investigate how the work could be implemented at Affiliate level. The feedback could then be passed to the Regional

Coordinators, linking to International level.

She hoped that members in future could say that the General Assembly was aware that UN Representatives wanted to involve all Members in all these issues at UN level.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, explained that she had been VICE-PRESIDENT UN and, while it was always ideal to work with the Resolutions to try to make sure that they went through the UN, in practice it did not work that way. The UN had their own agenda and our UN Representatives would work with the UN in formulating a document and making the statement acceptable. The time limit for those statements was also very critical. It was crucial that recommendations were made on the right topic at the right time. She advised that consultation is ideal but, in practice, within these constraints it was not always possible to implement it. Whenever possible it was good to refer to a relevant Resolution but sometimes a compromise between ideals and practicality had to be reached.

The PRESIDENT vacated the Chair and spoke from the floor stating that in her prior role she had been VICE PRESIDENT UN and that being a UN Representative was a very difficult role. UN Representatives were expected to read a lot of information, as we had a large number of Resolutions. It was ineffective; it did not work. We needed this Resolution so that we could get on with the business of BPW, so that we could represent the voice of our Members at the United Nations. This Resolution enabled greater effectiveness in our UN advocacy. What we had been doing for the last 30 years had not been as effective as it could be and she urged members to support the Resolution.

The RESOLUTIONS CHAIR explained a point of process that had been raised. The original proposer of the motion was VICE-PRESIDENT UN who had delegated Lesha Witmer as a member of her team to speak. However, only a Delegate could speak so it would be recorded that Lesha Witmer was speaking as BPW GERMANY. The RESOLUTIONS CHAIR asked if everyone was comfortable with that

and also received confirmation from the CHIEF PARLIAMENTARIAN.

As there was no-one wishing to speak against the motion it was put to the vote and passed with 98 for, 7 against and 3 abstentions.

**Resolution E-8 was carried.**

## Equal Pay Day Campaign

THE INTERNATIONAL PRESIDENT announced that BPW GERMANY had heard from the German Government within the last 72 hours that they would receive another one million Euros to continue their work with the Equal Pay Day Campaign and congratulated them. The General Assembly applauded the announcement.

BPW FRANCE proposed that the Resolutions session be extended by 15 minutes, seconded by VICE-PRESIDENT MEMBERSHIP and carried by a show of hands.

The RESOLUTIONS CHAIR reported that as she did not have the slides for other amendments with her and the proposer for the only Resolution without amendments, **E-6a Prevention of Child Marriage** was not in the room she was unable to continue.

The INTERNATIONAL PRESIDENT resumed the Chair and called for the Credentials Report.

## Credentials Report

Signed in delegates in hall: 127

## Point of Order

The ELECTIONS CHAIR apologised for the administrative error that had caused a slide with the name of a candidate announcing her as the next President to flash up on the screen. Slides were prepared for all options in advance and it had no implications for the election process.

The PRESIDENT thanked the ELECTIONS CHAIR for that Point of Order.

The PRESIDENT welcomed Chansamorn Wattanavekin, BPW THAILAND, a recipient of the BPW BADGE of HONOR and a BPW FELLOW.

## Presidential Elections

The ELECTIONS CHAIR explained that she was keen to ensure that everyone understood the process so that it was seen to be fair and open. She introduced the members of the Elections Committee who each represented a Region.

Given that there was more than one candidate for PRESIDENT the voting for this position was required to be undertaken that day, and the voting for the other Executive positions would be conducted the following day.

The election would be conducted by a secret ballot and at the end of the process the ELECTIONS CHAIR would communicate the final vote to the General Assembly. The digivote system would record the vote which would be reported to the Assembly. The result was by simple majority vote; abstentions did not count.

In the event of a tied vote both names would be given to the PRESIDENT of BPW INTERNATIONAL on identical cards with the names hidden and the name she drew would become the next PRESIDENT.

The ELECTIONS CHAIR reported that she had been approached by a number of people who felt that there had been attempts to put undue pressure on some delegates or delegations. She reminded members of the Aims and Objectives of BPW, which had very high values about equality and fairness for all.

The name of the unsuccessful candidate for PRESIDENT would be incorporated into the list of nominations for VICE-PRESIDENT based on their eligibility to stand as a VICE-PRESIDENT in the role indicated by the candidate.

She called on the NOMINATIONS CHAIR to say if either of the candidates had notified their intention regarding the VICE-PRESIDENT role. The NOMINATIONS CHAIR reported that she

had been told that nominations were secret and would be announced after the election of the PRESIDENT.

The NOMINATIONS CHAIR announced the two candidates: Huguette Akplogan Dossa and Yasmin Darwich, and confirmed that both nominees' documentation was correct and there had been no breaches of the relevant procedures.

The CREDENTIALS CHAIR confirmed that the voting devices had been provided only to eligible voting delegates, that the Digivoting System Operator had the names of the relevant candidates, and that the Digivoting had been set to secret ballot.

Signed in delegates in hall: 128.

Delegates should press 1 for Huguette Akplogan Dossa and 2 for Yasmin Darwich.

The machines only accepted one press so each delegate could only vote once.

The winning candidate was the one with the most votes and must have over 50% of the possible votes.

The CREDENTIALS CHAIR gave the results to the ELECTIONS CHAIR who announced that there were 128 voting delegates in the hall and 120 votes had been received.

The results were Huguette Akplogan Dossa 56, Yasmin Darwich 64.

The ELECTION CHAIR reminded everyone that there must be no influencing of anyone with regard to the elections the following day.

She went on to thank members for their time, patience and the conduct of the election and congratulated the winner and both candidates who were both obviously great people for BPW INTERNATIONAL.

The NOMINATIONS CHAIR announced that Huguette Akplogan Dossa had expressed her intent to run for VICE-PRESIDENT MEMBERSHIP so her name would be added to

the ballot for tomorrow.

The NOMINATIONS CHAIR went on to remind candidates for the two open positions and those intending to nominate from the floor that their documentation must be received that day so that it could be checked and their names included in the list to be announced the following morning.

The INTERNATIONAL PRESIDENT thanked both the NOMINATIONS CHAIR and the ELECTIONS CHAIR for their work.

The INTERNATIONAL PRESIDENT declared Yasmin Darwich the incoming PRESIDENT of BPW INTERNATIONAL.

## **The Third Business Session was closed.**



## **FOURTH BUSINESS SESSION**

**Halla Hall, ICC Jeju  
Tuesday 27 May at 10.40am  
In the chair: Freda Miriklis,  
International President**

The PRESIDENT welcomed everyone and announced that the third PARLIAMENTARIAN, Shirley Chang, had had to leave Congress and in her place the Executive had nominated Colleen Brooker, BPW NEW ZEALAND. This was seconded by BPW KUALA LUMPUR-MALAYSIA and the nomination approved.

### **Credentials Report**

Voting delegates in hall: 86

### **Immediate Past President's Report**

Liz Benham  
*Workbook: p44*

The IMMEDIATE PAST PRESIDENT referred delegates to her report and acknowledged PAST FINANCE DIRECTOR Thitinan Wattanavekin, from BPW THAILAND and, PAST INTERNATIONAL PRESIDENT Chonchanok Viravan for all of the work that they had done as BPW continued to build on that term.

As required by the Constitution, the Congress finance reports were the responsibility of herself and FINANCE DIRECTOR Sujej Albert, and so the XXVII Congress audit and financial reports were distributed to the International Board at the end of June 2012, one year after the Helsinki Congress, with a balance in the Congress Accounts of 229,761 EUROS. It was important to note that this did not come from registrations but from serious negotiations with the Helsinki Hall venue because new construction had not been completed in time for Congress. The opportunity had been taken to negotiate for a substantial discount on the final payment of the contract. The financial contributions made

by the former Vice President of Taiwan and the former PRESIDENT of BPW TAIWAN, Annette Lu, were again acknowledged as well as the support of BPW FINLAND and all the vendors with whom BPW had negotiated.

The IMMEDIATE PAST PRESIDENT declared she was happy to complete her term leaving the incoming Executive with systems, processes and staff in place for efficient management, along with the increased revenue from the dues increase.

Having initiated the partnerships with ITC and the WEPs, the IMMEDIATE PAST PRESIDENT had continued her commitment to work on the Women's Empowerment Principles Leadership Group, and the first ITC Platform for Action Women Vendors' Forum which was held in Chongqing, China, where she had prepared, screened, solicited and communicated with participants in the construction sector working with a survey developed from a database of our Members' businesses.

She reiterated that the database was very, very important for our Members as it enabled them to access opportunities for their businesses and professions.

The IMMEDIATE PAST PRESIDENT moved that her Report be accepted. Seconded by the REGIONAL COORDINATOR for NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN and accepted by a show of hands.

## **REPORTS BY REGIONAL COORDINATORS**

### **REGIONAL COORDINATOR - AFRICA**

Adenike Adejanyu-Osador  
*Workbook; p34*

Currently there were 20 countries affiliated to BPW in Africa with two more being formed. BPW NIGERIA increased from 7 Clubs to 13 and more were in line for inauguration. There were five new Affiliate Clubs, two in Senegal and one each in Uganda, South Sudan and

Ethiopia.

Two Clubs were being started in Tunisia and Liberia and BPW were in discussion with women in Burundi and Guinea-Bissau.

BPW AFRICA had been raising the bar this triennium. Club Presidents were increasingly being drawn from high-level professional and business people. BPW AFRICA had academics, professors, government functionaries, former Prime Ministers and senators leading the Clubs. The Region's winning team were the Club Presidents.

The goal for this triennium had been to empower African women through projects and activities. In BPW BARI – SUDAN both Bari and Darfur women from a community which had been in conflict had been empowered to go back into that community.

This focus expressed the reality of our diversity. In South Africa for instance we worked at a high level, while we worked at community level in other countries, like Kenya and Bari, where there was strong advocacy. One of the Clubs in the Cameroon made a documentary on violence against women recently and had been invited to show it to the French Senate. It brought them great recognition and the French Senators were now collaborating with them on the project. BPW NIGERIA was very active with **"Bring our girls back"** and delegates will hear more about that in the Resolutions.

One achievement this Triennium had been to increase communication and participatory leadership. BPW AFRICA collaborated with their Members, their Presidents and their clubs across the continent and worked well together. The visibility of Africa this Triennium had been very high. They were actively involved in Congress with about ten members as speakers. Many from Africa had been recognised as Women of the Week and BPW AFRICA had active members on Standing Committees.

A Foundation had been started during the triennium to support the future of BPW AFRICA, and its constitution had been adopted at the Regional Congress. In addition their Young

BPW membership had increased from just over zero to nearly 100.

THE REGIONAL COORDINATOR AFRICA moved that her report be adopted, seconded by BPW NEPAL and carried unanimously by a show of hands.

The INTERNATIONAL PRESIDENT congratulated BPW AFRICA for all their work, which had resulted in the Executive Director of UN Women making a presentation at the African Regional Congress soon after her appointment by Secretary General Ban-Ki Moon.

## REGIONAL COORDINATOR - ASIA PACIFIC

Susan Jones

*Workbook: p36*

The REGIONAL COORDINATOR-ASIA PACIFIC thanked PRESIDENT Insil for everything she and the Members of BPW KOREA had done to host this Congress. She also gave special thanks to PRESIDENT Aeduck and all the BPW JEJU Members. Over the past months they had worked tirelessly to make this Congress a reality.

BPW had a very strong presence in the ASIA PACIFIC Region with representation in some 28 countries. It was a vast region, spanning 11 time zones. With some 4,000 Members covering a huge area from the islands in the Pacific to the Arab States, they were a Region of many cultures, customs, religions and languages yet for all of their diversity they were joined together through a shared vision and commitment to the goal of advancing gender equality and women's empowerment in their economies.

BPW ASIA PACIFIC was the fastest growing region in BPW INTERNATIONAL and the REGIONAL COORDINATOR showed a slide that listed all the new clubs, Affiliates and countries during the triennium in Asia Pacific. A new Regional Constitution had been adopted, and nine Affiliate Clubs were twinned. Nations made included BPW NEW ZEALAND to BPW NEPAL, and BPW JAPAN to the BPW Ormoc

Disaster Fund. There had been a lot of interest in the Presidents' Meeting for the positions of sub-Regional Coordinators.

Looking forward, as an organisation they could help steer the world in a direction that would further empower women. There was much to be done and she thanked the Presidents in her region for nominating her for a second term of office.

The REGIONAL COORDINATOR-ASIA PACIFIC moved that her report be adopted, seconded by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, and carried by a show of hands.

## **REGIONAL COORDINATOR - EUROPE**

Sabine Schmelzer  
*Workbook: p38*

The REGIONAL COORDINATOR - EUROPE made two points as she had a video to show.

Young BPWs were the future of our organisation. BPW would not survive without Young BPWs and BPW wanted more Women on Boards. But where could you learn to be a Board Member? There was no better place than BPW to learn and that was why they put the two issues together and started the campaign "Young Women on BPW Boards in Europe". She had always had a Young BPW member on her BPW Board and had seen the personal development that took place during their term. Those who knew Miette Dechelle in BPW EUROPE had seen this over the past three years. It was not only a benefit for them as the rest of us also benefitted from their skills. Miette is a professional lobbyist and they learnt a lot from each other. That was why she became convinced that they needed at least one Young BPW at all Board levels including Club level. There were around 500 Clubs in Europe and if they took one Young BPW on each of these Boards, they could develop 500 each term of office. On a worldwide scale BPW could prepare a lot of young women for higher positions. It was an opportunity that should not be missed.

The second point was the BPW dance. You might think this was not BPW business but the dance linked us in all the regions where members danced it. Dancing was a language that all women loved and understood and they could dance together and move forward together without any language problems. To dance together after a long meeting like today refreshed our energy, and joined us together and she hoped that members would continue to dance.

The video showed what had been achieved in the past Triennium in Europe.

The REGIONAL COORDINATOR - EUROPE moved the adoption of her report, seconded by the EXECUTIVE SECRETARY, and carried by a show of hands.

The INTERNATIONAL PRESIDENT thanked the REGIONAL COORDINATOR – EUROPE for her contribution, especially her IT expertise, which had been greatly valued.

## **REGIONAL COORDINATOR - LATIN AMERICA AND SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN**

Marta Solimano  
*Workbook: p40-41*

The main objective of the past triennium had been to increase membership, especially of Young BPW. She had encouraged projects requiring cooperation amongst member countries by promoting partnership with other BPW women and agencies in the other regions.

They had worked to empower women to build organisations that could overcome significant challenges and achieve business goals through the use of WEPs. They were helping each Federation or Affiliate Club to obtain government recognition and, with this support, advocate for new laws or improved enforcement of existing legislation to help women avoid gender violence and achieve equality of labour conditions.

They had supported mentoring programmes.

These initiatives contributed to improved links between BPW and Latin American women and helped to make a real difference.

The REGIONAL COORDINATOR moved the adoption of her report, seconded by EPW USA and carried by a show of hands.

## Announcement

The INTERNATIONAL PRESIDENT welcomed, BUSINESS and TRADE STANDING COMMITTEE CHAIR Manjul Batra, to the Congress.

## REGIONAL COORDINATOR - NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES OF THE CARIBBEAN

Bessie Hironimus

*Workbook: p42*

The main objectives in the Triennium had been:

- To increase membership within the Affiliate Federations and Clubs.
- To provide membership training to the officers and to the members of the Region so that they were all familiar with BPW.
- To encourage and promote communication within the Affiliates, the Region and BPW INTERNATIONAL and to be an advocate for the Members as a whole, in a fair and proactive manner.

The major issues in the Region had been the following initiatives: WEPs, advocacy, Equal Pay Day, human trafficking, domestic violence, women and girl shelters. Members were very, very involved in those issues. They were also dedicated to the education not just of their Members but of the women and girls in their communities. Most of our Affiliates, if not all of them, had scholarship programmes for young girls, for re-entry and for low-income women.

She was pleased to report that they did not lose any affiliates and the Region was growing. There was one new country, St Kitts, as an affiliate and she was working with two other

countries, the BRITISH VIRGIN ISLANDS and DOMINICA to start new affiliates. She also had contacts in two other countries.

The Regional Congress had been held in Puerto Rico, combined with a Leadership Summit and the first Young BPW Regional Meeting. The theme was "Empowerment to Lead".

The next Regional Conference would be in Grand Cayman.

The REGIONAL COORDINATOR moved the adoption of her report, seconded by BPW CANADA and carried by a show of hands

## Second Report of Nominations Committee

The additional documentation had been distributed to delegations.

The CHAIR presented the Second Report of the NOMINATIONS COMMITTEE. Candidates had been nominated for the vacant positions of Standing Committee Chairs. Their paperwork had been accepted and they had been confirmed for election.

For ENVIRONMENT, SUSTAINABLE DEVELOPMENT & WATER there were three candidates:

- Yara Blochtein, BPW BRAZIL
- Carolyn Ann Savage, BPW NEW ZEALAND
- Leshia Witmer, BPW GERMANY

For PUBLIC RELATIONS there were two candidates:

- Dr. June Kane, BPW AUSTRALIA
- Dr. Christine Walwyn, BPW ST KITTS

Delegates were reminded that Huguette Akplogan Dossa, BPW BENIN was an additional candidate for the office of VICE PRESIDENT MEMBERSHIP.

Written notification had been received from Michèle Ekue Ahouadi, BPW BENIN, withdrawing her nomination for FINANCE OFFICER. The ELECTION COMMITTEE had

been notified.

The INTERNATIONAL PRESIDENT moved the adoption of the Second Report of the NOMINATIONS COMMITTEE, seconded by BPW SWEDEN and carried by a show of hands.

## **Presentations by Candidates for Vice President**

### **Vice President UN**

The INTERNATIONAL PRESIDENT announced that there was one candidate for VICE PRESIDENT UNITED NATIONS.

#### **Dr Arzu Ozyol, BPW TURKEY**

Arzu Ozyol explained that she was talking with her heart and her mind but as she was very excited she preferred to read her presentation.

There were three major reasons behind her decision to stand. The first came from the experience that she had gained through voluntary work for BPW INTERNATIONAL at national and international levels. The second one was her broad educational background and the third her professional expertise that she could use at international level.

She was aware of the impact that BPW INTERNATIONAL had made on gender policies over the years but she felt that improving collaboration within our organisation would increase our contribution. If she were elected, her motto would be 'cooperative leadership'. For this she planned to encourage Members to get involved in United Nations processes at national, regional and international levels by facilitating access to information about UN work, and increasing the number of UN Agencies with which we collaborated.

Her other goal was developing a methodology that could benefit our Members by providing individual and institutional support to assist them in developing gender expertise. She believed that a pilot programme would be available before the end of her term.

She believed that with more planned activity and broad-based team-working it was possible to identify opportunities and challenges to ensure full and effective participation of women in sustainable development policies, programmes and decision making at all levels and to disseminate United Nations decisions to the world.

The INTERNATIONAL PRESIDENT informed delegates that the next three presentations were by those standing for VICE PRESIDENT MEMBERSHIP and they would be presenting in alphabetical order.

#### **Dr Amany Asfour, BPW EGYPT**

Dr Amany Asfour explained that it had been an honour to join the BPW INTERNATIONAL family in 2000. Since that time she had been committed to being an active Member of BPW INTERNATIONAL.

The role of VICE PRESIDENT MEMBERSHIP was a crucial one because it was not about getting dues from our Members but about providing a service for our Members and that was the core issue for the Executive. How could we get our services to all Members including those at the grass roots? Her vision for how that could be achieved by BPW INTERNATIONAL, the biggest organisation for business and professional women, was based on six 'C's.

The first C was Commitment - to the cause of empowering our women including the grass roots level.

The second C was Communication - between each other from top down throughout all Federations and Clubs.

The third C was Capacity – how to build the capacity of our Members. How could BPW have projects which developed them?

The fourth C was Cross Cultural Understanding - how could this be developed among our Members. The richness of our organisation was our diversity. How could these cross-cultural issues be brought together?

The fifth C was Congress - in the 15 years she had been in BPW INTERNATIONAL, she had attended every International Congress and visited many Regional Congresses. In this triennium she attended the European Regional Congress in Sorrento, the Asia Pacific Congress in Taiwan and the African Congress in South Africa.

The final C was Clubs – she was experienced in building clubs as she had started in Egypt with one Club and later they became a Federation. Then she helped with establishing Clubs across the world. In Sudan she started one and now there were six working as a Federation. In Africa she had helped many Clubs, including in the Arab States, which was the dream of Lena Madesin Phillips. In this Triennium she helped to start BPW in Kuwait, in Bahrain, in Sharja and her vision was to extend BPW to all 22 Arab States.

It would be her real pleasure and honour to serve as VICE PRESIDENT MEMBERSHIP, to build the capacity of our Members, to communicate together, to come together and to be one BPW INTERNATIONAL across the world.

## **Manjul Batra, EPW USA**

Manjul Batra explained that a family emergency with her daughter having an emergency operation after they landed in Shanghai had resulted in her arriving late.

At the hospital women doctors serviced them and there were other women personnel, but the top two doctors were men! How could we sell BPW to those young women and show the value that we could add to assist them gain promotion to the higher levels? We needed to project ourselves and the values we offered everyone. We were like a multi-national firm. We needed to understand how it operated, we needed to understand the Women's Empowerment Principles, we needed the Members to understand. All our members were leaders but two gaps were developing: a leadership gap and a generation gap. So we needed to somehow market our values to other people, we needed a vision, we needed to project it and we needed a common

understanding among all Members of that vision.

Now why was she standing for VICE PRESIDENT MEMBERSHIP? She had always been a leader in her own field. In India she had been the first management trainee for a multi-national firm. When she came to the USA she was the first woman broker for 40 years who had set up her own business. She had been on many boards - all because of BPW and its training. She was on the Rotary Club Board, the Chamber of Commerce Board - all men. So she knew what it took to get women on Boards.

She was one of four generations of BPW who knew BPW and lived BPW.

## **Huguette Akplogan Dossa, BPW BENIN**

Huguette Akplogan Dossa highlighted her commitment to the future direction of BPW INTERNATIONAL and her current Executive experience. She understood the issues affecting BPW globally and the importance of Membership to the organisation. From her current position she understood the needs of the younger Members through her work at the UN and involvement with projects. They joined BPW because they wanted to make a difference.

As VICE PRESIDENT MEMBERSHIP she would build on the work done by the current VICE PRESIDENT Jill Worobec, working closely with Regional Coordinators to strengthen each region by taking care of Federations and Clubs.

Membership recruitment and retention were crucial if we were to carry on our good work, and she would provide the leadership that enabled this to happen. It was important that we were all connected and so she would utilise social media, webinars and other tools to reach out to our Membership, to engage them in the recruitment and retention of our Members.

Her objectives were:

- To lead with the support of the Membership and Standing Committees.

- To develop and provide Membership information on WEPs, ITC and all BPW programmes.
- To provide advice on Membership problems including development and retention strategies.
- To encourage and support the formation of new Affiliate Clubs and Federations.
- To publish an Annual Report on Membership for distribution to the International Board.

We needed to both keep our Members and grow our Membership. She wanted to harness the enthusiasm of members and work together to empower women throughout the world.

## Elections

The ELECTION COMMITTEE CHAIR introduced the following candidates for the Executive:

- EXECUTIVE SECRETARY: Beatriz Fett
- FINANCE OFFICER: JoAnn Ritko Pozzi
- YOUNG BPW: Ketlin Tackman
- REGIONAL COORDINATORS
- AFRICA: Adenike Adejanyu-Osador
- ASIA PACIFIC: Susan Jones
- EUROPE: Karin Raguin
- LATIN AMERICA and SPANISH-SPEAKING COUNTRIES OF THE CARIBBEAN: Marta Susana Solimano
- NORTH AMERICA and THE NON SPANISH-SPEAKING COUNTRIES OF THE CARIBBEAN: Bessie Hironimus.

BPW AUSTRALIA moved that the session be extended by 20 minutes, seconded by BPW NEW ZEALAND and carried.

The ELECTION COMMITTEE CHAIR presented the candidates for STANDING COMMITTEE CHAIRS:

AGRICULTURE:  
Nancy Alstone, BPW ITALY

ARTS AND CULTURE:  
Pinella Bombaci, BPW ITALY

BUSINESS TRADE AND TECHNOLOGY:  
Sara Martins, BPW BRAZIL

DEVELOPMENT TRAINING and EMPLOYMENT:

Francesca Burack, EPW USA

ENVIRONMENT, SUSTAINABLE DEVELOPMENT and WATER:

Yara Blochtein, BPW BRAZIL

Carolyn Ann Savage, BPW NEW ZEALAND

Lesha Witmer, BPW GERMANY

HEALTH:

Luisa Monini, BPW ITALY

LEGISLATION:

Enrichetta Bellini Fornera, BPW SPAIN

PROJECTS:

Ojobo Atuluku, BPW NIGERIA

Giuseppina Seidita, BPW ITALY

PUBLIC RELATIONS:

June Kane, BPW AUSTRALIA

Christine Walwyn, BPW ST KITTS

The ELECTION COMMITTEE Chair urged the members to meet with the candidates so they could make an informed decision.

The elections would take place later in the session.

## Credentials Report

Maximum voting delegates: 130

Signed in delegates in hall: 118

10 Executive members,  
5 Past International Presidents,  
4 Standing Committee Chairs,  
30 Federations,  
16 Affiliate Clubs.

## Resolutions - Session 3

**Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

### Resolution E-6A: Prevention of Child Marriage

*Workbook: English p191, French p216, Italian p242, Spanish p267.*

Proposed by BPW NIGERIA on behalf of BPW AFRICA.

Seconded by BPW NEW ZEALAND

The General Assembly was asked for their agreement to allow 5 minutes instead of 3 minutes for the proposer in light of the terrible things that happened recently in Nigeria regarding the stolen girls. This was agreed.

*Resolves to address the issue as a top priority policy issue through:*

- *advocacy – creating awareness and sensitizing traditional and religious leaders, government officials, women groups, opinion leaders and other stakeholders on the implication of child marriage; and advocating for free and compulsory basic education for the girl child.*
- *education – building capacity through training key stakeholders on human rights abuse and rights protection, and alerting them to existing laws and platform they can use to protect their rights or rights of their children; specifically building capacity of mothers through sensitization and knowledge sharing to equip them to serve as agents for the prevention of early marriages; providing platforms for men to advocate for the prevention of early/child marriages.*
- *conducting community mobilization programmes and evaluating interventions.*
- *media campaigns – promoting national discussions on gender violence; increasing public awareness through campaigns designed to change attitudes and behaviours.*
- *lobbying and engaging governments and other relevant policy decision makers, through existing platforms, networks and coalitions for the inclusion of human rights in school curriculum and for enactment of policy and law prohibiting child and forced marriage.*
- *locally adapting, adopting and distributing all charters, treaties, policies, laws and agreements targeted countries have committed to.*

- *identifying and working with agencies that can provide legal support to young girls whose rights are violated through forced marriage.*
- *collaborating with credible local and international organizations working on prevention of early/child marriage i.e. FIDA in Nigeria, Tostan in Senegal and other research institutions.*
- *conducting research on existing programmes aimed at preventing early/child marriage in developing countries; facilitating cross communication and learning to improve efficiency of intervention.*

Child Marriage was a practice in flagrant abuse of the Human Rights of girls. Since the submission of the Resolution well over 200 schoolgirls had been abducted from their school hostel in one swoop. Reports indicated that they were being sold as wives by their abductors to each other and to others in league with them. This served to buttress the need for emergency action in this area.

While child marriage was a negative practice experienced by both boys and girls, for girls it had reached endemic proportions. Current analysis had shown the power of girls, the wisdom of investing in girls and the potential that girls had in directing the future of any country. But that cannot be when 9,000 girls were being married off as child brides around the world every single day before they reach the required physiological maturity. The prevalence of these dastardly acts ranged from 41% to 75% for the top 20 countries where girls were married off before they were 18 years old in countries across Africa, Asia, South America and also in other parts of the world. "Child marriage is an appalling violation of human rights and robs girls of their education, health and long term prospects", said Babatunde Osotimehin, M.D, and Executive Director of UNFPA. "A girl who is married as a child is one whose potential will not be fulfilled".

Globally, pregnancy was the leading cause of death in girls 15-19 years old. A child bride was five times more likely to die at childbirth and this was a barrier to the attainment of MDGs



4 and 5 targeted at a two thirds reduction in the under 5 mortality and a three quarters reduction in maternal death by 2015. Married girls were four times more likely to contract HIV and AIDS than boys. Vesicovaginal Fistula was a common result for such girls married off, getting pregnant and unable to deliver. It was not just about the girl, it was also about the next generation as babies born to such child mothers were also at risk.

BPW AFRICA felt called upon to propose this Resolution because concrete action needed to be undertaken to turn the tide of cultural, traditional, and xenophobic practices that were framing the continued rise of child marriages in most parts of the world. Silence and complacency is conspiracy.

BPW AFRICA called on BPW INTERNATIONAL to adopt this as a top priority issue through the application of appropriate measures. These measures were listed in the Workbook. The abducted Nigerian girls stood as today's symbol for this abuse of girls' rights. The whole world was standing with the abducted girls "BRING BACK OUR GIRLS!"

BPW AFRICA called on BPW to pass this Resolution and lend its voice and action wherever we were to join the Bring Back the Girls Movement.

The Secunder, BPW NEW ZEALAND, asked 'When was a child not a child?' It could vary as the chronological definition of who was a child and who was an adult varied with each nation and culture. It was the responsibility of all governments to ensure measures were taken to respect, protect and fulfil the rights of the child. If this meant reviewing current legislation and policies relating to children so be it.

Children needed to be nurtured and given every opportunity to reach their potential. How could this happen when we allowed children to become brides and grooms and stunt their growth into fulfilled adults. Marriage was a significant milestone on the path to adulthood. It marked the start of couples' reproductive life. Was a child's body ready for this? Available data indicated a high incidence

of deaths in childbirth in this age group. Was a child psychologically ready for motherhood at this early age? In most societies, marriage was delayed until girls and boys reach adulthood by setting a minimum age of marriage. Every year girls under the age of 18 are forced into marriage as child brides, leading to a life of abuse, violence and poverty from which there was no escape.

How could BPW not take every available measure to stop this shameful practice continuing into the next generation? BPW NEW ZEALAND felt it was important to draw the world's attention to this issue. We needed it in the spotlight to continue to bring pressure to bear on those who could effect change. This Resolution offered nine avenues for action. Ten million girls every year – action must be taken.

As there were no speakers against the motion, a motion was put to the vote, with 109 for and no abstentions or votes against.

**Resolution E-6A was carried unanimously.**

## **Resolution E-6B: Prevention of Forced Marriage**

*Workbook: English p192, French p218, Italian p244, Spanish p269.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

*All BPW International Affiliates will strongly urge their Governments or State Parties to sign and/or ratify the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) and to:*

- set the legal minimum age of marriage for girls and boys to 18 years with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority*
- introduce legal measures to prohibit underage and forced marriages and*
- promote measures to protect women*

*harmed by polygamy and dowry-related violence.*

2. *All BPW International Affiliates will strongly urge their Governments or State Parties to include their actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee.*

3. *BPW International Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation of underage girls being forced into marriages.*

The Resolution was proposed by BPW NEW ZEALAND, who reminded delegates that Article One of the UN Universal Declaration of Human Rights stated: "All human beings are born equal and free in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood".

As an organisation we could influence and shape the world we lived in. We had a responsibility to advocate and ensure that all women and children had the opportunity to choose their own destinies and this was surely the legacy we wanted to leave.

Paving the way on such a controversial topic as forced marriages meant we were ready to address and advocate on what some would perceive as the untouchable. Reports had been commissioned by a number of countries on the issues of forced marriages, for example from Canada the report "The incidence of forced marriage in Ontario" concluded, "... victims of forced marriages are particularly vulnerable due to age, lack of economic power, immigrant status and issues of shame and fear. In recognition, Canada must re-consider its lack of action on the issue of forced marriage and implement and follow the recommendations of this report".

A similar study in Europe drew the same conclusions. At the Commission on the Status of Women in March 2014 on the implementation of the Millennium Development Goals for Women and Girls it was noted that violence against women and girls and early forced

marriages were still a problem of critical concern: "The Commission recognizes that unless all dimensions of gender inequality are addressed, the empowerment of women and the realization of human rights for women and girls will not and cannot be achieved."

In New Zealand Members knew that young women were often taken on holidays overseas and forced into an arranged marriage. If they refused, they returned home to a life of abuse and violence. Instances of murder, suicide, mutilation and rape were becoming more common. There were horrific stories being told by heroic women who had the courage to stand up and be heard. Not an easy thing to do when at times they were going against the Elders of the culture. They were feeling outcast, where did they turn for support? Empowerment and education were enabling these women and girls to speak out. We must therefore continue our journey to enable and support the freedom of choice. This was what underpinned every human being's basic right.

She urged delegates to support the Resolution.

BPW AUSTRALIA explained that they strongly supported the resolution but had put a friendly amendment to close a small loophole. In 19 developed countries the legal age of sexual majority was 16, which meant that young women could have sex legally at the age of 16 and 17, and therefore may find themselves as mothers or as pregnant teenagers. In those same countries the highest risk age for young men to die in random acts of violence and accidents was 15 to 25. If those young girls between the ages of 16 and 18 were not allowed to marry under any circumstances in developed countries then they could find themselves as single parents with no social protection for themselves or their children. BPW AUSTRALIA thought that this was quite a serious child protection issue.

BPW AUSTRALIA therefore suggested that, only in countries where the legal age of sexual majority is 16, marriage should be allowed with parental consent or with the consent of a relevant authority. Apart from this recommendation they strongly commended this motion to you

and hoped that delegates would understand the friendly Amendment, which had been accepted by BPW NEW ZEALAND.

As there were no speakers against the amended motion it was put to the vote. NOTE: The digivote system failed to store the result.

### **Resolution E-6B as amended was carried.**

## **Welcome**

The INTERNATIONAL PRESIDENT welcomed new clubs that had been formed during the Triennium and who were present at the session:

BPW MAKATI-PHILIPPINES,  
PRESIDENT Jeannie Javelosa

BPW KUALA LUMPUR-MALAYSIA,  
PRESIDENT Rasila Hamza

BPW KAMPALA-UGANDA,  
PRESIDENT Maggie Kigozi

The INTERNATIONAL PRESIDENT went on to introduce the first female CEO of one of the largest banks in the Eastern Caribbean, Dawne Williams, who was PRESIDENT of BPW ST KITTS.

## **Credentials Report**

Signed in delegates in hall: 117

## **Elections**

The ELECTION COMMITTEE CHAIR started by thanking the NOMINATIONS COMMITTEE for their hard work as it made the work of the Elections Committee easier.

In response to the queries they had received about the voting procedures these would be explained at each stage.

For VICE PRESIDENTS it was a simple majority of those who voted. The CHAIR assured delegates that the digivote kits had been checked and were in working order. Some delegates chose not to press a button so did

not vote which counted as an abstention and was not included in the total. That happened yesterday when the difference on one vote was eight and the difference between the number of votes cast and the voting strength was also eight.

A single candidate must receive 50% of the votes cast and have a simple majority - a minimum of 50% of the votes cast plus one. Where there was more than one candidate the one with the most votes won.

Together with the NOMINATIONS COMMITTEE they would be putting a recommendation that the guidance on voting procedure should be included in the pre-Congress material.

### **Voting for VICE PRESIDENT UN:**

1 candidate – Arzu Ozyol  
Votes cast: 106  
For 62, Against 44.

### **Voting for VICE PRESIDENT MEMBERSHIP:**

3 candidates listed in alphabetical order by surname and numbered. When voting, delegates selected 1, 2 or 3. It was a simple majority vote.

Votes cast: 113  
Huguette Akplogan-Dossa, 37  
Amany Asfur, 52  
Manjul Batra, 24

### **Voting for EXECUTIVE SECRETARY:**

1 candidate – Beatriz Fett  
Votes cast: 110  
For 97, Against 13.

### **Voting for FINANCE OFFICER:**

1 candidate – JoAnn R. Pozzi  
Votes cast: 111  
For 102, Against 9.

### **Voting for YOUNG BPW REPRESENTATIVE:**

1 candidate - Ketlin Tackman  
Votes cast: 114  
For 111, Against 3.

### **Voting for REGIONAL COORDINATORS:**

The ELECTIONS CHAIR explained that each Member belonged to a region and they had met to decide who their Regional Coordinator

nominee would be, with the expectation that other regions would have the courtesy to support their wish. That was the intention when the process had been put in place to give Regions a strong voice in who they believed would be their best person for the job.

REGIONAL COORDINATOR AFRICA,  
Adenike Adejanyu-Osador  
Votes cast: 115  
For 101, Against 14.

REGIONAL COORDINATOR ASIA PACIFIC,  
Susan Jones  
Votes cast: 116  
For 107, Against 9.

## Credentials Report

Voting delegates in hall: 126

REGIONAL COORDINATOR EUROPE  
Karin Raguin  
Votes cast: 118  
For 116, Against 2.

REGIONAL COORDINATOR LATIN AMERICA  
and SPANISH-SPEAKING COUNTRIES of the  
CARIBBEAN  
Marta Susana Solimano  
Votes cast: 117  
For 92, Against 25.

REGIONAL COORDINATOR NORTH AMERICA  
and NON SPANISH-SPEAKING COUNTRIES of  
the CARIBBEAN  
Bessie Hironimus  
Votes cast: 117  
For 98, Against 19.

### Voting for STANDING COMMITTEE CHAIRS

AGRICULTURE, Nancy Astone  
Votes cast: 112  
For 107, Against 5.

ART AND CULTURE, Pinella Bombaci  
Votes cast: 123  
For 118, Against 5.

BUSINESS, TRADE AND TECHNOLOGY, Sara  
Martins

Votes cast: 118  
For 117, Against 1.

DEVELOPMENT, TRAINING AND  
EMPLOYMENT, Francesca Burack  
Votes cast: 118  
For 116, Against 2.

HEALTH, Luisa Monini  
Votes cast: 120  
For 112, Against 8.

LEGISLATION, Enrichetta Bellini  
Votes cast: 118  
For 111, Against 7.

### PROJECTS:

With two candidates, the vote was by Simple  
Majority  
Votes cast: 112  
Ojobo Atuluku, 55  
Gusepina Seidita, 57

### ENVIRONMENT

There was some confusion with the slide so  
the vote would be announced later. This was  
agreed by a show of hands.

### PUBLIC RELATIONS:

2 candidates:  
Votes cast: 113  
June Kane, 57  
Christine Walwyn, 56

The PRESIDENT thanked the ELECTIONS  
CHAIR and asked members to come 10 minutes  
earlier for the next Session.

## The 4th Business Session was closed.

## FIFTH BUSINESS SESSION

Halla Hall, ICC Jeju

Tuesday 27 May at 10.40am

In the chair: Freda Miriklis,  
International President

### Report of CONSTITUTION

#### ADVISORY COMMITTEE CHAIR

IMMEDIATE PAST PRESIDENT Elizabeth Benham

Workbook: p72

At the 2011 Congress in Helsinki the new, simple, brief Constitution and associated Regulations were adopted to provide the required governance mandated by Resolution 26 at the 2008 Mexico Congress.

Regulation 21 of this new governance set out the need for a Procedure Manual to define operating instructions for how the new Constitution and Regulations must be implemented. The initial draft document for the Procedure Manual had been compiled alongside the drafting of the Constitution & Regulations but was not complete, nor available for approval at the Helsinki Congress.

It was agreed at the final session of that Congress that it would be finished and handed over by Jean Murray, Chair of the Constitution Review and Reform Taskforce 2008/2011, post congress. This was duly done, handed over and finalised after Executive input in October 2011. The Manual was then to be reviewed, and reconciled with both the new Constitution and the Regulations and upon its acceptance by the International Board all three documents could be activated.

The Members of the 2011-2014 Constitution Advisory Committee (known as the CAC) were all PAST INTERNATIONAL PRESIDENTS, having 17 years of collective day to day Constitutional experience, and were appointed in February 2012 by the INTERNATIONAL PRESIDENT and EXECUTIVE. They were selected not only for their BPW expertise but also their

wide experience in all forms of governance to undertake the review of this Procedure Manual for ratification by the Executive and a vote for approval by the International Board.

Regulation 21 stipulated that amendments to the approved Procedure Manual were subject to vote by the International Board and as such were reserved as governance issues.

The CAC's first task in reviewing the 110 page initial draft of the Procedure Manual was to extract the required governance details into a concise, 35 page document to complete the process of simplification and modernisation of BPW International governance. The Procedure Manual went through the Executive approval process and then to the International Board for voting and was overwhelmingly approved in August 2013.

The rest of the initial draft document with all further information, non-governance, best practices, and guidelines not requiring voting approval by the International Board was placed in the Organisation Guidelines and this was completed in 2013. It provided synchronisation with the Constitution, Regulations and Procedure Manual to provide a complete resource reference for BPW INTERNATIONAL.

A number of inconsistencies did emerge from the process and in order to complete the alignment some Amendments were needed. The CONSTITUTIONAL ADVISORY COMMITTEE had now brought these to Congress.

As there were no questions the CHAIR of the CONSTITUTIONAL ADVISORY COMMITTEE moved that her Report be adopted, seconded by BPW NEPAL and carried by a show of hands.

### Credentials Report

Signed in delegates in hall: 126.

### Constitution and Procedure Manual Amendments – Session 1

Chair: Elizabeth Benham,

## **CONSTITUTIONAL ADVISORY COMMITTEE CHAIR**

The CHAIR explained that the amendments were grouped, as they were mostly language and editorial changes starting with the Constitution Amendments:

*English p87, French p93, Italian p100, Spanish p108.*

BPW NEW ZEALAND raised a Point of Order stating that they agreed on the initial process but needed to have the policies voted on before the governance documents, especially R18 on page 91, and R18 on page 128, could be amended.

The CHAIR asked for clarification.

BPW NEW ZEALAND was aware of two Resolutions, I-5 and I-6, which impacted on two sections of the Constitution and the Procedure Manual. So they believed that those needed to be discussed and voted on before the Constitution was finalised. BPW GERMANY seconded the Point of Order.

The PARLIAMENTARIANS advised that the General Assembly needed to make the decision on this.

On being asked to clarify their motion, BPW NEW ZEALAND explained that as there were two Internal Resolutions, I-5 on the Procedure Manual following Congress 2011 in line with 2008 Congress decisions, and then I-6 on the updating of the Procedure Manual following Congress to ensure the Regulations were properly applied, these had to be discussed before the governance documents were finalised.

The INTERNATIONAL PRESIDENT confirmed with BPW NEW ZEALAND that they would like the two Internal Resolutions to be dealt with before the Constitution Amendments were taken. They were then requesting that the Constitution Amendment on Resolution 18, page 91, and Resolution 49, page 121, be discussed.

The CONSTITUTION ADVISORY COMMITTEE

CHAIR agreed that the two Resolutions I-5 and I-6 be taken before the Constitution, Regulations and Procedure Manual Amendments.

The RESOLUTIONS COMMITTEE CHAIR took over as Session Chair for Internal Resolutions I-5 and I-6.

## **Resolutions - Session 4 Chair: Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

BPW AUSTRALIA requested that they be allowed to arrange for an Alternate to take the place of their Delegate Dr Jean Murray as she was now in the Chair. That was agreed.

## **Resolution I-6: Updating of Procedure Manual following Congress to ensure the Regulations are properly applied** *Workbook: English p207, French p232, Italian p258, Spanish p283.*

Proposed by BPW NEW ZEALAND  
Seconded by BPW AUSTRALIA

*“Given that the Regulations clearly require the International Board to be invited to vote to accept the revised Procedure Manual after each Congress and do not require the General Assembly to vote to amend the Procedure Manual at Congress. Recognising that the Procedure Manual requires review by the Executive after every Congress to take account of any Constitutional Amendments passed to the Constitution Regulation, any Resolutions passed by the General Assembly, any votes taken by the International Board between Congresses plus any other developments over the previous Triennium that the Executive believes should be included, and that BPW International Congress directs that the incoming Executive ensures the required triennial review and updating of the 2013 Procedure Manual amends the Procedure Manual to comply with the Regulations, so that:*

- *the non-compliant sections 8.5 and 14 of the 2013 Procedure Manual are amended*

*to fully comply with the Constitution and Regulations.*

- *to ensure democratic consultation and participation by all Affiliates, Members and Past Presidents, the Procedure Manual be amended after each congress to reflect the Resolutions passed at the General Assembly, not through Constitutional Amendments.*

BPW NEW ZEALAND explained that resolutions I-5 and I-6 were related and dealt with the overall management of the key procedural documents and both Enrichetta Bellini Fornera and BPW NEW ZEALAND acknowledged this.

This Resolution was specific to the governance of the Procedure Manual, its operational function, and how it was managed between General Assemblies.

Amendments to the Procedure Manual could result from resolutions that proposed changes to operational procedures, from Constitutional amendments and from recommendations in Executive reports by the General Assembly. The Executive was responsible for updating the Procedure Manual and the General Assembly would vote to accept the amended Procedure Manual. The Constitution Reform had clearly identified that this was the process by which Affiliates wanted changes to the Procedure Manual to be undertaken. Affiliates also wanted:

1. The Procedure Manual completed and written in comprehensive and simple English to assist with its translation into all the other languages;
2. Constitution and Regulations Amendments to be voted at the General Assembly;
3. The General Assembly to note the Procedure Manual Amendments, as was the intent when they were accepted by the General Assembly in 2011, but not to vote on individual amendments to the Procedure Manual;
4. The Procedure Manual to be overseen by the Executive.

It was important to note the Executive was required to take into account

- the feedback from the Affiliates through their Regional Coordinators and Regional Meetings;
- advice from Executive Members in regard to their specific portfolios;
- recommendations in Executive reports that were adopted by the General Assembly;
- resolutions passed by the General Assembly;
- any changes made by the General Assembly to the Constitution and Regulations.

The Procedure Manual required clear oversight to ensure language and terms remained consistent. If one section was changed then amendments would need to be made to every related section to avoid internal inconsistencies. The document could then be translated meaningfully with clear transparency for all Regions and languages, assuring no loss of meaning or intent. The International Board should receive an updated Procedure Manual after each Congress with all changes highlighted, so that the updated Procedure Manual could be accepted as a whole. The International Board would not be required to vote on individual changes in a piecemeal fashion since the resolutions, recommendations and constitutional amendments that informed the Procedure Manual update would have been voted and passed already by the General Assembly.

The Motion was seconded by BPW AUSTRALIA who explained that Resolutions to a General Assembly might require changes to the Procedure Manual, for example: current resolutions on regions, regional budgets and processes for Regional Meetings; the revised committee structure and the Member Interest Database; and a web-based system for retaining and archiving of records. In addition, current amendments to the Constitution and Regulations would require consequential changes to the Procedure Manual. These included: change of the title Finance Officer to Finance Director; the proposed change to the name of a region; and a change to the organisation's name and logo.

The General Assembly had the authority

to change the Procedure Manual and the Organisational Guidelines by any means, through the process of passing Resolutions, passing Amendments to the Constitution and the Regulations, and adopting Recommendations in Executive Reports. The General Assembly should not be required to pass individual Amendments to the Procedure Manual by Constitution Amendments, as this is not constructive. It impacted on the time for core business that the Members had come to discuss and could result in some key issues not being presented due to time over-runs. Those were administrative aspects, which could be dealt with outside the General Assembly. The International Board should have a single vote to accept the updated Procedure Manual and the Organisational Guidelines.

PAST INTERNATIONAL PRESIDENT Elizabeth Benham spoke against the two resolutions as she felt they were factually incorrect. At the General Assembly in 2011, the Procedure Manual had not been seen. It was not ready and it was produced three months after the General Assembly. Since then, a Constitutional Advisory Committee had been appointed by the Executive to review that document. The Committee did its work. The document was officially accepted as an official International BPW document.

All it did was take the 110-page submitted document, extract the governance out of it and put the rest of it in an Organisational Guide. Together, these two documents provided a complete reference resource. During that process, inconsistencies were found. There were mistakes in the Regulations and there were some updates in the Constitution based on new developments. However, these documents were the will of the General Assembly. She believed it was the will of the Members to have a modern, streamlined, simple process and document and that was what they were trying to achieve.

EPW USA raised a Point of Information seeking clarification that the resolution requested that the General Assembly did not vote on changes to the Procedure Manual but left that to the Executive.

The RESOLUTIONS COMMITTEE CHAIR confirmed that the proposal was to leave the review and updating of the Procedure Manual to the Executive and then vote on the updated Procedure Manual as one electronic vote after Congress by the International Board.

EPW USA then asked whether, if the Resolution was approved, the General Assembly would not listen to the proposed Amendments to the Procedure Manual that were printed in our programme.

After conferring with the PARLIAMENTARIANS, the CHAIR confirmed that any Resolutions passed by the General Assembly would need to be inserted in the Procedure Manual by the Executive. Any Recommendations that may come from the FINANCE OFFICER or others would be dealt with in the same way. The amended Procedure Manual would then be provided to the INTERNATIONAL BOARD for a vote of acceptance.

The CONSTITUTIONAL ADVISORY COMMITTEE CHAIR was asked by the RESOLUTIONS CHAIR whether there were any Amendments to the Procedure Manual that needed debate and so that the General Assembly could make an exception for those. The General Assembly was the highest authority, and could decide to debate the ones it wanted, but there was a point of principle here where the Regulations say the Procedure Manual is under the guidance of the Executive and the Resolution proposed that remains so.

The CONSTITUTIONAL ADVISORY COMMITTEE CHAIR responded that as stated in her Report there were inconsistencies that just needed language changes. The proposed Constitutional Amendment resulted from the Swiss legal requirement that our trademark and logo have been accepted and we are required to include it in our Constitution.

The CHAIR referred to Regulation 18, which stated that Amendments to the Constitution and Regulations must comply with Articles 60 and seq. of the Swiss Civil Code and the Procedure Manual stated that the Regulations must be followed. The Procedure Manual



could be amended by the Executive between General Assemblies. It did not give a role to the Constitution Advisory Committee whereas the Procedure Manual introduced an oversight role for the Constitution Advisory Committee that was not in the Regulations.

PAST INTERNATIONAL PRESIDENT Liz Benham stated that Regulation 21 stipulated that the Procedure Manual changes could be done by the Executive but must be approved by the General Assembly, or by the International Board using electronic voting. That was why it was being done now so that that BPW could move forward with clean, functioning documents that work.

EPW USA referred the CHAIR to her Point of Information and explained that in the light of what had been said she did not understand why Resolution I-6 was needed.

The REGIONAL COORDINATOR for NORTH AMERICA explained the process that the Revised Procedure Manual had gone through. After they received the draft of the Procedure Manual, the Executive revised it before sending it to the CONSTITUTION ADVISORY COMMITTEE for their advice, who returned it with some amendments. The Executive reviewed it again, approved it and then sent it to the International Board for their vote. It was not sent from the Constitution Advisory Committee but was a document accepted and worked on by the Executive. The PRESIDENT agreed that it was correct.

The CHAIR asked BPW NEW ZEALAND if they wanted to reply to the Point of Clarification.

BPW NEW ZEALAND accepted that the Procedure Manual was part of our governance documentation. Changes were already approved when the General Assembly went through our Constitution, when we approved Resolutions, when we accepted Recommendations at the General Assembly but we should not have to go through it every time Members came to Congress. Once those amendments had been approved then they went to the Executive, who put them into clear simple language, inserted them into

the Procedure Manual, made sure all sections had been covered and there were no internal inconsistencies, and had the resulting updated Manual approved by the International Board after each General Assembly.

She clarified that BPW NEW ZEALAND was only talking about resolution I-6. They did not want it to keep coming back piecemeal for voting because this would take too much time and would prevent the General Assembly from addressing the rest of the business that members came here to do.

PAST INTERNATIONAL PRESIDENT Sylvia Perry wanted to clarify Regulation 18.4, which had been formally adopted in Helsinki and said "Amendments to the Constitution and Regulations submitted for voting must comply with the requirements as set out in the Procedure Manual". In the last session at Helsinki she had queried the situation that BPW did not have a Procedure Manual so they had agreed to comply with something that did not exist. It only existed after August 2013 when the International Board approved it.

The INTERNATIONAL PRESIDENT explained that BPW had continued to operate under the 2008 Constitution until the updated Procedure Manual was approved in August 2013.

The RESOLUTION COMMITTEE CHAIR brought delegates' attention to the actual wording of Resolution I-6, which referred to the non-compliant sections 8.5 and 14 of the Procedure Manual, which did not reflect the clear role in the Regulations that gave oversight of the Procedure Manual to the Executive. The Executive was required to take account of all voting decisions, not just Amendments to the Constitution and Regulations but also Resolutions and Recommendations passed by the General Assembly so that we had democratic consultation and participation. Three months after the General Assembly the Executive would send the revised Procedure Manual, which had taken account of the impact of all the decisions made at Congress, to the International Board who would be asked to vote to accept it, not adopt it.

The CHAIR responded to a query from EPW USA explaining that all the submissions to the Constitution Reform Taskforce in the previous Triennium had stressed the need for a Procedure Manual that was simple and straightforward. One of the key outcomes from the Consultation was that members did not want to discuss and debate operational matters and make detailed changes to procedural documents at Congress. Members wanted to focus on Resolutions. Members wanted a simple Constitution and Regulations that might have to be discussed at Congress but the operational aspects in the Procedure Manual should be managed by the Executive.

The CONSTITUTION ADVISORY COMMITTEE CHAIR also clarified that the intent was to clean up these documents now. It did not mean that we would come back to the next General Assembly to debate them again. This is to finalise the document.

BPW had a Constitution, Regulations, a Procedure Manual that was a governance document and Organisation Guidelines that gave resources, best practices and all kinds of guidance for Members to access as a resource tool. Governance has to stay in the Procedure Manual. When these documents are now approved, the Executive can take it and move forward and we would not have to deal with this again in the next General Assembly.

The RESOLUTIONS CHAIR commented that she felt everyone now shared a common understanding of the process and that it was clear members did not want to be debating the Procedure Manual during a General Assembly. Members wanted to put that responsibility to the Executive with one straightforward vote by the International Board after Congress. She went on to point out that the Regulations at the moment referred to Amendments to the Constitution and Regulations, not Amendments to the Procedure Manual.

The NORTH AMERICA REGIONAL COORDINATOR had a Point of Information. She requested that as there appeared to be general consensus that the Executive had the role of reviewing and revising the Procedure

Manual then a lot of the amendments could be blocked out from discussion here in the interests of time and referred to the Executive.

The CHAIR explained that if the Resolution was passed then a lot of those Amendments to the Procedure Manual that are currently up for debate could be referred to the Executive to be dealt with in their routine review of the Procedure Manual following Congress.

BPW NEW ZEALAND was offered the Right of Reply. Resolution I-6 gave delegates the power to vote on our Constitution and Regulations, and then the Executive would update the Procedure Manual before it was sent to the International Board for acceptance.

The EXECUTIVE SECRETARY pointed out that the Implementation notes for the Resolution indicated that the Executive would refer the Procedure Manual to the Constitution Reform Taskforce. The CHAIR replied that the voting was on the core Resolution and the implementation could be dealt with sensibly in line with the discussion that had taken place.

For clarity the CHAIR read out the Resolution.

The vote was then taken:  
For 63, Against 46.

**Resolution I-6 was carried.**

## **Resolution I-5: Updating of Procedure Manual following Congress in line with 2008 Congress decision**

*Workbook: English p206, French p231, Italian p256, Spanish p282.*

Proposed by LEGISLATION COMMITTEE CHAIR, Enrichetta Bellini Fornera

Seconded by BPW SWITZERLAND, BPW ITALY, BPW AUSTRIA, BPW GERMANY, BPW SPAIN, CHAIR ART AND CULTURE STANDING COMMITTEE and CHAIR HEALTH STANDING COMMITTEE

That:

- *the members of the 2008-2011 Constitution Reform Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 Congress as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 Congress, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.*

The LEGISLATION COMMITTEE CHAIR reminded members that after the 2008 Mexico Congress, the Constitutional Reform Taskforce had undertaken a democratic, worldwide and inclusive consultation applying simple English to the Constitution and Regulations. The 2011 Procedure Manual was written following the same principles. It was intended for easy access, enabling members to print a single chapter or section.

This was exactly what the Members wanted - an all-inclusive document that implemented the Constitution and Regulations. The 2011 Manual needed some changes and modification and the Ad Hoc Taskforce had made those changes. During the General Assembly it was promised that the updated 2011 Manual would be sent to the International Board three months later. Why had the International Board never received this Manual?

The Constitution Advisory Committee then provided two documents when the Members clearly indicated they wanted to have only one all-inclusive document. She emphasised that members had to wait one year and a half without being given any news or information. In 2014 we received Organisational Guidelines, which repeated information from the Procedure Manual and had some material from the 2011 Procedure Manual.

Why did we have two documents? Of course

we must have respect for everybody, including the work that CAC had done but that was not what the Members wanted, and should have been most respect for the Members worldwide who were the stakeholders of BPW. They gave a contribution, both intellectual and economic to their Federation, so it was absolutely not democratic that what the Members wanted had been disregarded.

The seconder, BPW SWITZERLAND, spoke on behalf of the other Affiliates and Committee Chairs who signed the resolution. They said Members wanted to have something simple because the Affiliates had to work with it. Members thought they had one really nice document, where you could easily access the information in one chapter. Then it went back to before Helsinki with three documents. That was not the decision taken by the General Assembly. We talked a lot about the importance of Members and Delegates and the General Assembly but if you really took into consideration that the General Assembly was the highest body, what was decided by the General Assembly should be accepted. We wanted one document as originally developed: a single, simple, comprehensive, complete Procedure Manual.

PAST INTERNATIONAL PRESIDENT Liz Benham spoke against the motion. They had been appointed by the PRESIDENT and the EXECUTIVE to follow through on the work of the Constitutional Review Taskforce on a document that had never been seen. They did that. They acknowledged and thanked the past taskforce for the work they had done. The delay was not the CAC's problem. There were other issues and she would leave that to the Executive. The document had been presented to the Executive and it did not come out for some months. The wisdom that the PAST INTERNATIONAL PRESIDENTS used came from years of working with the documents, working with the Constitution and Regulations. In total there was 17 years of combined experience of working with the documents and understanding day-to-day management of BPW International.

The conflict related to Regulation 21, which

stated that “the Procedure Manual has to be approved by the International Board”, but it did not give a process. Certainly, the Procedure Manual had just been born; it had just become effective, these 35 pages. It was the first time we had dealt with these documents. The Organisational Guidelines contained best practice and guides, all of the items that were not governance, which was why it was a separate document. The Constitution, the Procedure Manual and the Guidelines were one document. She appealed to Members to understand the process.

EPW USA moved an Amendment to the Resolution which struck out the first 2008-2011 and replaced it with 2014-2017 so the first line then read, “The BPW International 2014 Congress directs that the Members of the 2014-2017 Constitution Reform Taskforce etc.” The rationale was that the 2008-2011 Constitutional Review Taskforce ended in October 2011 and, although it may have some of the same Members, there should be a new Taskforce appointed by the PRESIDENT. The CHAIR asked for a Secunder. BPW NEW ZEALAND agreed to second the Amendment.

BPW SWITZERLAND conferred with the LEGISLATION COMMITTEE CHAIR and they agreed not to accept the Amendment because it is not logical to have a new Taskforce to begin this task again. It was decided in Helsinki to have a new procedure and now, 3 years later, we would have another new procedure.

The REGIONAL COORDINATOR for NORTH AMERICA had a point of information. A Taskforce, by definition, is a group of people working on certain task. When the task is finished, the taskforce is dissolved. That is the way it is done in proper parliamentary procedure. They may all be discussing from the same side. The Taskforce can be reinstated, but it cannot be the 2008-2011 Taskforce because that is past.

The CHAIR advised that a vote would be taken on the Amendment.

PAST INTERNATIONAL PRESIDENT  
Chonchanok Viravan stated that a Taskforce

lasts for the triennium only. It was appointed by the current PRESIDENT. She spoke about the need to identify a clear way forward so that the organisation did not keep discussing the same issues at each Congress. This was endorsed by the EXECUTIVE SECRETARY who urged delegates to let the new Executive decide who would be in charge of the document.

BPW BERMUDA proposed that the Amendment to Resolution I-5 to create a 2014-2017 Constitution Reform Taskforce be put to the vote, seconded by BPW GERMANY.

This was carried by a show of hands.

The LEGISLATION COMMITTEE CHAIR did not require the Right of Reply.

*The BPW International 2014 Congress directs that the members of the 2014-2017 Constitution Reform Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 Congress as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 Congress, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.*

For 80, Against 28.

**The Amended Resolution I-5 was carried.**

## **Election results**

The ELECTIONS CHAIR announced the results of the election for the ENVIRONMENT STANDING COMMITTEE CHAIR:

Voting delegates in hall: 126

Number 1 - Yara Blochtein 27;  
Number 2 - Lesha Witmer 50;  
Number 3 - Carolyn Savage 37.

Therefore **Lesha Witmer** was the new Environment Standing Committee Chair.

The ELECTIONS and NOMINATION CHAIRS had discussions with the PARLIAMENTARIANS and wished to make a recommendation to the General Assembly that would make the process easier for both the Committees and Members. The Chairs had identified some issues that could be dealt with more clearly prior to Congress to make life easier particularly for the International Board.

They put forward a Recommendation that allowed the existing Committees to continue on for a time after Congress to look at how the process could be improved and be more fair and equitable. All the nominations, the word count and layout would look the same.

The ELECTIONS CHAIR understood that there was a friendly amendment that added the fact that both Committees were Congress Committees.

The INTERNATIONAL PRESIDENT asked that this be dealt with in General Business because of time restraints.

## **Constitution and Procedure Manual Amendments – Session 1 Chair: Elizabeth Benham, CONSTITUTIONAL ADVISORY COMMITTEE CHAIR**

The CONSTITUTION ADVISORY COMMITTEE CHAIR explained that they wanted this as streamlined as possible. They were required to make some Amendments to the Constitution because the trademark and name had been filed with the Swiss World Intellectual Property office.

### **Amendments to the Constitution**

*Workbook: English p87, French p93, Italian p100, Spanish p108.*

Sylvia Perry, PAST INTERNATIONAL PRESIDENT and member of the CONSTITUTIONAL ADVISORY COMMITTEE explained she was going to try to group four Constitutional

Amendments all of which were required by the Swiss Code, which had not been known at the time of the Helsinki Congress.

**C1 Title** inserted IFBPW by which we had been known globally, and especially by the UNITED NATIONS since we had gained consultative status.

*The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW), otherwise called "BPW International".*

*The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland*

**C5 Affiliates** clearly stated Federation of Business and Professional Women.

*International Federation of Business and Professional Women (IFBPW) otherwise called "BPW International" consists of:*

- *Affiliate Federations of Business and Professional Women*
- *Affiliate Clubs of Business and Professional Women*
- *Individual Affiliate Members of Business and Professional Women.*

*The International Board may remove an Affiliate.*

**C Definition of General Assembly** emphasised that the highest governing body was the General Assembly, part of the International Congress.

## **BPW International General Assembly**

*The highest governing body of BPW International, whose decision-making sessions include financial and other reports, elections, resolutions, constitutional amendments, and any other matters of BPW International business.*

**C Definition of Term** changed Congress - to General Assembly.

A term is the period between 2 consecutive **General Assemblies**

PAST INTERNATIONAL PRESIDENT Sylvia Perry moved that the four resolutions be adopted, seconded by EPW USA.

There was no discussion and **they were carried** with a show of hands.

## **Amendments to the Regulations**

*Workbook: English p89, French p95, Italian p102, Spanish p111.*

### **Regulation R2.1: Change of Finance Officer title to Finance Director**

*Workbook; English p89, French p95, Italian p102, Spanish p111.*

*Proposed by FINANCE OFFICER*

FINANCE OFFICER Sandra D'Souza spoke to the Regulation change. The intent of the proposed change back to Finance Director was to ensure that BPW got the best finance professional for the role. With the accountancy profession the title was important in how you were perceived in terms of the post, qualifications, experience.

BPW AUSTRALIA proposed a Friendly Amendment. In many countries, including Australia, a Finance Director was more important than a Finance Officer. However in Europe a Finance Director was a paid position and a Finance Officer was elected. We needed to recognise these cultural differences and she suggested that the position was known as VICE PRESIDENT FINANCE. This had been accepted by Sandra D'Souza as a Friendly Amendment and would be part of her Resolution.

The CHAIR OF THE CONSTITUTION ADVISORY COMMITTEE asked why she preferred Vice-President when it would alter the management structure of the organisation.

BPW AUSTRALIA advised that the first suggestion had been EXECUTIVE FINANCE OFFICER but Sandra D'Souza had asked for VICE PRESIDENT FINANCE.

The FINANCE OFFICER felt that VICE

PRESIDENT FINANCE was a compromise as Finance Director and Finance Officer each worked best in some countries. The title impacted on the type of discussions she had been able to have as Finance Director.

The REGIONAL COORDINATOR FOR NORTH AMERICA spoke against the motion. A Finance Director was a member of the Board of Directors and an Officer worked in the office. If it was changed to Vice President, that changed the structure of BPW International.

The Friendly Amendment was put to the vote and **was not approved**.

### **Amendment: Change title to EXECUTIVE FINANCE OFFICER**

Proposed by, PAST INTERNATIONAL PRESIDENT Sylvia Perry, and seconded by BPW AUSTRALIA.

In the UK Directors were members of the Board of a Limited Company.

The General Assembly agreed to put the Amendment to the vote.

### **Amended Resolution:**

*Change the title to EXECUTIVE FINANCE OFFICER.*

Voting delegates in hall: 96  
For 88, Against 8.

**The amended resolution R2.1 was carried.**

## **The Fifth Business Session was closed.**

## SIXTH BUSINESS SESSION

Halla Hall, ICCJeju  
Tuesday 27 May at 8.20am  
In the chair: Freda Miriklis,  
International President

### Constitution and Procedure Manual Amendments – Session 2

Chair: Elizabeth Benham,  
CONSTITUTIONAL ADVISORY  
COMMITTEE CHAIR

### Voting on Amendments to the Regulations

Workbook: English p88, French p95, Italian  
p102, Spanish p111.

### Regulation R7.1: Regions of BPW International

Workbook: English p90, French p97, Italian  
p104, Spanish p113.

#### First amendment

*The name of the region be changed from North American and non-Spanish speaking countries of the Caribbean region to North America and the Caribbean Region and the same would be for Latin America, the Latin America Region.*

Proposed by REGIONAL COORDINATOR  
NORTH AMERICA and NON-SPANISH  
SPEAKING COUNTRIES OF THE CARIBBEAN,  
Bessie Hironimus  
Seconded by EXECUTIVE SECRETARY

The REGIONAL COORDINATOR NORTH AMERICA explained that in the Caribbean portion of the North American and Caribbean region there were countries that spoke English, French and Dutch, but the only way a distinction was made in both North American and Latin American Regions was based on language. This did not happen in the other three Regions. The two Regions should have the same treatment as other Regions based not on language but on demographics.

## Credentials Report

Voting delegates in hall: 95

### Voting on Constitution and Regulation Resolutions (Cont'd)

The first amendment to R7.1 changing the Regional name to NORTH AMERICA and the CARIBBEAN REGION was put to the vote.

For 83, Against 7.

**Amendment 7.1 was carried.**

### Second amendment

*The name of the region be changed from Latin America and the Spanish-Speaking Countries of the Caribbean to Latin America Region.*

Proposed by EXECUTIVE SECRETARY  
Seconded by REGIONAL COORDINATOR  
NORTH AMERICA and the CARIBBEAN

BPW BARBADOS spoke against the change to just LATIN AMERICA in terms of BPW and of business. Many of the businesses in the Caribbean liked to represent Latin America and the Caribbean because it was not just Latin America.

BPW AUSTRALIA requested clarification as in the Workbook both parts of the Resolution were on the screen in one Resolution. One automatically included the other because they both had the same rationale.

The CHAIR explained that she had been advised by the PARLIAMENTARIANS that a vote was needed for the change to LATIN AMERICA REGION but if the General Assembly was happy that they had voted already on both name changes that could be accepted.

No-one objected to having just the single vote.

**The proposed change the name to LATIN AMERICA REGION was therefore accepted.**

## Regulation R3.1: The Role of the President

Workbook: English p89, French p95, Italian p102, Spanish p112.

Proposed by PAST INTERNATIONAL PRESIDENT Sylvia Perry.

Seconded by BUSINESS, TRADE AND TECHNOLOGY CHAIR

*The President is the principal officer of the organisation and has the leadership and management role including:*

- *chairing meetings of the General Assembly, the International Board and the Executive*
- *chairing the International Congress Planning Committee during her term*
- *formalising appointments*
- *fostering external relationships with other international organisations and leaders*
- *oversight and overall accountability for all planning, operational and outreach activities*

Proposing the Motion, PAST INTERNATIONAL PRESIDENT Sylvia Perry explained that it recognised the Authority of the PRESIDENT within the organisation, clarified that she was the Principal Officer with a leadership and management role and introduced accountability to her position. The motion better defined her role relating to oversight and overall accountability for planning, operational and outreach activities and gave her that authority.

BPW AUSTRALIA spoke against the motion. The main difference was the addition of the last bullet point, which read, "oversight and overall accountability for all planning, operational and outreach activities". BPW AUSTRALIA stated that while the PRESIDENT should have oversight of all those activities the accountability must remain with the entire Executive and not be vested only in the PRESIDENT.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan thought that the word "accountability" was extremely important. A President could not lead an organisation and not be held accountable for their work. If

somebody thought they should be in number one place and not be held accountable, then they should not be in that position. The words "overall accountability" gave the big picture. She thought that was a very professional aspect to add to the role of PRESIDENT. That did not mean that the entire Executive would not be accountable for anything, but just the PRESIDENT.

BPW NETHERLANDS raised a Point of Clarification about whether "oversight and overall accountability for all planning, operational and outreach activities" included financial management.

PAST INTERNATIONAL PRESIDENT Sylvia Perry responded that the term "operational" meant the functions that ran the organisation. The PRESIDENT had to ensure that she was aware of all that was happening and had the opportunity to make decisions.

BPW GERMANY, asked if the amendment was consistent with R33, which dealt with the responsibility of the Executive as a whole: "Executive has collective responsibility for operational and management matters." The PRESIDENT was already the CHAIR and responsible for the overall operation, that should be more than enough.

She would like to move an amendment to remove any confusion between those two Articles. She proposed that the word "overall" was removed leaving "oversight and accountability" and it would not then be seen as contradictory to R33.

The Amendment was seconded by BPW AUSTRALIA.

PAST INTERNATIONAL PRESIDENT Sylvia Perry responded that she felt this proposal was based on differing uses of the English language. To her "overall" meant that it was encompassing so she did not think there was a problem but was quite happy to remove the word "overall" as long as "accountability" remained.



A vote was taken on the amendment to remove the word "overall" from the last sentence of Regulation 3.1 Amendment.

For 83, Against 12.

**The Amendment to remove the word "overall" was carried.**

The amended motion:

*The President is the principal officer of the organisation and has the leadership and management role including:*

- *chairing meetings of the General Assembly, the International Board and the Executive*
- *chairing the International Congress Planning Committee during her term*
- *formalising appointments*
- *fostering external relationships with other international organisations and leaders*
- *oversight and accountability for all planning, operational and outreach activities.*

For 80, Against 15.

**The substantive motion to amend Regulation 3.1 was carried.**

The CHAIR was handed over to the EXECUTIVE SECRETARY for the next item.

**Regulation R20: Name and logo**

*Workbook: English p92, French p98, Italian p106, Spanish p115.*

Proposed by PAST INTERNATIONAL PRESIDENT Liz Benham  
Seconded by EPW USA

*R20.1 The name International Federation of Business and Professional Women and the logo are in the sole ownership of BPW International.*



**R20.2 Logo**

*R20.3 Identification with the International Federation of Business and Professional Women. Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (BPW International) on websites and letterheads at a minimum.*

*Example: BPW Austria, an affiliate of the International Federation of Business and Professional Women*

*R20.4 The logo can be used only by paid-up financial Affiliates of the International Federation of Business and Professional Women and must not be used for personal benefit or profit.*

*R20.5 The logo should be used only with the colour black and grey.*

*R20.6 The logo must not be altered in any way other than to adjust the size proportionally.*

*R20.7 The Logo must appear at a prominent place. When the BPW affiliate has its own logo, it may appear together with the BPW International logo, however, the BPW International logo must appear first.*

The proposer, PAST INTERNATIONAL PRESIDENT Liz Benham, explained that the amendment had been required to comply with Swiss Law. The letters "IFBPW" and the name INTERNATIONAL FEDERATION had been filed and trademarked with the Swiss Intellectual Property Office who had required more detail about the use of the logo in our Regulations.

BPW SWITZERLAND raised a Point of Order that this amendment should be deferred back to the International Board, as more information was required due to the major impact of the decision on the future naming and branding and the financial implications. Out of respect for the General Assembly delegates should not have been asked to make this decision until they had the proper documents.

PAST INTERNATIONAL PRESIDENT Liz Benham responded that the issue had been discussed

in depth at the Constitution Workshop and it was a requirement for our name and trademark to be legally registered. It had been explained why the modern logo with the letters BPW could not be used, nor the words "Business and Professional Women" on their own without International Federation added to them.

Much legal advice had been sought and the Resolution was the best way to protect our organisation without having it contested. If we had filed BPW and Business and Professional Women it would have been open for contest and we had not wanted that. Now the organisation had been trademarked under the name INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN and the letters IFBPW, both of which we had been known by for many years especially in the United Nations.

We had already approved that in the Constitution and in the first Amendment that we approved today. Affiliates had been informed that there was a financial implication. Now that the basic name and logo could not be contested, modifications could be filed.

As the Proposer had used her Right of Reply the PARLIAMENTARIANS ruled that the debate was closed.

The REGIONAL COORDINATOR EUROPE raised a Point of Clarification that the registration of the logo reserved our right to use the globes. The CHAIR confirmed this.

EPW USA pointed out that she was not allowed to use BPW in the United States and that was why this protection was essential.

The CHAIR informed BPW JAPAN that the PARLIAMENTARIANS had already discussed with them the concern about Japan in the logo and the advice was that there was nothing that could be done at present.

BPW GERMANY emphasised the need to be consistent and asked if the starting sentence of the Resolution should be changed to reflect what had been voted for in C1. There was now a difference between "of BPW

INTERNATIONAL" when it should have said "also known as BPW INTERNATIONAL" which then reflected the Constitution.

BPW AUSTRALIA asked for a Point of Clarification as their understanding was that after the right of reply there should be no more debate.

Seconded by NORTH AMERICA REGIONAL COORDINATOR.

Following a show of hands supporting that there should be no more debate **Regulation R20 was put to the vote and carried** with 57 votes for, 23 against and 15 abstentions.

The EXECUTIVE SECRETARY handed back the Chair to the CONSTITUTION ADVISORY COMMITTEE CHAIR.

The CHAIR requested a 15-minute extension to take the remaining Regulation Amendments in one group. This was seconded by BPW AUSTRALIA and agreed by a show of hands.

The CHAIR explained that the remaining Regulation Amendments were mainly textual.

## **Amendments to Regulations R1.3, R5.1, R5.5, R11.2, R11.3, R12.3, R13.1 and R18.**

*Workbook: English p89-91, French p 95-99, Italian p102-107, Spanish p111-116.*

Proposed by PAST INTERNATIONAL PRESIDENT Sylvia Perry.

Seconded by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan

PAST INTERNATIONAL PRESIDENT Sylvia Perry spoke to the amendments. Where relevant "in the Congress" had been changed to "in the General Assembly" in the Regulations.

R5.1: When there were five Affiliate Clubs they "must become an Affiliate Federation".

R5.5: Affiliates must use the "BPW INTERNATIONAL model Constitution".

R11.2 Number of Federation delegates. The “same equal” changed to “an equal”.

R12.3 Voting between General Assemblies “Each country with 1 or more Affiliate Clubs is entitled to 1 voting delegate.” There was only one vote per country even where there was more than 1 Affiliate Club.

As the Proposer was then out of time she requested that delegates read the other changes and moved the group of amendments.

BPW AUSTRALIA pointed out that there appeared to be an error in R 12.3 in the Workbook. It was confirmed that “attending the General Assembly” had been removed.

BPW GERMANY raised a Point of Order and requested that R5.1 on becoming a Federation was considered separately because it contained a key principle on whether Affiliate Clubs were forced to become a Federation.

The CHAIR agreed that the amendment to R5.1 would be considered separately.

The CHAIR put the Amendments listed to Regulations R1.3, R5.5, R11.2, R11.3, R12.3, R13.1 and R18 to the vote as a group.

The **Amendments were agreed** with 79 votes for, 8 against and 8 abstentions.

BUSINESS, TRADE AND TECHNOLOGY CHAIR Manjul Batra requested a time extension, which was agreed by a show of hands.

## Regulation R5.1 Affiliate Federations

R5.1: When there were five Affiliate Clubs they “must become an Affiliate Federation”.

The CHAIR announced that the **amendment to R5.1 had been withdrawn**.

The CHAIR closed the session on Regulation Amendments and handed back to the INTERNATIONAL PRESIDENT.

The PRESIDENT thanked the CHAIR and all the PAST INTERNATIONAL PRESIDENTS that had served on the CONSTITUTIONAL ADVISORY COMMITTEE for their hard work and the advice they had given the Executive over the course of the Triennium.

The PRESIDENT reminded delegates that the Branding Taskforce had displayed various options for the BPW Logo at the front of the Hall on which they wanted the views of members. The views would be passed on to the Executive for consideration.

## Resolutions – Session 5

**Chair: Dr Jean Murray, RESOLUTIONS COMMITTEE CHAIR**

### Resolution I-1: Renewal of Committees, Taskforces and Projects

*Workbook: English p199, French p224, Italian p250, Spanish p275.*

Proposed by PAST INTERNATIONAL PRESIDENT Antoinette Rüegg, BPW AUSTRIA, BPW FINLAND, and BPW SWITZERLAND

Seconded by BPW INTERNATIONAL EXECUTIVE

### Resolution I-1: Renewal of Committees, Taskforces

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg had undertaken a review of the Committees and had been given 10 minutes to make a presentation on her Resolution.

The Resolution would be voted on in two parts:  
Part 1: Structure  
Part 2: Implementation.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg thanked all those who had discussed and developed this new concept for Taskforces, Projects and Events. The reason for the change was that the Standing Committees had not been able to utilise the great potential of the Members. It was not because the Chairs did not do an excellent job but it was the structure

of Standing Committees chaired by Members that prevented them from doing major work.

As they had not been able to find a better solution in any other NGO the team had developed a tailor-made approach for BPW, which we called a Pilot Concept. It was a pilot because we had to trial the concept and then adapt and evaluate during the next two terms. A final decision would be taken in 2020. If it was no better then BPW would go back to the existing Standing Committees but she hoped this would not happen.

Of the 13 Standing Committees four, MEMBERSHIP, UN, FINANCE and YOUNG BPW, were headed by an Executive Member and so they would remain.

The RESOLUTION, CONSTITUTION COMMITTEES and all CONGRESS AD HOC COMMITTEES would also remain.

The change was that the nine Standing Committees chaired by Members elected at Congress and having a vote at Congress would be dropped.

We would keep all the BPW INTERNATIONAL TASKFORCES and PROJECTS, which always worked very well as a specific person was appointed to lead them and given a specific goal. The Executive Board always initiated them and that would be retained.

Instead of a top-down structure the proposal was to utilise the potential of our members through bottom-up opportunities. A Member could register as an Expert or Committed Member for any task such as a Taskforce Chair, Taskforce Member or Project Chair.

The pool of Experts and Committed Members would feed the Taskforces, including member initiated Taskforces and those led by Executive members. The President of an Affiliate Federation or Affiliate Club would have to confirm if a Member registered for a task. There would be no obligation for a President to support them but they would be invited to cooperate with these Member-Initiated Projects and Taskforces, which was why the confirmation

by Affiliate Presidents was so important.

A Pilot Team would lead the whole initiative and PAST INTERNATIONAL PRESIDENT Antoinette Rüegg was willing to lead that for the next six years with the assistance of an administrator. Members who wished to become a part of the Pilot Team would be given a copy of the role guidelines. They could register their interest and would be given tasks.

The Pilot Team would establish the link between the Member-initiated issues and the Executive, and act as the facilitator, organiser and supporter, controlling the Guidelines and Rules and would collect, read and comment on the Reports and forward them to the Executive.

The Pilot Administrator would have an enormous administration workload and if that were not done well the whole system would fail, which was why the contractor fee had been set at 500 EUROS a month. There was a job description on-line.

The Interim Administrator was Elisabeta Freitas, BPW BRAZIL. The Pilot was responsible for the Member-Initiated Taskforce Projects, Experts and Committed Members, and all information such as registration, guidelines and job description would be on the website of BPW INTERNATIONAL.

There were six basic operating principles:

1. The working language was English. All were welcome who could translate into other languages but the Pilot Team could not undertake translations.
2. Applications from private business, political parties or religious groups would not be accepted.
3. There was no finance available from BPW INTERNATIONAL but a Project Taskforce could apply for funds and the application would be submitted to the Executive who would control the budget with the money fully used by the project.
4. The Taskforce and Project Chairs would display a poster report at Regional and International Congresses to update members on their achievements.

5. The Pilot Team would promote the activities and would look for a link with UN.
6. As long as the Experts remained motivated and the Executive accepted the Action Plan and Report, the work could continue. There would be no fixed terms.

The Pilot was an excellent opportunity for Members who were passionate regarding an issue. If accepted she hoped that the Pilot concept would stimulate the potential of our members, and asked that Affiliates be provided with this information.

The INTERNATIONAL PRESIDENT spoke on behalf of the Executive to second the motion and explained that many of the Executive had been involved in the workshops run by PAST PRESIDENT Antoinette Rüegg - they had participated, engaged and provided input. The Standing Committees and Taskforces were not effective in their current form.

The proposal had been well thought out. It examined the operation of BPW International and its Standing Committees and Taskforces, and provided an opportunity to use the expertise of our Members in a respectful way. We cannot expect Members to come onto Committees for three years but they may want to engage in a particular Project that was identified for a specific period of time, whether it be three weeks, three months, six months. Being able to identify experts amongst our membership was absolutely critical to the sustainability of BPW International. The Executive held extensive discussions, which resulted in a suggestion to establish a ThinkTank to identify specialists or Members who have a high level of expertise.

The CHAIR reminded delegates that they were only looking at the structure.

The Chair of BUSINESS, TRADE AND TECHNOLOGY supported the Taskforce implementation, but wished to keep the Committees and Taskforces going.

BPW AUSTRALIA expressed concern that you must know from the outset how a Pilot was

going to be evaluated. They would like to see that there was an independent, external evaluation and that it was not evaluated by the people who were implementing it.

The CHAIR asked if that could be taken on Board. She understood that the PRESIDENT of BPW AUSTRALIA had offered to do that evaluation.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg responded that her concern had been if the evaluation was done by a person who did not know the organisation. She would consider the offer.

The BPW AUSTRALIA PRESIDENT said that she worked as an independent evaluator but she was still happy to evaluate it as a slightly engaged evaluator.

## Vote on Part 1: Structure

The vote on the **proposed structure for Committees, Taskforces and Projects was approved** with 84 votes for and 12 against.

## Part 2: Implementation

- *Agrees that during the 2014-2020 period, the Regulations that pertain to Standing Committees [principally Regulation 15] will be put aside for the purpose and duration of the trial and that Standing Committee Chairs will not be elected in 2014.*

The RESOLUTIONS CHAIR explained that this section had been extracted from the first page of the Resolution and referred to putting aside Regulation 15 for the duration of the trial and not run the Standing Committees. However the Standing Committee Chairs had already been elected and had a vote at the next General Assembly in 2017, so that part of the implementation could not be applied.

PAST INTERNATIONAL PRESIDENT Antoinette Rüegg had proposed that the old and new systems ran together for the first three years of the trial and then in the second three years from the 2017 Congress we would run with the

new system.

The CHAIR suggested that the entire section could be removed from the Resolution and replaced by text stating that the two systems would run in parallel until 2017 and then BPW would move to the new system for the next Triennium subject to evaluation of the trial.

## Vote on Part 2: Implementation

The General Assembly agreed to go straight to the vote and the **implementation proposal was carried**. For 86, Against 9.

## Resolution I-2: Web Office Platform

Workbook: English p201, French p228, Italian p254 and Spanish p279.

Proposed by PAST INTERNATIONAL PRESIDENTS Liz Benham, Sylvia Perry and Yvette Swan.

Seconded by BPW UK

The proposer, PAST INTERNATIONAL PRESIDENT Liz Benham, explained that the word "Webex" had been deleted as it no longer existed in the same form.

- *recognising that since 2009 considerable human and technical resources have been invested in the build-up of a secure reliable virtual platform for the storage of the BPW International historical data and archives; and that the financial annual outlay on the system is viable, secure and well contained within BPW International budgets and represents value for money*
- *mindful that the material (some otherwise irreplaceable) must be protected;*
- *agrees that the current online virtual web office platform component is retained as an ongoing administrative and archival tool.*

Maintaining the BPW INTERNATIONAL archives and day-to-day operational records was of extreme importance and the PAST INTERNATIONAL PRESIDENTS believed it should be outsourced to a company that backed it up daily, encrypted it, and enabled

Executives to access from any computer without the risk of anything happening to the data, and that it should be a paid system.

Since 2009 BPW had built an archive of records, having learned from the past when records were lost due to all kinds of computer problems. An online web office stored documents in the cloud and would be easily used by all the Executives. The General Assembly were asked to support this Resolution to ensure that BPW's electronic records were securely stored.

The Motion was seconded by BPW UK who urged members to support it, as it was very important that both the history and working documents were stored in a secure environment that was readily accessible. Security and accessibility were paramount so that BPW could move forward and build on what had been done before. BPW could not risk losing any of this valuable information, which was both our history and our future.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan, raised a Point of Clarification. At the end of her term as IMMEDIATE PAST PRESIDENT, she had developed the digital archive from 1930s to 2008. She asked if those digital records had been included in the current electronic archive. PAST INTERNATIONAL PRESIDENT Chonchanok Viravan was assured that they were all archived.

BPW AUSTRIA raised a Point of Clarification as to why BPW needed a web office for archiving when there was already an archive in Amsterdam.

PAST INTERNATIONAL PRESIDENT Liz Benham explained that the web office contained valuable records of conferences and issues from the past that Regional Coordinators could access.

The CHAIR then called for a vote: For 88, Against 8.

**Resolution I-2 was carried.**

## **Resolution I-3: Rotation of Regional Conferences within a Region**

*Workbook: English p203, French p229, Italian p254, Spanish p279.*

*Proposed by BPW AUSTRALIA*

*Seconded by BPW NEW ZEALAND*

This Resolution had been adopted at the ASIA-PACIFIC REGIONAL CONFERENCE.

BPW AUSTRALIA, explained that the motion called upon BPW INTERNATIONAL to require Regional Conferences to be rotated around the Affiliates in the region as the Affiliates represented Members from different languages and cultural groups. Regional Coordinators should actively encourage their Affiliates from around the region to bid for the Regional Conference.

It was based on a resolution that had been passed in by Congress in Lucerne, which required International Congresses to be rotated around the Regions and they wanted the same approach to apply within Regions. It might be more convenient if the Regional Conference was held in the same city all the time but that was unfair to some members in the Region who might want to participate.

In seconding the motion BPW NEW ZEALAND, said that Regional Conferences needed to be moved around to get as much engagement as possible. While we respected the fact that not every country would be able to host a regional meeting, we should be providing the opportunity to do so.

The REGIONAL COORDINATOR for NORTH AMERICA and CARIBBEAN REGION spoke against the motion. Each Region had a Regional Coordinator, a Regional Coordinating Committee and usually a Sub-Regional Coordinator to decide what the Region did. The Regions should be autonomous and be responsible for managing their own Region. Members in the Region should be permitted to vote on where they wanted to hold their regional meetings and conferences, and should

not be told where to hold them.

The CHAIR explained that this was a Resolution that if adopted would have to be incorporated into the Procedure Manual. When the Regions Chapter was written with all the Regional Coordinators, it was very clear that the Regions were not all the same so the Procedure Manual needed to be able to allow for flexibility. It was a very fine balance between setting rules that would work for all the Regions and allowing flexibility for internal constraints.

BPW EGYPT spoke in support of the motion, as it was crucial that a Regional Conference moved within a Region. In Africa there were 54 countries, all were diverse, with different cultures, different languages but were one Region. Members needed to see and learn about each other to gain cross-cultural understanding so some rotation was needed.

BPW CANADA spoke against the motion. The regions all had their own Constitution and we should be able to make decisions about where we are going to have Regional Conferences within our Region and within our own Constitution.

The REGIONAL COORDINATOR ASIA-PACIFIC spoke for the motion. BPW ASIA PACIFIC covered a vast area with 11 different time zones and 5 Sub-regions. This motion tried to ensure that at least the Affiliates had the opportunity so that if one wanted to bid for a conference and they had already hosted one then we would give preference to someone that had not.

The CHAIR said that would be consistent with the Resolution that was passed by BPW INTERNATIONAL, where we said that if you had held an International Congress you could not have it in your Region again until the third Triennium after that.

The REGIONAL COORDINATOR for LATIN AMERICA said that their Constitution set rules that allowed them to determine where they held their Regional Conferences, which stipulated that they have autonomy and freedom to choose where they were going to hold them.

In their Right of Reply BPW AUSTRALIA said that they had not meant to be disrespectful to Regions and their Constitutions. It was about enabling Members to be able to attend conferences within their vast Region. We were supposed to represent all Members so she asked delegates to give it some consideration.

The CHAIR put the motion to the vote:

For 54, Against 40.

**Resolution I-3 Regions was carried.**

## **Resolution I-4: Allocation of Budgets to Regional Coordinators**

*Workbook: English p204, French p229, Italian p255, Spanish p280.*

This resolution came from the ASIA-PACIFIC Regional Conference.

Proposed by BPW AUSTRALIA

Seconded by BPW NEW ZEALAND

*Given that BPW International's regions have very different geographies and populations, BPW International*

- *recognises that travel costs vary significantly between Regions and*
- *resolves to disburse the pool of funds allocated to Regional Coordinators on the basis of the cost, frequency and distance of travel required to perform their role within their region.*

The proposer, BPW AUSTRALIA, had confirmed with the Finance Officer that the Regional Coordinators received 3,038 Euros per annum to cover travel and accommodation expenses. The regional fees decided at Regional Conferences supplemented that amount. Regional Coordinators were the conduit between BPW INTERNATIONAL, Affiliates and Members. They were expected to visit countries where there were no Affiliates to help establish BPW in those countries. The large distances in some regions, in particular Africa and Asia Pacific, mean that the travel allowance

was inadequate.

Current budgets allowed one Regional Coordinator to visit up to 10 Affiliates in one year while another Regional Coordinator may expend her whole entire budget visiting one Affiliate. Over the years some Regional Coordinators had contributed large amounts of their own funds to meet the travel obligations of their role. It was important that any Member of BPW could stand for an international position without being concerned that they must personally pay large amounts of money to fund the travel required for the position.

BPW AUSTRALIA called on BPW INTERNATIONAL to calculate a weighting for the size of each region and allocate the pool of international funds accordingly. It was not fair that an organisation that represented business and professional women and advocated for equity expected Regional Coordinators to spend their own funds travelling in their own regions. The alternative was that Members would lose, if the Coordinators did not travel after they had expended their yearly allowance.

BPW NEW ZEALAND stated that they fully supported the Resolution. When budgets were presented the allowances for Regional Coordinators were not readily visible. They had donated not only their own time, but had taken time out of their business to work on behalf of BPW INTERNATIONAL. We must ensure that they were given the means and the tools to do their job effectively and get our message out to our Members.

The FINANCE OFFICER raised a Point of Clarification. All the Regional Coordinators spent their own funds to travel as the budget was not enough for any of the Regional Coordinators, regardless of the distance, to cover their travel.

There were regional dues in each region but the amount that a Regional Coordinator received was directly proportional to the number of Members in that region and that was why there was a significant difference between Regions.

The REGIONAL COORDINATOR for NORTH



AMERICA AND THE CARIBBEAN pointed out the inconsistencies in the mileage statistics used to support their case. She went on to highlight the variation in Regional Dues:

AFRICA - 5 Euros

LATIN AMERICA - 4 Dollars

EUROPE - 1 Euro (almost 18,000 Members)

NORTH AMERICA – 0.5 Dollars (under 1000 Members).

BPW NORTH AMERICA and CARIBBEAN managed their budget and she asked BPW ASIA PACIFIC to also manage theirs. If they did not have a large enough budget, they should not put the burden on others in International or the Regional Coordinators in other Regions but raise their own dues.

BPW FRANCE spoke for the motion. She would feel very comfortable that BPW invested some money on helping new Clubs but she would like it related to results. It would be interesting to know what the return would be if more money was invested and how many new Clubs could be opened.

The EXECUTIVE SECRETARY spoke against the motion because it was linked to distance. When she was REGIONAL COORDINATOR for LATIN AMERICA it was more than twice as expensive to travel within her Region, for example from her city to Brazil, as it was to go to Europe. Travel within Latin America was very expensive, but that was not the point. She proposed that BPW International needed to increase the budget for all the Regions, and that Regions that are concerned about how availability of Regional funds constrained how well their Regional Coordinators could do their job would have to review their Regulations and increase their Regional dues. It was impossible for BPW INTERNATIONAL to decide who should be given a larger travel budget. She suggested this should be an amendment.

The INTERNATIONAL PRESIDENT commented that the Executive had managed the finances, had been fiscally responsible, and had ensured that there was adequate budget for the Regional Coordinators to visit their Members and Affiliates. That was vitally important and critical to the sustainability of the organisation.

We were in vast regions and needed to make the Regional Coordinators more accessible to Members. Adopting this Resolution would enable that to happen.

In their Right of Reply BPW AUSTRALIA asked members not to focus on the distances. They had picked a measure as an illustration of the problem. It was about equity for people to perform their roles whether as Board Members or Club Presidents. This should not be an organisation for wealthy women. It should be an organisation for those people who have the passion to do the job.

The resolution was then put to the vote:

For 55, Against 44.

### **Resolution I-4: Regional Budgets was carried.**

The RESOLUTIONS CHAIR announced that that concluded the Resolutions Sessions and handed back the Chair to the INTERNATIONAL PRESIDENT.

## **Acknowledgement**

The INTERNATIONAL PRESIDENT thanked both the RESOLUTIONS CHAIR and the CONSTITUTION ADVISORY COMMITTEE CHAIR for their hard work and commitment over the triennium together with that of their committees. She made a presentation to the two Chairs as a token of appreciation.

## **Credentials Report**

Voting Delegates in Hall: 107

Includes:

10 Executives

5 Past International Presidents

4 Standing Committee Chairs

27 Federations

7 Affiliate Clubs

## **Budget Presentation**

The FINANCE OFFICER said that the budget had not yet been updated following the adoption of the last resolution on Regions.

She went on to make two corrections to the draft budget. The following two items had to be deleted, as they were not in the budget:

- The bottom Assumption on the third line where it said, "1 EURO increase in 2016 and 2017".
- On pages 2 and 3 beneath budget 2016 and 2017 where it said, "1 EURO increase".

The 2014 Budget had had to be revised down slightly in order to maintain a surplus because the Congress Budget in Helsinki was based on 25,000 Members and the current budget had to be based on 23,000 including the expected growth of the new clubs.

The Inventory, Sales, and Dues remained unchanged while the expenses for 2014 were being reflected through 2015 to 2017 with the exception of the increased costs in the Resolutions budget line.

The FINANCE OFFICER halted her presentation while she arranged for a fresh print out.

The CHAIR asked for agreement from delegates to take the budget as the last item of business. This was agreed.

The NOMINATIONS and ELECTION Chairs were asked to make their joint Report. The NOMINATIONS CHAIR said she would be reporting on behalf of both Committees as the ELECTIONS CHAIR had left Congress for the day due to personal reasons. They had discussed their proposals with several PAST INTERNATIONAL PRESIDENTS as well as the PARLIAMENTARIANS and the incoming PRESIDENT, and had agreed that a Task Force should be appointed to develop and implement the proposals.

## **2011 - 2014 Sustainability Report Launch**

The INTERNATIONAL PRESIDENT formally launched the BPW INTERNATIONAL Sustainability Report: *Fulfilling the Legacy*.

The report presented the organisation in terms of the new vision, direction and the core policy-based initiatives. It was a way of showing what Affiliates were currently doing and how we could sustain the organisation moving forward. It is the first time that we have done such a report and copies would be available for members. It was hoped that the incoming Executive would continue and improve on this during the years to come.

*Hard copies had been distributed to delegates and additional copies made available at the BPW exhibition booth.*

## **Report by Branding Taskforce**

The REGIONAL COORDINATOR EUROPE gave a brief presentation on behalf of, BRANDING TASKFORCE CHAIR Ute Zech, who was unable to be present at Congress. The Taskforce had been established following the request from the last Congress for some rules for using the logo and to add an additional colour.

For various reasons the Taskforce only started in January. The key problem was that Affiliates used their own versions and it was not really obvious that they all belonged to the same Federation and that was why the Taskforce came up not only with an additional proposal for one colour and how to use the logo, they made up a proposal for a new logo. They also researched colours but many colours, such as red or yellow, had different meanings in the East and the West.

A PowerPoint presentation was given. The current logo had no text explanation for the abbreviation so its meaning was unclear and there was no space for the name of the affiliate or the country. It was very difficult to use the logo on small business items such as business cards because of all the islands that were on the map.

The proposed new logo stood for two equal parts of the world. It stood for equality among women and men and it represented the diversity within our organisation through the different colours in the palette. It was a modern, powerful logo and it had been passed

to the Executive to decide whether to take the proposal forward.

The proposed new logo was featured on the side of the entrance and members encouraged to use stickers to indicate if they liked, disliked or didn't know about the new logo.

The INTERNATIONAL PRESIDENT handed over the CHAIR to the FIRST VICE PRESIDENT.

Before giving her Valedictory Address, the PRESIDENT said the gavel she had been using for Executive meetings was a sensational tool. When Freda Miriklis first became PRESIDENT, Marilyn Forsythe, then PRESIDENT BPW AUSTRALIA said to her, "You need a gavel to call the meeting to order and be professional". That was what she had done over the Triennium and she wanted to sincerely thank Marilyn Forsythe and BPW AUSTRALIA for having nominated her for the position of PRESIDENT and for all the support that she and the current PRESIDENT of BPW AUSTRALIA, June Kane had given.

PAST PRESIDENT BPW AUSTRALIA Marilyn Forsythe thanked Freda Miriklis and announced that she and the current PRESIDENT BPW AUSTRALIA had agreed that it should be passed to the incoming PRESIDENT Yasmin Darwich.

## **Valedictory Address by Outgoing President**

The INTERNATIONAL PRESIDENT thanked everyone that she had had the honor to serve and lead and work with over the last three years. It had been an incredible experience. When she first came into the role and received such a warm welcome, she knew that there was something quite special about the role and that having the honor to lead BPW would be unique. It had been singular, exciting and challenging. She thanked each of the EXECUTIVE members for their hard work and contributions. Looking back over the last three years she was very proud of the work that they had done and what had been achieved through advocacy on behalf of BPW. To have served the organisation that

they all loved, to understand the challenges, understand the threats, and the opportunities faced brought them together to ensure that our interests were promoted and our values respected. She had seen day after day the many contributions that Affiliates, Presidents and Members had made and continued to make to ensure that this century provided the kind of peace and prosperity that the world needed to see.

She was honored to have served as the 22ND INTERNATIONAL PRESIDENT and left the office confident about the direction set, confident about the partnerships that would further strengthen BPW, and the core policies in place that enabled us to ask the hard questions during the Triennium about what we do, how we do it and whether we could do better. BPW was a learning organisation and it had to continue to evolve and to improve because we owed it to BPW Members around the world.

On a personal level she thanked most sincerely her husband Andrew who had been always there, not only for her but for BPW and she would not have been able to have done what she had over the last nine years on the INTERNATIONAL EXECUTIVE if it had not been for his understanding and dedication that had allowed her to do what she was passionate about.

The PRESIDENT went on to thank all the members of the International Board, the contractors and the volunteers, ably led by Angela McLeod; Roshan Strange, book-keeper, Ari Canonica, webmaster, and translators Giuseppina Bombaci, Diana Barragan and Livia Ricci.

It had been wonderful to see all the Presidents of the Affiliates, to see the International Board, the Chairs of the Standing Committees, the Chairs of the Taskforces and all who had contributed and helped to continue the vision over the Triennium. She thanked the five PAST INTERNATIONAL PRESIDENTS for their ongoing guidance and support for the Executive and who had been seen in action over the past few days, Sylvia Perry, Antoinette Rüegg, Chonchanok Viravan and Liz Benham, and Pat

Harrison who as our CHIEF PARLIAMENTARIAN had so ably overseen Parliamentary Procedure. She had been assisted by Sharon Selkirk, BPW CANADA, Shirley Chang, BPW TAIWAN, who had had to leave Congress but was succeeded by Colleen Brooker, BPW NEW ZEALAND.

Insil Lee, PRESIDENT BPW KOREA was thanked for all her help and support. They had been working very closely over the course of the last six months and she greatly appreciated all the help and support provided by BPW KOREA. IMMEDIATE PAST KOREAN PRESIDENT Pak was thanked as the Chair of the HPC for all the wonderful work that she had done. Throughout the Congress we had heard that our Members wanted to acknowledge the beautiful and warm welcome that we had all received from BPW Jeju under the leadership of PRESIDENT Aeduck Im.

Thanks also went to the CONGRESS PROGRAMME COORDINATOR Anne Hilty, who had done a wonderful job with the Programme. As a result of the work she had been doing on the island the Jeju Government had made her their International Ambassador. She was sure that she had left off some people - the tellers, and all the work that Ann Swain had been doing as CREDENTIALS CHAIR.

The PRESIDENT asked everyone to welcome the incoming President as they had welcomed her. She wished her and the new Executive Team all the very best as they led BPW INTERNATIONAL into the next Triennium. On behalf of the Executive and herself personally, she thanked the members for allowing them to contribute together.

The General Assembly expressed their appreciation with an ovation.

The FIRST VICE PRESIDENT handed back the Chair to the INTERNATIONAL PRESIDENT.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan reminded the PRESIDENT that the budget had not yet been presented.

## Budget Presentation

The FINANCE OFFICER apologised for the earlier error. As the volume discounting proposal had not been accepted she had retained the same budget for the next three years.

The expenses were similar to that set for 2014 except for the inclusion of cost of Resolution I-1 adding 6,000 Euros per annum to organisational services in the next three years.

It was still a fairly conservative budget because she believed that ultimately it was important for the incoming Executive Board to ensure that the bottom line was maintained and not exceeded even with all the accounting adjustments.

On that basis the proposed surplus was 17,000 Euros per annum for the next three years representing 4.4%, which was slightly down from the previous 4.8%. This set a target for the Executive Board of increasing membership to 23,000.

The FINANCE OFFICER proposed the adoption of her report, seconded by REGIONAL COORDINATOR NORTH AMERICA and CARIBBEAN.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan pointed out that in the note on the new President's Office there was no amount.

During the handover period there would be a three-month overlap between two offices where the current office was still operational and the new one was being set up. The budget should have included the cost of the facilities, setting up the facility, hiring new staff and other associated costs. It could not be zero.

The FINANCE OFFICER said that the second half of the 2014 budget took into account that they could set up their office within the existing half yearly budget.

PAST INTERNATIONAL PRESIDENT Chonchanok Viravan disagreed with that approach.

The FINANCE OFFICER said that if members wanted to re-instate the provision for setting up a President's Office then it could be done.

**Motion: The allowance that had been in the 2014 budget for establishing a new President's Office be re-instated in the 2014 budget and again in the 2017 budget.**

Proposed by PAST INTERNATIONAL PRESIDENT Chonchanok Viravan

Seconded by PAST INTERNATIONAL PRESIDENT Liz Benham

The motion was **carried** by a show of hands.

BPW GERMANY said they had been told that the cost of Resolution I-1 had been included but there were also cost implications from Resolutions E-6a and I-6. The impact of those resolutions did not seem to have been considered. In addition they questioned why Organisational Services had decreased so much because in the budget for 2013 and 2014 it was 100,000 Euros and now it was down to 50,000 or 46,000 Euros with the 6,000 Euros on top.

The FINANCE OFFICER replied that the financial impact of the other Resolutions was not reflected there because she was trying to make it work within the existing budget.

In the Helsinki Budget the Revenue was set at 407,000 Euros and that was not going to happen. An adjusted budget was accepted at the 2014 Face-to-Face Executive Meeting to reflect the decrease in Revenue and associated decrease in costs across the organisation including Organisational Services.

BPW GERMANY asked what budget line would be affected by the two Resolutions and the additional costs of running the Taskforces and Standing Committees in parallel.

The FINANCE OFFICER said that the issue needed to be discussed by the new EXECUTIVE and would be brought up at the Post Congress Meeting. It was not up to her to make necessary changes that would affect their term so she had just ensured that the 6,000 Euros required by Resolution I-1 had been included. She would

work with the incoming EXECUTIVE to help them adjust the individual lines to reflect the new Resolutions.

BPW FINLAND had a Point of Clarification. They would like to see a differentiation in the dues as they consisted of both membership fees and 0.5 Euro for the Congress Fund. They queried why the Congress Contingency Fund was 30,000 Euros for 2010/11, 2012 and 2013 even though this 0.5 Euro had been collected.

The FINANCE OFFICER explained that the Congress Contingency Fund was a reserve in case things went wrong. The Congress Dues were put towards the cost of Congress and would be shown in the Congress accounts and would be submitted by the outgoing PRESIDENT and the FINANCE DIRECTOR to the INTERNATIONAL BOARD 12 months after Congress.

The budget included just the Membership fee and excluded the Congress Fund fee.

PAST INTERNATIONAL PRESIDENT Liz Benham asked why the budget had such a big decrease and did not seem to reflect the dues increase of five Euros and an annual dues increase of one Euro agreed at Helsinki.

Secondly, she was very disturbed at the lowering of the Organisational Services budget as it meant that BPW had fewer contractors supporting the organisation again. An important input into the Dues increase had been that BPW could have further services and support from permanent contractors.

The third question related to the almost 40% increase in the budget for the PRESIDENT but not for the other EXECUTIVES, including REGIONAL COORDINATORS who, as had been described already, had to travel a lot in their Regions. Their budgets were only 3000 Euros whereas from the 2014 Budget in Helsinki it should have been 3,300 Euros.

The FINANCE OFFICER explained that that had reflected the 2013 budget as opposed to 2014. Secondly, the original 2014 budget not only included Dues of over 400,000 Euros

but also income of over 10,000 even though we did not have interest-bearing accounts. Some of the fixed costs, such as bank fees, had also increased. She apologised if the increase in Dues had been omitted but she had been concerned that the budget had been set at 25,000 Members.

In terms of the old structure the contractor costs in the President's Office and in Organisational Services plus other lines such as the website were all reflected across the Profit and Loss entry for contractors. The contractors and volunteers in the structure were fully supported. They were not being paid at market value and their generosity was appreciated.

BPW GERMANY had a concern about budget line 27: Seminars and Projects. It was originally agreed in Helsinki at 15,000 Euros, then was reduced to 11,000 Euros for 2014 and it was at that amount 2015/16/17. But the Balance Sheet showed on page 401 that there was no expenditure for Seminars and Projects. In 2012 there was an expenditure of 6,008 Euros. Did we really need 11,000 Euros in this budget when the money was not used in 2013 and had been well below the budget for 2012. Had it still not been used?

The FINANCE OFFICER explained that the budget had been used and was shown in the Profit and Loss Account under Leadership Summit on page 401 that enabled tracking of both Income and Expenditure for the event.

PAST INTERNATIONAL PRESIDENT Sylvia Perry wanted to pick up on the comment that no one was paid their market value. For an organisation who wanted equality for women and equal pay, this should be looked at very carefully.

NEW ZEALAND asked for an explanation of the change in the Accounting and Audit costs from 37,000 EUROS in 2012, 56,000 EUROS in 2013 and for 2014 and onwards 50,000 EUROS.

The FINANCE OFFICER explained that the increase in accounting costs reflected the use of an experienced financial professional who joined on the understanding that it was a part-

time role but found it was almost full time. In order to mitigate the risk of having a change in personnel the cost reflected the ongoing cost of the Finance Office.

The FINANCE OFFICER proposed that her budget be accepted, seconded by the REGIONAL COORDINATOR ASIA PACIFIC.

**The budget was accepted** by a show of hands.

The INTERNATIONAL PRESIDENT said that there were two groups of people that she still wanted to mention. One was her family and sister here at Congress who had been an incredible support for her during the Triennium.

The second group were the UN REPRESENTATIVES who were seated in a group at the front, together with Christina Visconti, BPW ITALY, and Lesha Witmer, BPW GERMANY. Our UN REPRESENTATIVES dedicated themselves across the world, in New York, Vienna, and Geneva and in the Regional Commissions around the world. BPW was extremely grateful for the work, the dedication and the commitment that they gave to our organisation and she thanked them on behalf of herself and the VICE PRESIDENT UNITED NATIONS for the work that they had done.

Two of the UN REPRESENTATIVES from New York, Tess Mateo and Eva Richter, had been leading the development by the UN REPRESENTATIVES of a Declaration and an Advocacy Document, which would be brought before the INTERNATIONAL BOARD for approval.

## **Installation of new Executive**

The current EXECUTIVE stood and were applauded before they left the platform.

The outgoing INTERNATIONAL PRESIDENT was assisted in the installation by the IMMEDIATE PAST VICE PRESIDENT MEMBERSHIP.

The Officers would be installed in the following order:

REGIONAL COORDINATORS for AFRICA, ASIA PACIFIC, EUROPE, LATIN AMERICA,

NORTH AMERICA and CARIBBEAN,  
YOUNG BPW REPRESENTATIVE,  
EXECUTIVE SECRETARY,  
FINANCE OFFICER,  
VICE PRESIDENTS,  
PRESIDENT.

The IMMEDIATE PAST VICE PRESIDENT  
MEMBERSHIP called the REGIONAL  
COORDINATORS for:

AFRICA - **Adenike Adejanyu-Osador**;  
ASIA PACIFIC - **Susan Jones**;  
EUROPE - **Karin Raguin**;  
LATIN AMERICA - **Marta Solimano**;  
NORTH AMERICA and CARIBBEAN - **Bessie  
Hironimus**.

The outgoing PRESIDENT addressed the  
REGIONAL COORDINATORS, telling them that  
it was their duty to represent their region on  
the Executive, and to bring information back to  
their region, convene the Triennium Regional  
Conference and work with the FINANCE  
OFFICER to ensure that the Dues were paid  
on time. Were they all willing to accept that  
responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the five  
Coordinators in their offices.

YOUNG BPW - **Ketlin Tackman**

The outgoing PRESIDENT informed the Young  
BPW Representative that it was her duty  
to represent Young BPW Members on the  
Executive Board, to communicate with Young  
BPW Members worldwide and to work with  
REGIONAL COORDINATORS to engage and  
to retain young Members. Was she willing to  
accept this responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed Ketlin  
Tackman in her office.

EXECUTIVE SECRETARY - **Beatriz Fett**

The outgoing PRESIDENT informed the  
EXECUTIVE SECRETARY that it was her duty to  
manage the Agenda for all Executive Meetings

and ensure that the Minutes and Action Lists  
were communicated. She would also advise  
on constitutional matters and support Member  
Services. Was she willing to accept that  
responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the  
installation of Beatriz Fett in her office.

EXECUTIVE FINANCE OFFICER - **Jo-Ann Pozzi**

The outgoing PRESIDENT informed the  
EXECUTIVE FINANCE OFFICER that her  
duties were to establish a Finance Team,  
and to ensure sound financial policy, arrange  
for management of the books and the  
accounts of the organisation and ensure that  
Expenditures were below the income. The  
Financial Statements must be presented to  
the EXECUTIVE at all Meetings, reviewed by  
an independent examiner and circulated to the  
INTERNATIONAL BOARD. Was she willing to  
accept that responsibility?

On receiving the affirmative the IMMEDIATE  
PAST IMMEDIATE PAST VICE PRESIDENT duly  
installed Jo-Ann Pozzi in her office.

VICE PRESIDENT MEMBERSHIP - **Amany  
Asfour**

VICE PRESIDENT UN - **Arzu Ozyol**

The outgoing PRESIDENT addressed the VICE  
PRESIDENTS for MEMBERSHIP and UNITED  
NATIONS, and reminded them that as VICE  
PRESIDENTS their duties were to assist the  
PRESIDENT in every way possible, to act in  
her unavoidable absence and to cooperate  
with other Members of the Executive for the  
benefit of the organisation at all times. Were  
they willing to accept their responsibility?

On receiving the affirmative the IMMEDIATE  
PAST VICE PRESIDENT duly confirmed the  
installation of the VICE PRESIDENTS in their  
offices.

## Installation of New President

INTERNATIONAL PRESIDENT - Dr Yasmin  
Darwich

The outgoing PRESIDENT highlighted that the furtherance of the aims and ideals of the organisation lay within her power as INTERNATIONAL PRESIDENT for the next three years. The Members of the INTERNATIONAL FEDERATION stood behind her and the Members of the EXECUTIVE would assist her in every way in all that she might undertake. She had a mission to fulfil in leadership and by example, of which she should be fully aware.

Was she ready and willing to undertake that obligation?

On receiving the affirmative the PRESIDENT duly installed Yasmin Darwich as the 23<sup>RD</sup> BPW INTERNATIONAL PRESIDENT.

The installation took place with IMMEDIATE PAST PRESIDENT Freda Miriklis handing over the President's Chain and the new Badge of Office to Yasmin Darwich as the 23<sup>rd</sup> BPW INTERNATIONAL PRESIDENT.

## **Address by Incoming INTERNATIONAL PRESIDENT Dr Yasmin Darwich**

PRESIDENT Yasmin Darwich thanked everyone for their vote of confidence and the support that elected her as the 23<sup>RD</sup> INTERNATIONAL PRESIDENT. She pledged that the commitments made would be accomplished. She would keep her word to work with the Members' interests in mind. There was much to be done. In the same way that they had given her their trust she also trusted them to be there for her and for the Executive Members. She wanted to meet as many Members as possible to know better their concerns and suggestions. She would be available to members as much as possible and the President's Office would always have its electronic doors open to members. The PRESIDENT thanked her colleagues in the Executive and in the past Executive, the INTERNATIONAL BOARD, INTERNATIONAL PAST PRESIDENTS, and IMMEDIATE PAST PRESIDENT Freda Miriklis because the last three years had given her the experience that motivated her to run for office.

She went on to express her appreciation and gratitude to her family and close friends for always being there with their support and love. This Triennium she would like to work under the theme, "Making a difference through leadership and action" and prayed that she would be given the strength and wisdom to accomplish the goals.

The PRESIDENT called the ELECTIONS COMMITTEE CHAIR to the podium.

The ELECTIONS COMMITTEE CHAIR, informed delegates that they had one last duty to perform as the ELECTIONS COMMITTEE had been faced with a predicament had not been considered during the development of the Procedure Guidelines.

This year we had three nominations for Vice President Membership and one for Vice President UN. In this situation the PARLIAMENTARIANS had instructed the ELECTIONS COMMITTEE that there should be a vote specifically for the FIRST VICE PRESIDENT from the two elected VICE PRESIDENTS.

The PRESIDENT pointed out that some of the new Executive did not have digivote kits. While this was being resolved the Egyptian Presentation took place.

## **Welcome to Cairo 2017**

Amany Asfour, BPW EGYPT said she had great pleasure in welcoming everyone to the 2017 BPW INTERNATIONAL CONGRESS. She had started bidding for it at her first International Congress in 2000 so it had taken 17 years for the Congress to go to Egypt. Members knew that Egypt was an Arabic country, an Arabic-speaking country by the Mediterranean Sea and had the Sinai Peninsula, which was Asian. Egypt was a strategic location and had all the facilities for magnificent world-class conferences. The Mena House Hotel had a view of the pyramids and had been built in 1890 for Queen Eugenie of France.

There was government support through the



Ministries of Gender, of Tourism, of Foreign Affairs, of Culture, of Media and of course it was a very reasonable cost. They had arranged a fantastic social programme with the Opening Ceremony at the foot of the pyramids with the Sphinx welcoming members and the Gala Dinner of 1001 Nights at the Citadel.

Post congress tours with Nile cruises had been arranged so that members could visit the monuments at Luxor or go to the resort beaches in Sharm el Sheikh and Hurghada.

Amany Asfour then introduced the Egyptian Ambassador, His Excellency Dr. Hany Selim.

The Ambassador said he was honored to address the distinguished audience at such a high level conference. He was sure it had been a great success and an additional contribution to BPW's enriching role to empower women all over the world and to sustain the active engagement of civil society in our contemporary, social and economic life.

He briefly wished to share tidings of good news about his nation, Egypt was being re-born. A new, secure and attractive Egypt was emerging. The first phase had been the adoption of a democratic and civilised Constitution at the beginning of the year and the second was closing today, the last day of Presidential Elections in Egypt. A third phase, the Parliamentary Elections, would take place in a few months.

The new Egypt, young though 7000 years old, was the cradle of civilisation, the first nation state in the world and with more than one third of the ancient monuments of the world, welcomed you to share with its people the awesome moment of change that they were experiencing.

The Ambassador's speech was followed by a short video of Egypt.

The INTERNATIONAL PRESIDENT thanked Dr. Hany Selim, Ambassador of Egypt, Dr Amany Asfour and the Delegation from Egypt for their presentations.

## Election of First Vice President

The ELECTIONS COMMITTEE CHAIR announced the vote for the FIRST VICE-PRESIDENT by simple majority. Both names were on the screen, Amany Asfour and Arzu Ozyol.

Voting delegates in hall: 94

Amany Asfour, 62  
Arzu Ozyol, 25.

VICE-PRESIDENT MEMBERSHIP Amany Asfour was duly elected FIRST VICE-PRESIDENT.

**The Newly installed INTERNATIONAL PRESIDENT, Dr. Yasmin Darwich, took the CHAIR and declared the 28th INTERNATIONAL CONGRESS closed.**

### 3 | APPENDICES

- Appendix 1: Integrated Strategy Roadmap
- Appendix 2: Additional Benefits
- Appendix 3: BPW International Korea Declaration May 2014
- Appendix 4: BPW International Awards
- Appendix 5: Image of Painting 'Burden'
- Appendix 6: Members Attending Congress
- Appendix 7: Approved Triennium Budget 2014-2017
- Appendix 8: Revised Constitution and Regulations
- Appendix 9: Minutes of 71st International Board Meeting
- Appendix 10: Draft Minutes of 72nd International Board Meeting
- Appendix 11: 2014 BPW International General Assembly Resolutions Report



## Appendix 1

# INTEGRATED STRATEGY ROADMAP

The Integrated Strategy Roadmap Emergency Resolution (proposed by BPW Europe and passed unanimously at the Helsinki Congress) reaffirmed the need to empower members with the necessary resources to become gender experts/specialists in order to achieve inclusive development. In line with the resolution, the Executive “developed tools to empower and support Affiliates and clubs to become experts in the limited number of topics” as defined by the resolution. Two page printable resource sheets were produced covering the following topics and outlining: what BPW International is doing; sharing Affiliate best practices as examples of what they are doing (at national level); providing ideas about what Affiliates could do and ending with key messages. A total of nine BPW Resources sheets were launched during the General Assembly highlighting key policy areas, partnerships and projects. These included:

1. [Leading Empowerment](#)
2. [Leading Equity](#)
3. [Leading Entrepreneurship](#)
4. [Project WEPs](#) (later re-named Project Women’s Empowerment)
5. [ThinkTank](#)

To support BPW International policies, the executive considered strategic alliances at the international level to provide benefits to affiliates at the grassroots level, empowering them to further develop core policy-based initiatives. The following two page resource sheets were also launched:

6. [CBW](#)
7. [IOE](#)
8. [ITC](#)
9. [World Bank](#)

The Executive designed a simplified online reporting tool for Affiliates, underpinned by the Women’s Empowerment Principles (WEPs) classifying BPW International activities and enabling all reports to be derived from a single data set.

## Appendix 2

### ADDITIONAL BENEFITS

The following initiatives were introduced to raise the profile of BPW International. Establishing BPW collateral for the benefit of, and creating value for, members was a key priority for the Executive. In addition to the nine BPW Resource sheets the following marketing collateral was created, made available to members and launched during the General Assembly:

- A new BPW Affiliate Guide
- A BPW promotional bookmark series - outlining the benefits of membership
- The first BPW Sustainability Report, Fulfilling the Legacy

#### Sustainability Report:

The first BPW Sustainability Report introduced the principles of sustainability into our organisation and provided a framework for BPW to self-audit its sustainability profile while providing a corporate history. In addition, this valuable report provides a corporate and sustainability vision for members and partners. It is a starting point for BPW International to promote its work and culture in line with Global Reporting Initiative (GRI) standards and we have learned a lot in the process. This will be a powerful resource moving forward that will provide a competitive advantage for BPW International when applying for donor funds. Recommendations on the process for future reporting have been provided to the incoming Executive.

#### Congress Ambassadors:

Congress Ambassadors were introduced to assist with intercultural understanding and members with general enquiries about congress. A Congress Ambassadors Taskforce was also established and co-chaired by the International President and Congress Programme Coordinator (Regional Coordinators were ex-officio) with regular communication providing congress updates and promotional material. In order to raise awareness amongst members, Congress Ambassadors were announced during Regional Conferences with the aim to bridge cultural differences with regards to managing members needs and expectations.

#### Goodwill Ambassadors

BPW International Goodwill Ambassadors were introduced in 2012 to increase BPW International's visibility. They were chosen for their profile and individual standing and served to promote the aims and objectives of the organization (in accordance with the guidelines) working closely with the International President, and facilitated high-level meetings. The 2011-14 inaugural Goodwill Ambassadors included:

- Cho Dong-Sung
- H. E. Delia Domingo Albert
- Annette Lu
- Fay Jahan Ara
- Anne Sherry AO
- Alison Hinds

## President's Gold Award

The Executive approved the proposal to inaugurate the **"Male CEO Gender Diversity Awards"** in July 2012 on the occasion of the 20th anniversary of the BPW Korea Gold Award. It was to give recognition to men that are supportive of women and who create better opportunities for men and women in the workplace, marketplace and community.

This Award was intended to be open so that members could make regional nominations however due to timing constraints, the terms of reference was revised for this Congress with BPW International Goodwill Ambassadors invited to make up an Ad Hoc Committee in 2013 and awardees notified at the end of April 2014. The chair was Dr Dong-Song Cho. As a result the award was renamed the President's Gold Award and the judging panel selected H.R.H. Khalifa bin Salman Al Khalifa, Prime Minister of Bahrain, as the recipient.

It was intended that the "Male CEO Gender Diversity Awards" be progressed at future Congresses and when it's impact could be measured, a resolution presented to the General Assembly.

## Appendix 3

*The Declaration was developed before, during and after Congress Plenary Sessions and was presented at the Post Congress International Board meeting. To allow for additional input from UN Representatives the Vice President UN presented a finalised version to the Executive Board with the final version widely disseminated to members on the 3rd of June 2014.*



### **BPW INTERNATIONAL KOREA DECLARATION MAY 2014**

#### **The Post 2015 Development Agenda for Business Professional Women - Empowered Women Leading Business**

We, more than 700 business and professional women from 49 federations and affiliates, participating in the 28<sup>th</sup> BPW International Congress: Empowered Women Leading Business on Jeju Island, the “Island of Women” in the Republic of Korea, held under the High Patronage of President Geun-hye Park on May 23-27 2014:

- belong to a well-respected global organization with permanent United Nations representation that has empowered women for over eighty years and advocates for the empowerment of women at all levels, at the top and in the communities in which we serve and live,
- express our thanks to the members of BPW Korea under the leadership of President Dr. Insil Lee and the BPW International Executive under the leadership of President Freda Miriklis for staging a successful International Congress,
- emphasize BPW International’s mission to empower women by inspiring business, enabling communities, supporting rural and vulnerable women and creating opportunities around the world; Empowered Women are the driving force behind sustainable changes in workplaces, marketplaces and communities,
- promote the benefit of networking and partnerships and recognize that we are more powerful working as a team. With our members being from all professions, of all ages and living in 100 countries there are tremendous opportunities to leverage our collective knowledge, experiences and networks for individual, professional and club development,
- highlight the work of members of BPW International who represent women in the economy and women at all levels of decision-making, in cooperation with governments, and all non-state actors around the world by promoting statements and recommendations on important worldwide themes that support the empowerment of women.

## KEY MESSAGES

The economic empowerment of women is vital to the success of business, community and government. Although, women’s entrepreneurship and professionalism is critical to sustainable development, barriers -including lack of access to natural resources, finance, property and markets- still exist. BPW International develops the professional, leadership and business potential of women on all levels through advocacy, mentoring, networking, skill building and our economic

empowerment programmes and projects around the world:

- We advocate that **CEDAW, BPfA and the UN Global Compact Initiative Women Empowerment Principles (WEPs)** that are accepted as the pillars to support and sustain our efforts.
- We advocate that governments, UN institutions and other relevant bodies to implement and enforce policy and build structures in order to provide pay equity. We also continue to raise societal awareness about pay equity through our **Equal Pay Day Campaign**, because, there is no country in the world where women receive equal pay for work of equal value to date.

## STRATEGIES FOR EMPOWERING WOMEN

In addition to existing strategies, BPW International and all our affiliates adopted resolutions as basis for our commitment and activities in this new triennium:

### I. Leadership at the top:

#### I.1 Gender balance on boards

- Lobby governments and private and public corporations in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards in decision-making positions by 2020.

#### I.2 Partnerships and cooperation

- Commit to continue cooperation with the International Trade Centre (ITC) including expanding its Women Vendor Exhibition and Forum (WVEF) as part of the Global commit Platform for Action on Sourcing from Women Vendors.
- Realise the full potential of our partnership with Commonwealth Businesswomen (CBW), which facilitates connections for women vendors via the Commonwealth Business Forum.

### II. Leadership in the Community

#### II.1 Prevention of Forced Marriage

- Lobby governments to accede to or approve the UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages for
  - setting the legal age for marriage for girls and boys to 18 with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority,
  - introducing legal measures to prohibit underage and forced marriages and
  - promoting measures to protect women harmed by polygamy and dowry-related violence.
- Include government actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee,
- Contribute to NGO Alternative or Shadow Reports to reflect the actual situation of underage girls being forced into marriage.

### III. Leadership at all levels

#### III.1 Endorse the campaigns for decent working conditions in the garment industry

- Endorse the Clean Clothes Campaign or/ and similar initiatives in other regions and countries,
- Advocate for the implementation of the ILO Decent Work Agenda and initiatives derived from that, with gender equality as a cross-cutting objective and adoption of the Women Empowerment Principles (WEPs/Equality Means Business) by the companies involved to create a safe garment industry with living wages and equal treatment.

#### III.2 BPW International statement to Commission on the Status of Women (CSW), OWG Post 2015 agenda and HLPF (High Level Political Forum on Sustainable Development)

- Lobby to adopt a dedicated Sustainable Development Goal (SDG) for equality and non-discrimination,
- Lobby to adopt a dedicated SDG for water and sanitation including all areas of concern,
- Lobby companies and governments in their policies to adopt and implement the Women's Empowerment Principles (WEPs).

#### III.3 Accede to the Convention on rights of persons with disabilities

- Lobby all governments to ratify, accede to or approve the UN Convention of the Rights of Persons with Disabilities and its Optional Protocol and to address General Recommendation 18 (1991) that requires information in CEDAW periodic reports on measures taken to ensure disabled women have equal access to education, employment, health services and social security so they can participate in all areas of social and cultural life,
- Contribute to Alternative or Shadow Reports to reflect the situation of women and girls with disabilities.

#### III.4 Gender empowerment to reduce damage by disasters

- Demand of governments to enhance gender equality in the decision-making process surrounding disasters
- Call on governments to include gender-responsive procedures in their disaster preparedness and post-disaster management.

## CONCLUSION

We, the participants in 28<sup>th</sup> BPW International Congress commit to:

- devote our energies and resources to implement what we committed to above and consider the Korea declaration as BPW International agenda for post 2015,
- support stand-alone goals on gender equality and empowerment of women and water & sanitation as dedicated goals for the post-2015 sustainable development framework and
- continue efforts collectively to raise awareness and ensure the implementation of the Beijing Platform for Action in light of the 20<sup>th</sup> anniversary of the Platform.



## Appendix 4

# BPW INTERNATIONAL AWARDS

The following BPW International Awards were presented to award recipients by the International President during the Opening Ceremony of Congress on Friday 23 May:

- Lena Madessin Phillips Award: Dr Patricia Harrison, Australia
- Badge of Honor: Dr Chonchanok Viravan, Thailand
- Gertrude Mongella Award: Mrs Tinuade Ihama, Nigeria
- President's Award: Mrs Angela McLeod, New Zealand

## ABOUT THE AWARDS

### Presentation of the Lena Madessin Phillips Award

The MC gave a brief background to this highest award from the organization and summarised its rules. The aim of the Lena Madessin Phillips Award is to recognize an individual BPW member who has made a significant contribution to the development of BPW at international level and/or to improve the status of women with the leadership and dedication inspired by Dr. Lena Madessin Phillips, the founder of the International Federation of Business and Professional Women. **The International President** invited **Past International President Dr Patricia Harrison, Australia, (1999-2002)** to the stage and described her commitment and accomplishments before she addressed the audience.

### Presentation of the Badge of Honour

The MC gave a brief background to the award, which was the top accolade given by BPW International. This award was given to a person who in her community had significantly contributed to her country or achieved national recognition in improving the status of women. President Freda Miriklis presented the **Badge of Honour** to **Past International President Dr Chonchanok Viravan, Thailand, (2005-2008)** and spoke of her commitment before she addressed the audience.

### Presentation of the Gertrude Mongella Award

The MC introduced the Award. BPW International established the Gertrude Mongella Award in recognition of the work done by Gertrude Mongella, Secretary-General for the IV World Conference on Women held in Beijing, China in 1995. The award was presented in recognition of outstanding work done on an on-going basis to improve the status of grassroots women. The International President presented **Mrs Tinuade Ihama (Nigeria)** with the **Gertrude Mongella Award** acknowledging her as an empowered BPW member using her skills and knowledge to improve the status of grassroots women and involved in local projects from law centres to marketplaces. Ms Ihama addressed the audience.

### Presentation of the President's Award

The MC introduced the BPW International President's Award, which is given at the discretion of the President. International President announced **Angela McLeod (New Zealand)** as the recipient of the **President's Award** for significantly contributing to the running of the international office during the triennium. Ms McLeod addressed the audience.

## OTHER AWARDS PRESENTED

### President's Special Recognition

A Certificate of Special Recognition was awarded to Vivien Hazel Streeter (Australia) for her efforts in establishing the BPW International Office and for her support during the term. The BPW Australia President accepted the certificate on her behalf.

### President's Gold Award

The President announced in her opening address that **H.R.H. Khalifa bin Salman Al Khalifa, Prime Minister of Bahrain**, was the recipient of the President's Gold Award which was decided by an Ad Hoc Committee made up of BPW International Goodwill Ambassadors. (See Appendix 2). He was unable to be present at Congress.

### President's Empowered Women Leading Business Award

To coincide with our Congress theme, the International President gave special recognition to Kim Sung Joo, Chair and CEO of Sungjoo Group, who was acknowledged as one of the most celebrated businesswomen in Asia and she thanked her for her support of the congress. She recognized her as one of the most successful women entrepreneurs and businesswomen with a strong sense of corporate social responsibility, who supported the advancement of women worldwide.

The first internationally recognised BPW Korea Kim Mandeok Award was presented to H.R.H Fay Jahan Ara during the margins of Congress at a side event organised by BPW Korea.

## POWER TO MAKE A DIFFERENCE AWARDS

The Power to Make a Difference Awards, organised by Past International President Chonchanok Viravan, Chair of the Power to Make a Difference Awards Committee, were presented by the International President during the Sungjoo Group Gala Dinner.

### Power to Make a Difference through Leadership

- Excellent Business Leader: **Annie Multon**, BPW Grand Cayman
- Excellent Professional Leader: **Dame Maizie Barker Welch**, BPW Barbados
- Excellent Young Leader: **Lin Yiyiing**, BPW Taiwan

### Power to Make a Difference through Advocacy

Excellent Advocacy for Women:

- 1<sup>st</sup> **BPW New Zealand**
- 2<sup>nd</sup> **BPW Australia**
- 3<sup>rd</sup> **BPW Estonia**

## **Power to Make a Difference through Action**

### Excellent Project:

- 1<sup>st</sup> "Hatchepsut Women Business Development Center and Business Incubator for Women Entrepreneurs", **BPW Egypt**
- 2<sup>nd</sup> "Darfur Project" by **BPW Bahry, Sudan**
- 3<sup>rd</sup> "She Economy – Green Economy", **BPW Thailand**
  - "Business Service Centre", **BPW Nepal**
  - "Entrepreneur of the Future", **BPW Brazil**

## **Power to Make a Difference through Women Empowerment Principles (WEPs)**

### Excellent Advocacy for WEP: **BPW New Zealand**

### IMAGE OF PAINTING 'BURDEN'



#### Photo of Dr Sam Shee's oil painting: "Burden"

The internationally renowned artist, Dr Sam Shee, donated the copyright of his work to BPW International for the triennium. "Burden" is an expression of women's empowerment, which depicts a woman carrying a heavy load on her shoulders. According to Shee, this is an image of today's woman juggling so many different roles in life, and as difficult as life may be, women inevitably find an inner strength that gives them "wings of power", to ultimately face life's challenges, however strenuous they may be. Ms Liza Lin, (Taiwan) as chair of the Philanthropic Taskforce, used the Burden print to design and produce the "BPW Empowerment Scarf" which was a successful fundraising activity during the triennium.

The Philanthropic Taskforce was established during the triennium to identify affiliate projects in vulnerable and poor communities, with a focus on supporting education opportunities. The President appointed Ms Lin to chair this important taskforce and worked closely with her and Dr Sam Shee, in consultation with the Regional Coordinator for Africa, Adenike Osadolor, and 1st Vice President, UN Huguette Akplogan Dossa, to also identify a number of projects that build the capacity and skills of women in Africa. An initial contribution of US\$50,000.00 is pledged to begin the first project(s) in Africa, on behalf of the Tzuhsing Foundation during the next term.

Artist *Shee*

Welcome to the  
Highland Musée  
of Artist *Shee*

# MEMBERS ATTENDING CONGRESS

### American Samoa

Merrilee May

### Argentina

Monica Beatriz Emanuelli

Ines Alcira Grosso

Jacqueline Labruno

Marta Solimano

### Australia

Valerie Bonython

Barbara Clancy

Elizabeth Collins

Andrea Cross

Karen Delvin

Sandra D'Souza

Marilyn Forsythe

Carol Hanlon

Pat Harrison

Susan Jones

June Kane

Janet McLean

Caitlin Medley

Freda Miriklis

Jean Murray

Michelle Naylor

Carole Shaw

Roshan Strange

Yvonne Todd

Judith Tucker

Sheila Turnbull

Judith van Unen

### Austria

Ulrike Demelius

Silvia Dillinger-Brigl

Christa Kirchmair

Heidrun Mathaus

### Bahrain

Khariah Al Dashti

Sh. Hind Al-Khalifa

Nabeela Alkheer

Najah Al-khuder

Nadia Almulla

Nasreen Alqaseer

Ahlam Janahi

Hala Suleiman

Zahra Taher

### Barbados

Nicole Alleyne

Marva Browne

Marriane Burnham

Gegetta Crookendale

Mona Grimes

Julie Gumbs

Alison Hinds

Patricia Seale

Anita Walters

### Belgium

Katarina Coucke

Caroline Couvreur

Maryse Goeminne

Sofie-Anne Hemeryck

Amelie Leclercq

Myriam Martens

Marie Questier

Lieve van Eeckhoutte

### Benin

Huguette Akplogan Dossa

Michale Ekue Ahouadi

Maxime Dossa

Virginie Gnansounou

Jofrette Johnson Loueke

Reine Loupeda Sagbohan

### Bermuda

Patty-Ann Flood

Tawana Flood

Faye Frater-Butler

### Brazil

Yara Blochtein

Elisa Campos

Eliana Chiappetta

Eunice Cruz

Arlete Ferraz

Beatriz Fett

Elisabete Freitas

Amelia Cãçeres Goncalves

Jussara Moraes

Maria da Grasa

Nascimento

Maria Angelica Resende

Margarida Yassuda

Celia Zanetti

### Cameroon

Aissatou Djeilani

Christelle Ngmwo

Florence Ngwa

Nouadjou Rose Ngobo

Lisette Tchokouaha Kannelon

Catherine Wouendji Mbieule

### Canada

Colleen Allan

Cara Cote

Sharon Graham

Doris Hall

Kathryn Munn

Tammy Richmond

Sharon Selkirk

Jill Worobec

### Cayman Islands

Nancy Harrison

Annie Multon

Jessica Turnbull

### Cote D'Ivoire

Amelie N'ZI

### Ecuador

Silvia Lopez

Dolores Otaaez

Maria Ocana

Tannia Quirola

Ximena Ramos

## **Egypt**

Amany Asfour  
Azza Ahmed Abass  
Yasmmeen Dabees  
Omnia Fahmy  
Fayza Farid  
Rahma Hefni  
Naglaa Lotfy  
Maha Mohi

## **Emirates**

Zahra Taher

## **Estonia**

Ester Eomois  
Leena Kivisld  
Riina Piigli  
Krista Puusepp  
Noarootsi Rand

## **Finland**

Piojo Anderson  
Liisa Kiianlinna  
Kukka Lehmusvirta  
Lauri Lehmusvirta  
Eeva Peltonen  
Anni Riihelainen  
Leena Roivas  
Marja Saensivu  
Ketlin Tackman  
Hannele Tuuloskorpi

## **France**

Lucie Boussuard Le Cren  
Sylvaine Boussuard Le Cren  
Marie-claude Machon  
Gisele Nissack  
Patti O'Neill  
Nicole Pelletier-Perez  
Karin Raguin  
Christiane Robichon  
Solveig Staffas

## **Germany**

Ulrike Bauer  
Gabriele Buchner-Stamm  
Monika Diefenbach  
Anja Gerhartz  
Annegret Hastedt

Christine Heinze  
Ilka Heinze  
Renate Hoepfl  
Sibylle Kappler-Dragmanli  
Carmen Kraushaar  
Ilse John  
Johanna Marius  
Bettina Schleicher  
Helga Christa Thoma  
Henrike Von Platen  
Lesha Witmer  
Barbara Wutke

## **Italy**

Marialucia Biancorosso  
Giuseppa Bombaci  
Erika Emma Fodre  
Eufemia Ippolito  
Anna Di Domenico Lamarca  
Caterina Mazzella  
Lucia Moccia  
Luisa Monini  
Marina Martelli  
Giuseppina Seidita  
Cristina Gorajski Visconti

## **Japan**

Otoha Hayashi  
Kimiko Fukasawa  
Keiko Hamada  
Masako Hanasaki  
Masako Hiramatsu  
Hiroko Ito  
Yukiko Kawahashi  
Makiko Kawamura  
Matsuko Kimura  
Yukako Kuriyama  
Nobuko Kurosaki  
Toshimi Matsubara  
Yuka Miyazawa  
Haniwa Natori  
Sumiko Okauchi  
Satoko Shiozaki  
Masako Tsuruta  
Hiroko Yamasaki

## **Republic of Korea**

IIn Suk Ahn  
Sang Son An  
In Sil An  
Young Soon Bum

Kinam Cha  
Do song Chang  
Young ja Chang  
Hee sue Chi  
Jung Ja Cho  
Hyun Wook Cho  
Wall Hyun Cho  
Hwa Hyun Cho  
Kyoung Hee Cho  
Sung jin Choi  
Chang hee Choi  
Ok sung Choi  
Young Sook Chong  
Eun Sup Chung  
Soon Deuk Chung  
Kyung-ok Eam  
Yun ju Han  
Yin Ock Han  
Hangsook Han  
In Ae Her  
Sooja Hong  
Gyeong-yeo Hong  
Gyeong-hee Hong  
Kyung-ja Hur  
Young Hae Hwang  
Eunmee Hwang  
Sun-rye Hyun  
In-sook Hyun  
Ae-duck Im  
Chae-hee Im  
Jung soon Jang  
Jung Hee Jang  
Kye Seon Jang  
Hae kyung Jeong  
Hye Kyung Jeong  
Kwang Sook Jin  
Min-ju Jin  
Ok Sun Jin  
Ok Seon Jun  
Myo Soon Jun  
Mi Sook Jung  
Min Jung  
Ji-hyeon Jwa  
Yoon kyeong Kang  
Geum-hee Kang  
In-sook Kang  
Hyeong-moon Kang  
Hea kyoung Kim  
Soo yeon Kim  
Dong Chun Kim  
Yun Suk Kim  
Myeong Hui Kim

Keum Soon Kim  
Woi-sun Kim  
Jum Sook Kim  
Eun Hee Kim  
Suk Hee Kim  
In Sook Kim  
Myung Ae Kim  
Young Sook Kim  
Keun hwa Kim  
Young sim Kim  
Gil soon Kim  
Soon Yeol Kim  
Mi jung Kim  
Mi-suk Kim  
Sung-hee Kim  
Se-ji Kim  
Soon-guk Kim  
Soon-bok Kim  
Eun-young kim  
Eun-ju Kim  
Hee-jeong Kim  
Im suk Kim  
Jin hui Kim  
Soon Ja Kim  
JUNG JA KIM  
Kwang Un Kim  
Sung Eun Kim  
Hak Sil Kim  
Hyang Sook Kim  
Young Ae Kim  
Keun sook Kim  
Suok Kim  
Hae-young Koh  
In Ja Kwon  
Ei ja Kwon  
Soon nam Kwon  
Sun soon Lee  
Yun ea Lee  
Hwa Ja Lee  
Jae Suk Lee  
Joung Hee Lee  
Jung-sook Lee  
Kyeong Ae Lee  
Hwa Seon Lee  
Kinam Lee  
Jeong hee Lee  
Insil Lee  
Hyun doll Lee  
Ki wha Lee  
Kyoungsoon Lee  
Yong Mi Lee  
Young Whee Lee

Jung Hee Lee  
Hee Sung Lee  
Ae-ri Lee  
Young-suk Lee  
Keum ran Lee  
So Young Lee  
We Gap Lee  
Chang Hui Lee  
hyun sook Lee  
Jeong Sook Lee  
In sun Lim  
Mi sook Moon  
Nam sook Moon  
Shin Jong Nah  
Jeom heui Oh  
Hyun Suk Oh  
Sung kyun Oh  
Jung-hee Oh  
Sung Kwon Oh  
Soon-young Ong  
Young kyung Paek  
Hui cha Pak  
Jin ja Park  
Young hai Park  
Joung soon Park  
Young soon Park  
So Young Park  
Sun-mi Park  
Jung-i Park  
Hyeon suk Park  
Young Park  
Ju Mi Park  
Chunghwan Park  
Jong Myung Park  
Catarina(Hyun) Park  
Ji young Park  
Soo a Park  
Soon cha Rhie  
Bo Young Ryu  
Myeong Hee Sea  
Ran-sil Seo  
TaeHee Seo  
Myung-sook Seo  
Hyun sook Shim  
Kwang Sun Shin  
Gyeon Hee Shin  
You Sun Shin  
Soon ja Sim  
Chang hee Son  
Ki Hee Song  
Ju hee Song  
Choonhee Soung

Soo ja Sun  
Kyung won Sung  
Kyung-hee Sung  
Hyeon Sunwoo  
Hyang Hee Um  
Young mee Um  
Hae-young Won  
Eun Kyung Woo  
Eul ja Yang  
Young Ae Yon  
Ju hee Yoo  
Seol Hee Yoo  
Chun Won You  
Young Seon Yu

## **Kuwait**

Hissah Al-Sabah

## **Malaysia**

Rasila Hamzah

## **Mexico**

Ana Cristina Monroy Badillo  
Yasmin Darwich  
Noemi Delia Gatius  
Nohemi Marin Sida

## **Nepal**

Bipin Baniya  
Madan Kumar Mahato  
Ambica Shrestha  
Sakripa Thapa

## **Netherlands**

Lopez de Lapuente  
Marta N. Moraza  
Sara Riach  
Antia Wiersma

## **New Zealand**

Colleen Brooker  
Lynn McKenzie  
Angela McLeod  
Vicky Mee  
Diana O'Brien  
Carolyn Savage  
Sally Smith  
Hellen Swales  
Elaine White  
Sandra White

## **Nigeria**

Omobolade Adegboyega-  
Conde  
Rebecca Adeoye  
Iguehi Adetiba  
Adenike Adeyanju-Osador  
Titilola Adisa  
Ekere Afia  
Evelin Abosede Agbonifo  
Irene Agunloye  
Angela Ajala  
Oluyinka Ajibola  
Olusola Akingbohunge  
Stella Akinkunmi  
Ojobo Atuluku  
Bukola Ayeni-Amu  
Tinuade Bambe  
Vivienne Bamboye  
Crystal Chigbu  
Ayodeji Dojumoh  
Adanna Egwuatu  
Winifred Ekezie  
Emem Eniang  
Tiwalade Fapohunda  
Evbima Efevbonkiekie Ihama  
Ngozi Igwe  
Tinuade Ihama  
Oluyemisi iranloye  
Samira Zuhair Jibir  
Abiodun Obakin  
Olutayo Odumosu  
Obehi Ogbeh  
Grace Ogbonna  
Mercy Ojukwu  
Elizabeth Okosobo-Ibe  
Elizabeth Omonaiye  
Modupe Onabanjo-Obazee  
Ezinne Otuka  
Francisca Otunla  
Josephine Saliu  
Olaide Sherifat Oki  
Yetunde Teriba  
Ngozi Victor

## **Norway**

Anna Halvorsen

## **Philippines**

Delia Domingo-Albert  
Jeannie Javelosa

Karima Palafox  
Lexi Schulze  
Carlota Cristi Tan  
Luzviminda Villanueva

## **Singapore**

Linda Chiang  
Joo Ee Gan  
Vivien Goh  
Tan Gim Haim  
Yasmine Khater  
Peggy Kwong  
Poh Lian Lim  
Shu Liang  
Triena Ong  
June Pok  
May Pok  
Kimmis Pun  
Annie Song  
Bo Tan Tan  
Beth Candice Wu

## **Spain**

Maria-Jesus Alonso  
Eva Garca Bosch  
Marta Perez Dorao  
Rana Ezzeddine  
Enrichetta Bellini Fornera  
Isabel Mañas  
Maria Jose Mainar  
Amparo Martinez Miro

## **St Kitts & St Nevis**

Christine Walwyn  
Dawne Williams

## **Sweden**

Pirjo Andersson  
Erika Braun  
Eva Gille Gerdin  
Kristiina Hyvanen  
Birgitta Lantz  
Seungween Nah  
Karin Persson  
Anna-Liisa Puttonen  
Marja Saarisivu  
Solveig Staffas

## **Switzerland**

Florence Angles

Judith Baumberger  
Ruth Behr  
Katharina Bosshart-Pfluger  
Fabienne Brunner  
Marlies Burckhardt  
Gabiella Canonica  
Pia Christen  
Tatjana Gaspar  
Doris Gerber Cerrud Viquez  
Monique von Graffenried-  
Albrecht  
Karin Grutter  
Susanne Ilg  
Susanna Keller  
Brigitte Krattinger Buntschu  
Julia Kuark  
Heidrun Matthaeus  
Nora Mathys  
Sonja Ursula Mueller Lang  
Marianne Plattner  
Daniela Rigassi  
Veronika Rohrbach  
Antoinette Rüegg  
Giselle Rufer  
Monique Ryser  
Cathy Savioz  
Sabine Schmelzer  
Kornelia Schultze  
Ursula Spleiss  
Sarah Thomas  
Hildegard Weber-John  
Monika Welti  
Marianne Wildhaber  
Margrit Wullschlegler-  
Schmidlin

## **Taiwan**

Shirley Hsiu-Chu  
Chang Lin  
Tsai-Ling Chang Chien  
Ming-Ming Chao  
Chang-O Chen  
Helen Cheng  
Jennifer Li Hua Cheng  
Palu-Lien Cheng  
Maysiang Chiang  
Feng-Ting Chiu  
Anne Chou  
Caroline Chou  
Julia Chu  
Flora Lien-Fang Chung  
Grace Chung



Chia-Ling Ho  
Chin-Chu Ho  
Mei-Ling Hsiao  
Ying-Hua Hung  
Nu-Jong Huang  
Chin-Miao Hung  
Fu-Hsing Hung  
Yu-Yin Lee  
Alice Lin  
Chi-Hsin Lin  
Yi-Ying Lin  
Liza Han-Jung Lin  
Sandy Lin  
Mei-Yue Liu  
Mei-Ching Liu  
Hsiu-Lien Annette Lu  
Jui-Feng Lu  
Wen-Hua Lu  
Carol Pan  
Ling-Yao Su  
Yen-Fei Su  
Alice Ting  
Anna Tsaih  
Sue-Miao Tsaih  
Yu-Chu Tseng  
Juno Wang  
Chih-Ning Wu  
Meng-Chen Wu  
Susan Wu  
Hwei-Ling Yang  
Chin-Hua Yang Teng  
Shu-Chen Yeh  
Mei-Nu Yu

## **Thailand**

Kitika Apichontakul  
Pongpen Archathewan  
Nadthida Boonwan  
Suchana  
Chaloemtoem  
Panida Chobvanicha  
Chularat Israngkool  
Naayutthaya  
Panut Javalkul  
Siribenja Khowadhana  
Kamolnate Kraitrakul  
Omchaya Kulaphathitiek  
Jatuporn Limpiyasrisakul  
Jinda Meeprasertskul  
Naiyana Pattapon  
Rujira Phanvisavakarn  
Chutinun Seenprachawong  
Yupha Sophonrat  
Panida Thepkanjana  
Naphaphen Vejjajiva  
Chonchanok Viravan  
Chansamorn Wattanavekin  
Thitinan Wattanavekin

## **Tunisia**

Moufida Oueslati

## **Turkey**

Arzu Ozyol  
Selda Alemdar Dincer

## **Uganda**

Laltu Advani  
Margaret Kigozi

## **United Kingdom**

Jennifer Barrett  
Lynn Everson  
Catherine Horsley  
Rosemary Horsley  
Christine Nendick  
Sylvia Perry  
Ann Swain  
Jane Tatchell

## **United States**

Manjul Batra  
Elizabeth Benham  
Juelle Ann Boyer  
Francesca Burack  
Carolyn Grady  
Jane Hayes  
Wilmer Hayes  
Bessie Hironimus  
Michelle Dianne Husby  
Tess Mateo  
JoAnn Ritko Pozzi  
Eva Richter  
Carolyn Romero

## Appendix 7

# APPROVED TRIENNIUM BUDGET 2014-2017

	Current	Proposed		
	Budget (€) 2014	Budget (€) 2015	Budget (€) 2016	Budget (€) 2017
<b>Income</b>				
Dues	375,000	402,500	425,500	448,500
Friends	2,000	2,000	2,000	2,000
Inventory Sales	8,500	8,500	8,500	8,500
<b>Total income</b>	<b>385,500</b>	<b>413,000</b>	<b>436,000</b>	<b>459,000</b>
<b>Cost of Goods Sold</b>				
COGS	7,500	7,500	7,500	7,500
<b>Expense</b>				
President's Office	90,725	86,225	86,225	90,725
Organizational Services	46,400	52,400	52,400	52,400
Accounting	50,000	50,000	50,000	50,000
Audit/Review	8,000	8,000	8,000	8,000
Executive Meetings	39,250	39,250	39,250	39,250
Other Expenses Executives	45,790	45,790	45,790	45,790
Committees and Task Forces	11,765	11,765	11,765	11,765
Representations	9,960	9,960	9,960	9,960
Communications	33,700	33,700	33,700	33,700
Seminars, Projects	11,000	11,000	11,000	11,000
Bank charges	7,250	7,250	7,250	7,250
Archive	10,000	10,000	10,000	10,000
<b>Total expenses</b>	<b>363,840</b>	<b>365,340</b>	<b>365,340</b>	<b>369,840</b>
<b>Net Surplus/Deficit</b>	<b>14,160</b>	<b>40,160</b>	<b>63,160</b>	<b>81,660</b>
	<b>3.7%</b>	<b>9.7%</b>	<b>14.5%</b>	<b>17.8%</b>

### Assumptions

\*Based on 23,000 members

\*Operational expense budget remain the same as 2014

\*No volume discounting on membership dues

\*includes the resolution I-1 - Part-time Taskforce Administrator in Organisational Services 6,000 euros per annum

\*1 Euro dues increase every year

## NOTES TO BUDGET

	Current		Proposed	
	Budget (€) 2014	Budget (€) 2015	Budget (€) 2016	Budget (€) 2017
<b>1 Note 1: President's Office</b>				
2 Staff Cost	43,550	43,550	43,550	43,550
3 Office Operation	17,050	17,050	17,050	17,050
4 Equipment, IT support	14,125	14,125	14,125	14,125
5 Marketing, development	11,500	11,500	11,500	11,500
6 New President's Office	4,500			4,500
7				
<b>8 Total President's Office</b>	<b>90,725</b>	<b>86,225</b>	<b>86,225</b>	<b>90,725</b>
9				
<b>10 Note 2: Other Expenses Executive</b>				
11 President	30,475	30,475	30,475	30,475
12 Finance Director	2,025	2,025	2,025	2,025
13 Executive Secretary	2,025	2,025	2,025	2,025
14 1st Vice President	2,025	2,025	2,025	2,025
15 2nd Vice President	2,025	2,025	2,025	2,025
16 Young BPW Chair	2,025	2,025	2,025	2,025
17				
<b>18 Regional Coordinators</b>				
19 Africa	3,038	3,038	3,038	3,038
20 Asia Pacific	3,038	3,038	3,038	3,038
21 Europe	3,038	3,038	3,038	3,038
22 Latin America	3,038	3,038	3,038	3,038
23 North America	3,038	3,038	3,038	3,038
24				
<b>25 Total Other Expenses Executive</b>	<b>55,790</b>	<b>55,790</b>	<b>55,790</b>	<b>55,790</b>
26				
<b>27 Note 3: Committees, Task Forces</b>				
<b>28 Standing Committees</b>				
29 Agriculture	135	135	135	135
30 Art, Culture	135	135	135	135
31 Business, Trade, Technology	135	135	135	135
32 Development, Training, Employment	135	135	135	135
33 Environment	135	135	135	135
34 Finance	135	135	135	135
35 Health	135	135	135	135
36 Legislation	135	135	135	135
37 Membership	6,100	6,100	6,100	6,100
38 Projects	1,600	1,600	1,600	1,600
39 Public Relations	135	135	135	135
40 UN Status of Women	135	135	135	135
41 Young BPW	1,500	1,500	1,500	1,500
42				
<b>43 Ad hoc committees</b>				
44 Constitution	135	135	135	135
45 Resolutions	135	135	135	135
46				
<b>47 Task Forces</b>				
48 Archive	-	-	-	-
49 Friends & Fellows	135	135	135	135
50 Fund Raising	135	135	135	135
51 Leadership	135	135	135	135
52 Mentoring	135	135	135	135
53 Peace	135	135	135	135

		Budget (€)	Budget (€)	Budget (€)	Budget (€)
		2014	2015	2016	2017
54	Twinning	135	135	135	135
55	History	135	135	135	135
56					
57	<b>Total Committees, Task Forces</b>	<b>11,765</b>	<b>11,765</b>	<b>11,765</b>	<b>11,765</b>
58					
59	<b>Note 4: Representations</b>				
60	UN New York	655	655	655	655
61	UN Geneva	655	655	655	655
62	UN Vienna	655	655	655	655
63	UNESCO	655	655	655	655
64	UNICEF	300	300	300	300
65	UNIDO Vienna	300	300	300	300
67	FAO	300	300	300	300
68	ILO Geneva	300	300	300	300
69	ILO Training Centre	300	300	300	300
70	WHO Geneva	300	300	300	300
71	UN Meetings and Subscriptions	4,100	4,100	4,100	4,100
72					
73	Eco Comm Africa	90	90	90	90
74	Eco Comm LA & C	90	90	90	90
75	Eco & Soc Comm A & P	90	90	90	90
76	Eco & Soc Comm WA	90	90	90	90
77	Eco Comm Europe	90	90	90	90
78	Other International Organisations	990	990	990	990
79					
80	<b>Total Representation</b>	<b>9,960</b>	<b>9,960</b>	<b>9,960</b>	<b>9,960</b>
81					
82	<b>Note 5: Communications</b>				
83	Website Maintenance Services	18,000	18,000	18,000	18,000
84	Website Hosting Services	700	700	700	700
85	President's Official Language Liaisons	15,000	15,000	15,000	15,000
86					
87	<b>Total Communications</b>	<b>33,700</b>	<b>33,700</b>	<b>33,700</b>	<b>33,700</b>

## REVISED CONSTITUTION AND REGULATIONS



INTERNATIONAL FEDERATION OF  
BUSINESS AND PROFESSIONAL WOMEN  
(IFBPW)

otherwise called

“BPW INTERNATIONAL”

CONSTITUTION AND REGULATIONS

As adopted at  
27<sup>th</sup> CONGRESS, HELSINKI, June 2011

and amended at

28<sup>th</sup> GENERAL ASSEMBLY, JEJU, KOREA MAY 2014

**Mission:**

*BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programmes and projects around the world.*

## **CONSTITUTION**

- C1 Title
- C2 Type of Organisation
- C3 Aims
- C4 Structure
- C5 Affiliates
- C6 Fiscal Year
- C7 Dissolution
- C8 Amendments

## **REGULATIONS**

- R1 International Board
- R2 Executive
- R3 Decisions by the International Board and the Executive
- R4 Trustees
- R5 Affiliates
- R6 Languages
- R7 Regions of BPW International
- R8 Financial matters
- R9 Congress
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- R11 Voting at General Assembly
- R12 Voting between General Assemblies
- R13 Young BPWs
- R14 Database
- R15 Committees
- R16 Project participants
- R17 Resolutions
- R18 Amendments
- R19 Dissolution
- R20 Name and Logo
- R21 Procedure Manual
- R22 Relationships
- R23 President's Office
- R24 Principle

# CONSTITUTION

## C1 Title

The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW), otherwise called “BPW International”.

The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.

## C2 Type of Organisation

BPW International is a non-partisan, non-profit organisation of unlimited duration with voluntary membership and leadership:

- It does not discriminate on the basis of background or beliefs, and respects human rights
- Its procedures are democratic, transparent and inclusive of all members
- Its decision-making bodies are accountable to the members
- Its funds are carefully managed and used to promote and achieve its aims.

## C3 Aims

BPW International aims to unite business and professional women in all parts of the world to

1. work for women's:
  - economic independence
  - equal opportunity and representation in economic, civil and political life
2. encourage and support women and girls to:
  - develop their professional and leadership potential
  - undertake lifelong education and training
  - use their abilities for the benefit of others, locally, nationally and internationally
3. advocate:
  - for the elimination of all discrimination against women
  - for human rights and the use of gender-sensitive perspectives
4. undertake:
  - world-wide networking and co-operation between business and professional women
  - non-profit projects that help women gain economic independence
  - to present the views of business and professional women to international organisations and agencies, and to business, governments and civil society.

## C4 Structure

The highest governing body for BPW International is the General Assembly held during the BPW International Congress.

- Between General Assemblies, the International Board is the governing body.
- BPW International is managed by the Executive.
- The President is the Chair of the General Assembly, the International Board and the Executive.

## C5 Affiliates

International Federation of Business and Professional Women (IFBPW) otherwise called “BPW International” consists of:

- Affiliate Federations of Business and Professional Women
- Affiliate Clubs of Business and Professional Women
- Individual Affiliate Members (Business and Professional Women)

The International Board may remove an Affiliate.

## **C6 Fiscal Year**

The fiscal year is from the 1<sup>st</sup> January to the 31<sup>st</sup> December.

## **C7 Dissolution**

BPW International can be dissolved only at a General Assembly.

## **C8 Amendments**

The Constitution can be amended only at a General Assembly.

# **DEFINITIONS**

## **Affiliate**

Affiliates of BPW International are:

- Affiliate Federations which consist of BPW clubs within a country.
- Affiliate Clubs which are BPW clubs in a country where there is no Affiliate Federation
- Individual Affiliate Members who are women members of BPW International but are not members of a BPW Affiliate Club or Affiliate Federation and have no vote.

## **BPW International Congress**

The periodic meeting of BPW International, including the General Assembly, speakers, workshops and networking held in every third year.

## **BPW International General Assembly**

The highest governing body of BPW International, whose decision-making sessions include financial and other reports, elections, resolutions, constitutional amendments, and any other matters of BPW International business.

## **Civil Society**

Civil society includes non-government and non-corporate organisations, networks and institutions that represent the interests of society to decision-making bodies, but does not include government agencies and commercial institutions of the market.

# **REGULATIONS**

## **R1 International Board**

R1.1 The International Board membership is:

- Affiliate Federations
- Affiliate Clubs
- members of the Executive
- Past Presidents
- Standing Committee Chairs

R1.2 Affiliate representatives are nominated by their Affiliate.

R1.3 Meetings of the International Board



- Meetings of the International Board will be held immediately before and after the General Assembly
- Special Meetings of the International Board may be called by the President and must be called by her on the written request of one-third [1/3] of the International Board.
- Decisions can be made between meetings by an electronic vote.

## R2 Executive

R2.1 The members of the Executive are the officers of BPW International:

- President
- Vice President – Membership
- Vice President – United Nations
- Executive Secretary
- Executive Finance Officer
- Young BPW Representative
- A Regional Co-ordinator from each region
- Immediate Past President for the first 12 months of the term of the Executive.

R2.2 Election of the members of the Executive

- Members of the Executive are elected by secret ballot at the General Assembly.
- Only Affiliates which are up to date with their dues (and any penalties) can nominate candidates for office.
- Candidates are nominated prior to Congress, but may be nominated at the General Assembly if there is no candidate for the position.
- Candidates for President must have been a member of any prior Executive or a president of an Affiliate Federation
- The Vice President with the most votes is the First Vice President. A candidate for President who is not elected may become a candidate for Vice President - Membership or Vice President - United Nations if she has not previously served as that Vice President.

R2.3 Term of Executive

- Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Executive Finance Officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms.
- The Executive may fill a vacancy until the next General Assembly.

R2.4 Meetings of the Executive

- Meetings of the Executive will be held at least once each year during the term.
- A meeting must be held if requested by 3 or more members of the Executive.
- A quorum of the Executive is 6.
- The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair.
- Decisions can also be made between meetings by an electronic vote.

## R3 Decisions by the International Board and the Executive

R3.1 The President is the principal officer of the organisation and has the leadership and management role including:

- chairing meetings of the General Assembly, the International Board and the Executive
- chairing the International Congress Planning Committee during her term
- formalising appointments
- fostering external relationships with other international organisations and leaders
- oversight and accountability for all planning, operational and outreach activities

R3.2 The President is an ex officio member of all committees.

R3.3 The Executive has collective responsibility for operational and management matters.

- Members of the Executive may sign documents on behalf of BPW International with the approval of the Executive, as set out in the Procedure Manual.
- With the approval of the International Board, the Executive may remove a member of the Executive, who may appeal against being removed, as set out in the Procedure Manual.
- The Executive may remove a Chairperson or member appointed to a committee, who may appeal against being removed, as set out in the Procedure Manual.
- On behalf of BPW International, the Executive may employ staff and appoint volunteers to perform administration duties.

R3.4 International Board decisions between meetings

- The International Board votes on serious matters referred to it by the Executive.
- The International Board may review and change or overturn a resolution of the General Assembly only in the following circumstances:
  - serious matters
  - when circumstances on which the General Assembly based their decision have substantially changed.
- Decisions of the International Board must be reported to the next General Assembly.

R3.5 Quorum

- The quorum is one-third [1/3] of the voting representation at the General Assembly and one-quarter [1/4] of the Board members at a meeting of the International Board.

## R4 Trustees

R4.1 In the event that BPW International acquires property, 3 Trustees will be appointed where required by law.

R4.2 They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the President.

R4.3 Trustees will hold property on behalf of BPW International. Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board.

R4.4 Trustees will hold office until:

- death
- resignation
- removal by the International Board.

R4.5 Trustees who follow correct BPW International processes as set out in the Procedure Manual will be indemnified by BPW International.

## R5 Affiliates

R5.1 Affiliate Federations

- There can only be one Affiliate Federation in each country.
- Where a country has at least 3 Affiliate Clubs and at least 100 named members, the Affiliate Clubs may apply to become an Affiliate Federation of BPW International.
- Where a country has 5 Affiliate Clubs and at least 100 named members, the Affiliate Clubs must work towards becoming an Affiliate Federation of BPW International.
- If the membership of an Affiliate Federation falls below 100 then the clubs which make up that Federation may become Affiliate Clubs until the number of members rises to at least 100.

R5.2 Affiliate Clubs

A group of at least 20 business and professional women in a country where there is no Affiliated Federation may apply to become an Affiliate Club of BPW International.

### R5.3 Individual Affiliate Members

Any business or professional woman who supports the aims of BPW International and who lives in a country where there is no Affiliate Federation or Affiliate Club is eligible for Individual Affiliate membership of BPW International.

### R5.4 Removing an Affiliate

The International Board may remove an Affiliate where

- the dues remain unpaid for 1 year and the Affiliate has not communicated with BPW International during that year
- the Affiliate has behaved in a way likely to damage the reputation of BPW International.

An Affiliate may appeal against being removed, as set out in the Procedure Manual.

Any Affiliate that has been removed cannot claim to be an Affiliate or use the name or logo of BPW.

### R5.5 Affiliate Constitutions

Constitutions of Affiliates require approval by BPW International and must comply with the BPW International Model Constitutions.

## R6 Languages

The official languages of BPW International are English, French, Italian and Spanish.

## R7 Regions of BPW International

R7.1. There shall be at least 5 regions including:

- Africa
- Asia Pacific
- Europe
- Latin America
- North America and the Caribbean

R7.2 Each region is made up of the Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members from that region.

R7.3 There may be geographical sub-regional groups, and sub-regional coordinators may be appointed as set out in the Procedure Manual.

R7.4 At least 1 regional meeting must be held between BPW International Congresses.

## R8 Financial Matters

R8.1 BPW International resources come from:

- Members' dues
- Friends and Fellows
- Funds received through sponsors, legacies and donations
- Profits from events and sale of BPW merchandise and services
- Private and public subsidies
- Any other resources authorized by the law

Resources are used to work for BPW International aims and policies, and for administration.

### R8.2 Dues

The General Assembly sets the rate of dues payable each year.

- Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to another payment arrangement.
- Affiliates' dues for each member are payable by 31 March each year.
- There is a 10% quarterly penalty payable for late dues.
- Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual.

### R8.3 Financial structure

There will be a Financial Management Team chaired by the Executive Finance Officer. It must have 5 members approved by the International Board, including the Executive Finance Officer as chair and:

- the President
- a member who is a qualified accountant.

The Financial Management Team will oversee financial reporting but will not have an operational role, and will check that:

- financial decisions comply with the Finance Policy as set out in the Procedure Manual
- a budget is prepared, agreed by the Executive, and submitted for approval to the General Assembly
- BPW International's expenditure does not exceed its budgeted income
- prior approval of the International Board is obtained for any unbudgeted expenses over the amount set out in the Procedure Manual
- the accounts are independently examined at the end of each fiscal year by a Chartered or Certified Public Accountant, and by the next 30 June the report and accounts are circulated to the International Board
- maximum effort is made to ensure financial stability by keeping the General Reserve Fund at 1 year of BPW International expenditure
- the original amount of the Battersea Fund is not used without the approval of the International Board
- the Congress Fund is separate from other accounts and used only for reducing registration fees for Congress.

Within 12 months of the Congress, the Executive Finance Officer from that term will circulate the Congress accounts to the International Board.

R8.4 Past Affiliates have no claim on BPW International assets.

### R8.5 Liabilities

- Liabilities of BPW International must be paid only from the resources of BPW International.
- Affiliates and members are not responsible for any liabilities incurred by BPW International.
- Members of the Executive and the Financial Management Team who follow correct BPW International processes will be indemnified by BPW International.

## R9 Congress

R9.1 A Congress is held at a time and a place to be decided by the Executive.

- The Executive will call for bids for hosting Congress 5 years prior to that Congress.
- Bids must comply with the criteria as set out in the Procedure Manual.
- The Congress rotates among the regions.

R9.2 The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual.

## R10 General Assembly

R10.1 The General Assembly is the meeting of

- the voting delegates from each Affiliate Federation
- one voting delegate from each country with Affiliate Clubs
- the members of the Executive
- Past Presidents
- Standing Committee Chairpersons.

R10.2 The President chairs the General Assembly; the chair has a casting vote when the vote is tied except for elections when the result is decided as set out in the Procedure Manual. In her absence the First Vice President is chair.

R10.3 Elections and appointments must comply with the General Assembly guidelines as set out in the Procedure Manual.

- Parliamentarians, and other positions required for the period of the General Assembly, are nominated by the President and approved by the pre-Congress meeting of the International Board.
- Parliamentarians and the Credentials Chair may not vote in any capacity during the General Assembly
- The Nominations Chair and the Elections Chair may not vote in elections
- The number of votes for each candidate must be reported to the General Assembly.

R10.4 Within 12 months of the Congress, the President and Executive Secretary from that term will circulate the agreed proceedings of the General Assembly to the International Board.

## R11 Voting at General Assembly

R11.1 Only delegates from Affiliates which are up to date with their dues (and any penalties) can vote at the General Assembly.

R11.2 Delegates of Affiliate Federations attending General Assembly

Each Affiliate Federation attending the General Assembly is entitled to vote.

The number of voting delegates is:

- 500 or fewer members 3
- 501 to 1,000 members 4
- 1,001 to 2,000 members 5
- 2,001 to 3,000 members 6

and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 15 delegates.

Each Federation is entitled to an equal number of alternate delegates.

R11.3 Delegates of Affiliate Clubs attending General Assembly

Each country with 1 or more Affiliate Clubs attending the General Assembly is entitled to 1 voting delegate and 1 alternate delegate. The 1 vote must be shared by the Affiliate Clubs.

R11.4 Other delegates attending General Assembly

- Members of the Executive are entitled to 1 vote and may vote only in that capacity.
- Past Presidents and Standing Committee Chairpersons are entitled to 1 vote and may vote only in one capacity.

## R12 Voting between General Assemblies

R12.1 Members of the International Board from Affiliates which are up to date with their dues (and any penalties) can vote at International Board meetings and electronically between meetings.

R12.2 Affiliate Federations

Each Affiliate Federation will have 2 votes

### R12.3. Affiliate Clubs

Each country with 1 or more Affiliate Clubs is entitled to 1 voting delegate. The 1 vote must be shared by the Affiliate Clubs.

### R12.4 Other delegates

- Members of the Executive are entitled to only 1 vote each.
- Past Presidents and Standing Committee Chairpersons are entitled to only 1 vote each.

R12.5 The President has a casting vote when the vote is tied.

## R13 Young BPWs

R13.1 Young BPWs are members under 35 years old who belong to BPW Affiliates or are Individual Affiliates

R13.2 The Young BPW Representative on the Executive:

- presents the views of Young BPWs
- is the link between the Executive and Young BPWs
- encourages the activities of Young BPWs worldwide.

## R14 D

R15.1 The following Standing Committees are formed:

- Arts and Culture
- Business, Trade and Technology
- Agriculture
- Development, Training and Employment
- Environment
- Health
- Legislation
- Membership
- Projects
- Public Relations
- Young BPW
- United Nations - Status of Women

Each Standing Committee in addition to the Chair has between 4 and 6 members.

R15.2 Appointment of Standing Committee Chairs and members

Standing Committee Chairs are elected by Congress, except that the First and Second Vice Presidents is the Chair of either the Standing Committees on Membership or the United Nations - Status of Women and the Young BPW Representative is the Chair of the Young BPW Standing Committee.

The members of the Standing Committees are formally appointed by the President. No Standing Committee Chair or members can serve for more than 2 consecutive terms in the same capacity.

Each Affiliate sends to the Executive Secretary before each Congress a list of its nominees for membership on Standing Committees, accompanied by a statement of the qualifications of each nominee and her consent to act if appointed. The Presidential Office informs Affiliates when its nominees are appointed.

R15.3 Duties of Standing Committees

Each Standing Committee Chair, after consultation with the members of her Committee, submits an outline of proposed activities to the Presidential Office within 2 months after her election and

submits written reports to the Congress. She informs the President's Office of action taken or contemplated and submits written reports to the Executive when requested to do so.

Each Standing Committee Chair submits an estimate of expenditures to the Finance Officer for approval when requested to do so.

Within 30 days of the expiration of her term of office, each Standing Committee Chair, with the exception of the Executive Finance Officer and the two Vice Presidents, delivers to the President's Office, or where otherwise directed by the President, the books and records belonging to her office.

## **R16 Project participants**

Participants in projects organised by BPW Affiliates or members, which support or develop women, must be counted and reported to BPW International as project participants.

## **R17 Resolutions**

R17.1 A resolution requires a majority vote for adoption by the General Assembly.

R17.2 Resolutions may be submitted by Affiliates, members of the Executive, Standing Committee Chairs and Past Presidents.

R17.3 Resolutions, including urgent resolutions, must comply with the Guidelines as set out in the Procedure Manual.

## **R18 Amendments**

R18.1 The Constitution and Regulations comply with Articles 60 and seq. of the Swiss Civil Code. Amendments to the Constitution and Regulations must comply with Articles 60 and seq. of the Swiss Civil Code.

R18.2 Amendments to the Constitution, Regulations and Procedure Manual may be submitted by Affiliates, members of the Executive and Past Presidents. An amendment to the Constitution or Regulations requires a two thirds [2/3] majority and an amendment to the Procedure Manual requires a majority decision.

R18.3 The Regulations can be amended only by the General Assembly

R18.4 Amendments to the Constitution and Regulations submitted for voting must comply with the requirements as set out in the Procedure Manual

## **R19 Dissolution**

R19.1 The dissolution of BPW International requires a two-thirds [2/3] vote of the General Assembly. The dissolution must comply with the policy as set out in the Procedure Manual and with Articles 60 and seq. of the Swiss Civil Code.

R19.2 If BPW International is dissolved, its assets will be given to one or more non-profit organisations with similar goals. Any other use or distribution of its assets is strictly prohibited.

## **R20 Name and Logos**

R20.1 The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International and the are in the sole ownership of BPW International.

R20.2 Logos

R20.3 Identification with the International Federation of Business and Professional Women (IFBPW)

Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (IFBPW) on websites and



letterheads at a minimum.

Example: BPW Austria, an affiliate of the International Federation of Business and Professional Women (IFBPW)

R20.4 The logos can be used only by paid-up financial Affiliates of the International Federation of Business and Professional Women (IFBPW) and must not be used for personal benefit or profit.

R20.5 The logos should be used only with the colour black and grey.

R20.6 The logos must not be altered in any way other than to adjust the size proportionally.

R20.7 The modern BPW International Logo must appear at a prominent place. When the BPW affiliate has its own logo, it may appear together with the BPW International logo, however, the modern BPW International logo must appear first.

## **R21 Procedure Manual**

R21.1 The Procedure Manual sets out how the Regulations must be followed.

R21.2 The Procedure Manual can be amended by the Executive between General Assemblies. Amendments apply only after they are accepted by a majority vote of the International Board

## **R22 Relationships**

R22.1 BPW International will work to maintain its status with the United Nations.

R22.2 BPW International may form relationships with other organisations and institutions, which must comply with the Relationships Protocol as set out in the Procedure Manual

## **R23 President's Office**

R23.1 The President will have an office close to her, within a budget agreed by the Executive.

R23.2 Arrangements for the President's Office and for member and organisational services must comply with Guidelines as set out in the Procedure Manual

## **R24 Principle**

R24.1 The Constitution and Regulations are permissive rather than restrictive.

R24.2 The Executive will decide matters that are not covered by the Constitution, Regulations or Procedure Manual. Executive decisions must be guided by the aims and be consistent with the nature of the Constitution and Regulations and the Procedure Manual.

R24.3 If there are questions about interpreting the Constitution and Regulations, the English text will be relied upon.

## **DEFINITIONS**

### **Advocacy**

Speaking on behalf of others and lobbying for change by explaining an idea to a person or an organisation to seek to convince or encourage them to act on the idea.

### **Amendment**

A proposed change to the words of the Constitution or the Regulations.

### **Battersea Fund**

Money from the sale of the lease of BPW International's head office in London that has been put in a separate account.



## **Congress Fund**

A separate BPW International Congress Fund established in 2008 to reduce Congress registration fees for members, financed through an annual contribution from Affiliates [except low income countries that pay reduced dues]

## **Country**

A geopolitical unit which has full sovereignty.

## **Extraordinary Circumstances**

Extraordinary circumstances are those out of the control of a member, such as:

- the refusal of a visa
- international or national conflicts and natural disasters that prevent travel or make travel potentially dangerous
- an unforeseen serious illness or death of a person who is very close and significant to the member.

## **Legacy**

Money that a person has written in their will to be left as a gift to be given after they have died.

## **Member**

An individual woman who joins BPW and whose dues have been paid to BPW International.

## **Meeting**

A meeting includes a meeting conducted in person, via electronic means or by teleconference that complies with the requirements in the Procedure Manual, including the requirement for a quorum.

## **Past Presidents**

Past Presidents are Past Presidents of BPW International

## **Property**

Property is real immovable property such as land or a building, other than rented premises used for the President's Office.

## **Serious matter**

A matter which requires a decision that has substantial financial, organisational, legal or political implications for BPW International, supported by an analysis of the potential consequences.

## **Swiss Civil Code**

It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.

## **Term**

A term is the period between 2 consecutive General Assemblies

## **Urgent resolutions**

An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

# MINUTES OF 71ST PRE-GENERAL ASSEMBLY INTERNATIONAL BOARD MEETING

23 MAY 2014, JEJU, REPUBLIC OF KOREA

### 1 **President's Opening Remarks**

It was a tight schedule and the President requested that affiliates cooperated by being on time.

There are several new items during Congress and she hoped that everyone would enjoy them.

The president apologised that they had not met the timelines for the accounts and there would be a workshop on Day 1 to give members an opportunity to ask questions.

The proposed changes to the Programme as proposed by the President, seconded by BPW New Zealand, were adopted.

President Insil Lee of Korea read the alternative Collect.

### 2 **Roll Call**

This was taken by the Executive Secretary.

### 3 **Observers**

There were no observers present.

### 4 **Apologies**

Apologies had been received from the Young BPW representative.

### 5 **Adoption of Rules of Debate**

Proposed by International President, seconded by Past International President, Pat Harrison and carried.

### 6 **Acceptance of minutes**

Acceptance of the minutes of the 70<sup>th</sup> Post Congress Board Meeting on 21 June 2011, as printed on p9 of the Workbook was proposed by International President, seconded by Regional Coordinator, NANSSCC was carried.

### 7 **Acceptance of Matters Arising from the 70<sup>th</sup> Board Meeting Minutes (not in the Agenda)**

proposed by International President, seconded by BPW New Zealand and carried.

Vice President UN and Regional Coordinator Africa joined the meeting.

### 8 a. **Appointment of Parliamentarians:**

**Chief Parliamentarian:** Pat Harrison, Proposed by International President, seconded by BPW Australia and carried.

Parliamentarians: Sharon Selkirk and Shirley Cheung, proposed by International President, seconded by Vice President UN.

### b. **Appointment of Teller and Timekeeper**

**Chief Teller:** Christina Visconti, Proposed by International President, seconded by

BPW Australia and carried. Tellers – to be appointed at General Assembly.

**Chief Timekeeper:** Christine Heinz, Proposed by International President, seconded by BPW Switzerland and carried. Alternative Timekeeper – appointed at General Assembly.

## 9 **Membership**

### a. **New affiliates**

Vice President Membership reported that there had been 20 new clubs formed in the triennium and 11 Individual members.

Africa

BPW Mfoundi – Cameroon

BPW Dakar 1 - Senegal

BPW Dakar Zone B - Senegal

Asia Pacific

BPW Al Salmiya - Kuwait

BPW Sharjah - Emirates

BPW New Delhi - India

1 new Federation – BPW Bahrain

Europe

BPW Follo - Norway

Acceptance of the report was proposed by the Vice President – Membership, seconded by BPW New Zealand and carried.

### b. **Closures**

Africa: Lome – Togo (withdrawal)

Asia Pacific: Hong Kong (withdrawal)

Europe: Moscow II, St Petersburg I, Kurzeme – Latvia, Mykolayiv – Ukraine, Kiev - Ukraine

Latin America: San Salvador (withdrawal)

## 10 a. **General Assembly Committees**

i. Credentials Chair: Ann Swain, proposed by Past International President Sylvia Perry, seconded by BPW UK and carried. Credential Committee would be appointed at the General Assembly

ii. Elections Committee Chair: Regions to nominate a representative to the committee who would then appoint their Chair.

iii. Nominations Chair: Regions to nominate a representative to the committee who would then appoint their Chair.

BPW Argentina complained that there was no translation provision at the Board Meeting. The President apologised but said that this was the usual practice for the Pre and Post Congress International Board Meetings. The Executive Secretary translated the reply into Spanish.

### b. **General Assembly Business**

New Congress & General Assembly Activities:

Flag Ceremony at Opening and Closing Ceremonies.

Branding Task Force would have their Ideas on display and invite comments from members.

International Declaration on the theme - Empowered Women leading Business – developing from plenary sessions. There are more than 30 workshops on 6 of the 7 WEP areas. The 7th principle is on measuring and publicly reporting. Through the Board the ideas and issues of congress would be reported in a statement that can be used over the next triennium by UN representatives and affiliates for milestone meetings such as: Beijing+20, post 2015 development goals (SDGs) etc.

The President explained that the Finance Director was unable to attend as she was dealing with urgent business and proposed that finance questions be deferred to AOB, seconded by BPW Germany and carried.

## 11 **Any Other Business**

Nomination material was not standard, several photos and CV missing. All should follow the same format. BPW Canada commented that it was unfair that there was missing information for some candidates. The President stated that the amended package would be re-issued to the delegates.

Sylvia Perry, PIP, said that the Board should not be asked to accept the Accounts or ask questions until they had had time to read them properly. Seconded by BPW New Zealand and carried.

Finance Director arrived and apologised for being late as she had been very busy on the Registration Desk. She took over the role in April 2012 and had had a steep learning curve. The Board had been kept informed of any issues. There had been nothing wrong with the previous accounts but there was a need to meet current International and Australian auditing requirements. These had required significant accounting adjustments in relation primarily to unpaid dues. These would be treated as an Asset and the Board needed to recognise the problem.

PIP Sylvia Perry said Board Members had waited a long time for the financial reports and then had been asked to accept them with little time to study. It was similar with the budget. This was supported by BPW New Zealand who asked for more time in future to consider the draft budget.

In response to a question from PIP Chonchanok Viravan, the Finance Director stated that the Battersea Fund was held in a cash account in GBP.

## 12 **Announcements**

There were no announcements.

13 The 72nd Post General Assembly Board Meeting: Tuesday 27 May at 5pm.

14 The President declared the meeting closed and thanked the Board members for their attendance.

# DRAFT MINUTES OF 72ND POST GENERAL ASSEMBLY INTERNATIONAL BOARD MEETING

27 MAY 2014, JEJU, REPUBLIC OF KOREA

1 **President's Opening Remarks**

The International President, Yasmin Darwich, welcomed Board Members to the Post General Assembly 72<sup>nd</sup> International Board Meeting.

2 **Roll Call of International Board**

The Executive Secretary took the Roll Call. 48 members of the International Board were present.

3 **Observers**

Three observers were present.

4 **Apologies**

No Apologies had been received by the Executive Secretary.

5 **Adoption of Rules of Debate**

Adoption was proposed by Regional Coordinator North America and the Non-Spanish Speaking Countries of the Caribbean, seconded by EPW USA and agreed.

6 **Appointment of Parliamentarian**

The appointment of Pat Harrison was proposed by the International President, seconded by Past International President, Sylvia Perry and agreed.

7 **Appointment of Teller and Timekeeper**

Teller: Christina Visconti, proposed by International President, seconded by Past International President, Liz Benham and approved.

Timekeeper: Christine Heinze was proposed by International President, seconded by BPW Germany and agreed.

8 **Minutes of 71st International Board Meeting**

PIP Sylvia Perry asked that her concerns about the late arrival of the accounts be recorded. BPW New Zealand stressed the importance of giving Board members proper time to consider the budget and wished this to be emphasised. Acceptance of minutes as amended was proposed by PIP Sylvia Perry, seconded by BPW New Zealand and agreed.

9 **Handover meetings**

The handover meeting between the old and new Executive would take place on 28<sup>th</sup> May.

10 **XXIX Congress 2017**

This will be held in Cairo, Egypt. Dates have not been finalised.

11 **XXX Congress 2020**

In 2015 forms would be sent to International Board regarding applications to host XXX

Congress to be held in North America Region.

## 12 **Dissolution of General Assembly Committees**

The dissolution was proposed by the International President, seconded by BPW Canada and agreed.

PIP Sylvia Perry suggested considering using the Nominations Committee to improve presentation of nominations at next Congress and possibly having it as an ongoing committee.

## 13 **Any other business**

a. BPW New Zealand requested that more time should be given for the budget and it should not be presented on the last afternoon. Could it be included in the Workbook? The IPP said that a draft budget had been available but it could not be finalised until all the resolutions with financial implications had been considered by the General Assembly. Further consideration would be given to this in preparing for the next General Assembly.

b. BPW Nepal questioned whether Clean Clothes Campaign should be renamed Decent Working Conditions. Environment Chair responded that the title could not be changed at this time.

c. Lesha Witmer, Environment Chair, asked about the Korea Declaration. The IPP explained that it was based on the resolutions passed in Jeju, with input from the plenaries and the workshops, and had been drafted by UN Representatives, Eva Richter and Tess Mateo. The Declaration would be circulated by the President's Office.

d. PIP Chonchanok Viravan requested that financial statements comparing actual to budget should be circulated to the International Board on a quarterly basis. BPW Germany requested that in addition full annual financial reports be sent to Board.

The Finance Officer said that she would review what is required by BPW internationally but as a significant not-for-profit organisation we had been complying with International and Australian Accounting Standards.

e. BPW Makati- Philippines explained the joint solar project between Philippines and BPW Egypt and asked if it could be a joint project supported at all levels of BPW. Vice President UN referred members to the recent UN Statement on Climate Change.

f. Regional Coordinator North America and the Caribbean stated that Kathleen Ray was the BPW Representative to the Organisation of American States (OAS).

## 14 **Announcements**

Information on CSW 59 would be circulated.

Results of the Resolutions sessions would be translated and circulated.

The International President thanked members for attending the Board Meeting and looked forward to seeing them in Cairo in 2017.

## Appendix 11

# 2014 BPW International General Assembly Resolutions Report

These are the resolutions as passed by the General Assembly in Jeju, Korea, at the 2014 Congress

<b>Resolutions related to BPW International external advocacy</b>			
E-1	BPW New Zealand	UN Convention on the Rights of Persons with Disabilities	<b>Amended and PASSED</b>
E-2	BPW New Zealand	OP Convention on the Rights of Persons with Disabilities	<b>Amended and PASSED</b>
E-3	BPW New Zealand	CEDAW and the Rights of Persons with Disabilities	<b>PASSED</b>
E-4	BPW Japan	Gender empowerment to reduce damages by disasters	<b>Amended and PASSED</b>
E-5	BPW France	Gender Balance on Boards	<b>PASSED</b>
E-6A	BPW Africa	Prevention of Child Marriage	<b>PASSED</b>
E-6B	BPW New Zealand	Prevention of Forced Marriages	<b>Amended and PASSED</b>
E-7	BPW Germany	Endorsing the Clean Clothes Campaign – renamed Endorsing the campaigns for decent working conditions in the garment industry	<b>Amended and PASSED</b>
E-8	VP UN	BPW International Statement to CSW	<b>PASSED</b>
<b>Resolutions related to BPW internal matters</b>			
I-1	Past President Antoinette Ruegg	Renewal of Committees, Taskforces and Projects	<b>Amended and PASSED</b>
I-2	Past President Sylvia Perry	Maintaining the virtual <del>Webex</del> web office platform	<b>Amended and PASSED</b>
I-3	BPW Australia	Rotation of Regional meetings within a Region	<b>PASSED</b>
I-4	BPW Australia	Allocation of budgets to Regional Coordinators	<b>PASSED</b>
I-5	BPW Legislation Chair	Procedure Manual: review and reform	<b>Amended and PASSED</b>
I-6	BPW New Zealand	Procedure Manual: voting on amendments	<b>PASSED</b>

## E-1 Signing and ratifying the United Nations Convention on the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014

- notes that there is only one United Nations Convention on the Rights of Persons with Disabilities (UNCRPD);
- is aware that not all countries and regional organisations have signed and ratified the UNCRPD since it was open for signature (adopted in 2006);
- understands that women with disabilities face significantly more difficulties - in both public and private spheres – in attaining access to adequate housing, health, education, vocational training and employment, and are more likely to be institutionalised; and experience inequality in hiring, promotion, rates and pay for equal work, access to training and retraining, credit and other productive resources, and rarely participate in economic decision-making;
- knows that the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) does not address the prevention of discrimination against disabled women and girls;

and therefore resolves that:

1. all Affiliates will investigate whether their government or state has signed and ratified UNCRPD
2. if their government or state has not undertaken both signing and ratifying the UNCRPD, the Affiliate will ask why and strongly urge this to be undertaken.

## E-2 Signing and ratifying the Optional Protocol to the United Nations Convention on the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014:

- notes that an Optional Protocol to the United National Convention on the Rights of Persons with Disabilities (UNCRPD) has been open for signature and ratifications since 2007;
- is aware that State Parties which have ratified the UNCRPD have the opportunity to sign and ratify the Optional Protocol;
- knows that women with disabilities who are experiencing discrimination because of their disability, who have exhausted all domestic means of preventing this occurring and continuing, and the government or state or its agencies have either been the perpetrator or not provided adequate means of eliminating discrimination;
- understands that women with disabilities, their families or agents acting for them, currently have no other recourse for redress than to communicate with the UN Committee directly;

and therefore resolves that:

1. all Affiliates will investigate if their government or state has signed and ratified the Optional Protocol to the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD)
2. if their government of state has not both signed and ratified the Optional Protocol, that the Affiliate will ask why and strongly urge this to be undertaken.



## E-3 United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Rights of Persons with Disabilities from BPW New Zealand

The BPW International General Assembly 2014:

- notes that CEDAW does not include an Article of Women and Girls with Disabilities;
- is aware that it would be politically difficult to utilise Article 26 of CEDAW to request a revision of the present Convention to include an Article of Women and Girls with Disabilities; but
- knows that General Recommendations made by the Committee on the Elimination of Discrimination Against Women stand alongside the Convention and should be included within State Reports;

and therefore resolves that:

1. all Affiliates strongly will urge their governments or states to address General Recommendation 18 (10<sup>th</sup> session 1991) – Disabled Women that “State Parties provide information on disabled women in their (CEDAW) periodic reports, and on measures taken to deal with their particular situation, including special measures to ensure that they have equal access to education and employment, health services and social security, and to ensure that they can participate in all areas of social and cultural life.”
2. Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation on women and girls with disabilities

## E-4 Gender empowerment to reduce damages by disasters from BPW Japan

The BPW International General Assembly 2014 recognises that global warming and plate tectonics will increase natural disasters such as mega earthquakes, tsunamis, mammoth typhoons and tornados and floods; that the number of victims and the damage to people by these disasters are higher for females than males; that the human rights and dignity of women victims at shelters and refugee-places are often neglected; and that gender gaps exist for job opportunities and access to support systems to rebuild women’s lives; and therefore

- urges BPW Affiliates to demand of their government gender equality in the decision-making process of disasters which means women should be included on planning committees and on administration bodies, including:
  - before the disaster, women should be included on committees to discuss disaster prevention measures, to reflect women’s interests
  - at the disaster, women managers should be assigned in addition to men managers at shelters to ensure women’s human dignity
  - women should be included on committees to discuss support systems for their economic independence, in order to prevent women’s status being neglected.
- urges our representatives to the United Nations in Geneva to request the Special Rapporteur on the Protection of Persons in the Event of Disasters to call on all UN Member States to include gender-sensitive procedures in their disaster preparedness and post-disaster management.

## E-5 Gender Balance on Boards from BPW Europe

The BPW International General Assembly 2014

- has close regard to Women's Empowerment Principle 1 (UN Women and Global Compact), which aims to establish high-level corporate leadership for gender equality, and the European Strategy for equality between women and men 2010-2015 and Women on boards – European Commission Factsheet 2 (Gender equality in the Member States) which states that countries with legislative quotas remain the motor of change;
- recognises the Women at Work Initiative of ILO (International Labour Organization) which surveys the place and conditions of women in the world of work and engages constituents in concrete action to realize equality of opportunity and treatment;
- recalls article 11 of CEDAW (Convention on the Elimination of All Forms of Discrimination against Women - adopted by the United Nations by resolution 34/180 – 18 December 1979) which expects States Parties to take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- notes CSW57 (2013) agreed conclusion #19 which stresses that the realization of gender equality and the empowerment of women, including women's economic empowerment and full and equal access to resources, and their full integration into the formal economy, in particular in economic decision-making, as well as their full and equal participation in public and political life, is essential for addressing the structural and underlying causes of violence against women and girls;

and therefore resolves to:

1. call on Affiliates to lobby governments and private and public corporations, in order to implement at country or regional level appropriate and binding measures to increase the number of women on boards and in decision-making positions by 2020:
  - These measures should allow a legally-regulated or self-regulated gradual implementation and should be applied to all listed and unlisted companies and all state-owned or participating state companies, excluding companies with less than 50 employees.
  - These measures should be supported by dissuasive and effective sanctions and appropriate to the country or region such as fines, nullity of board decisions and the suspension of benefits of directors
2. propose measures to increase women's representation on boards and executive committees within both the private and public sector, such as:
  - corporate commitment to fill the pipeline of women leaders by reaching a target [at least 40% women in the top 10 most senior positions for companies over 1000 employees]
  - fostering the publication of gender indicators on the company website, in order to raise awareness of the company's effort to achieve gender equality at the highest level
  - favouring companies with gender-balanced boards in public procurement
  - introducing accompanying measures to change attitudes and ways of working in companies (supporting "work life fit", non-linear career)
  - empowering women in order to have them reach the ladder (coaching, mentoring initiatives).

## E-6A Prevention of Child Marriage from BPW Africa

The BPW International General Assembly 2014:

- is mindful that action to stop and prevent all forms of violence against women and girls is a BPW International priority policy; that the UN Convention on the Rights of the Child considers marriage before the age of 18 a human rights violation; and that child marriage, described by UNICEF as “perhaps the most prevalent form of sexual abuse and exploitation of girls”, is one of the biggest obstacles to development, destroys the innocence of millions of girls in Africa and worldwide and often condemns them to lives of poverty, ignorance and poor health;
- recognises the loss of opportunity for child brides to reach their potential, the economic impact of child marriage on the woman and her children, and the effect on the economy of the disempowerment of whole communities of women through child marriage;
- shares the global concern on the ills of child marriage;
- and therefore notes with grave concern the rationale for prevention of child marriage and resolves to address the issue as a top priority policy issue through:
  - a. advocacy – creating awareness and sensitizing traditional and religious leaders, government officials, women groups, opinion leaders and other stakeholders on the implication of child marriage; and advocating for free and compulsory basic education for the girl child.
  - b. education – building capacity through training key stakeholders on human rights abuse and rights protection, and alerting them to existing laws and platform they can use to protect their rights or rights of their children; specifically building capacity of mothers through sensitization and knowledge sharing to equip them to serve as agents for the prevention of early marriages; providing platforms for men to advocate for the prevention early early/child marriages.
  - c. conducting community mobilization programmes and evaluating interventions.
  - d. media campaigns – promoting national discussions on gender violence; increasing public awareness through campaigns designed to change attitudes and behaviours.
  - e. lobbying and engaging governments and other relevant policy decision makers, through existing platforms, networks and coalitions for the inclusion of human rights in school curriculum and for enactment of policy and law prohibiting child and forced marriage.
  - f. locally adapting, adopting and distributing all charters, treaties, policies, laws and agreements targeted countries have committed to.
  - g. identifying and working with agencies that can provide legal support to young girls whose rights are violated through forced marriage.
  - h. collaborating with credible local and international organizations working on prevention of early/child marriage i.e. FIDA in Nigeria, Tostan in Senegal and other research institutions.
  - i. conducting research on existing programmes aimed at preventing early/child marriage in developing countries; facilitating cross communication and learning to improve efficiency of intervention.

## E-6B Prevention of Forced Marriage from BPW New Zealand

The BPW International General Assembly 2014:

- notes the United Nations Committee on CEDAW is concerned about the reports of forced marriages among migrant women in New Zealand, but understands that this is not a localised New Zealand issue;
- knows that General Recommendation 21, made by the Committee on the Elimination of Discrimination Against Women in 1994, stands alongside the Convention and therefore should be included in State Reports;
- and, given that there is a Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) which is signed by 16 countries and there are 55 parties to the Convention, resolves that
  1. All BPW International Affiliates will strongly urge their Governments or State Parties to sign and/or ratify the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (resolution 1763 A (XVII), annex) and to
    - set the legal minimum age of marriage for girls and boys to 18 years without any exception for parental consent with the only exception being cases where the age of sexual consent is 16 years and a girl over 16 years who is pregnant or has given birth may marry with parental consent or the approval of a competent authority
    - introduce legal measures to prohibit underage and forced marriages and
    - promote measures to protect women harmed by polygamy and dowry-related violence.
  2. All BPW International Affiliates will strongly urge their Governments or State Parties to include their actions on General Recommendation 21 in their reports to the CEDAW Monitoring Committee
  3. BPW International Affiliates will contribute to NGO Alternative or Shadow Reports to reflect the situation of underage girls being forced into marriages.

## E-7 Endorsing the campaigns for decent working conditions in the garment industry from BPW Germany

Given that BPW International endorsed and actively promotes the Women's Empowerment Principles; and

- reaffirming the resolution adopted by the General Assembly in 1999 on the Clean Clothes Campaign *but also seeing the need for modernizing and reviving its implications and implementation*;
- recalling the devastating occurrence when Rana Plaza collapsed in Bangladesh in 2013;
- applauding the activities of *campaigns and activities such as the Clean Clothes Campaign (Originating from Europe), the Fairwear campaign in Australia and the activities of the ILO related to the "decent work agenda"*;

BPW International resolves to address this issue as a policy priority by endorsing the Clean Clothes Campaign and similar initiatives in other regions and countries and actively advocates through its Affiliates and UN representatives for the implementation of the "Decent Work Agenda" and initiatives derived from that, with gender equality as a crosscutting objective and adoption of the

WEPs by the companies involved to create a safe garment industry with living wages and equal treatment.

## **E-8 BPW International Statement to CSW from BPW Vice President UN**

The BPW International General Assembly 2014

- refers to the triennium 2012-2014 main issue to be promoted: the Women's Empowerment Principles which BPW International endorsed and actively promotes;
- recalls earlier BPW resolutions on water-related issues;
- welcomes BPWI membership of the World Water Council, Women for Water Partnership and the Butterfly Effect, who all actively advocate for a dedicated Sustainable Development Goal on Water and Sanitation;
- acknowledges that the Executive within its mandate has endorsed the statement prepared by BPW International's CSW and other UN Representatives and submitted to the Bureau of the CSW for the CSW58;

and therefore endorses the following recommendations that BPW International

- urges UN member states to adopt a dedicated goal for equality and non-discrimination that
  - obliges companies and governments in their policies to adopt and implement the Women's Empowerment Principles
  - includes in those policies equal employment, equal pay, pension, accessible and affordable care, social and health services, maternity leave benefits and child care
  - publicizes these issues through broad media coverage and social networks
  - establishes women entrepreneur networks to provide continuous and independent learning programmes and access to materials with technical information about production, processing, procurement, management and marketing
  - raises awareness of the pay equity gap with employers and women and develops strategies to mitigate it
  - recognises and compensate (previous) experience and competences acquired in unpaid and volunteer jobs by "scaling" women into the pay scales
  - empowers women through training to advocate for themselves
  - recognises and affirm women as full participants in the formal economy and formal labour force
  - ensures that women, including in rural areas, are included in the formal labour force and their work, including in caring for their children
  - rewards women fairly for taking care of the family and the home
  - ensures vocational secondary level education (as minimum) especially for women and girls becomes part of the sustainable development goals
  - encourages and facilitates women to follow vocational and in-service training programs to increase their employment opportunities
  - accepts and implements the recommendations on the above mentioned issues of the United Nations Educational, Scientific and Cultural Organization (Global Education Digest 2011)

- urges UN member states to adopt a dedicated goal for water and sanitation including all areas of concern that
  - requires the Sustainable Development Goals to go beyond numbers, consider substance and quality and ensure full integration of the different pillars of sustainable development, avoiding a “silo” approach and connecting the various targets with other goals
  - requires universal ratification and implementation of the Convention for the Elimination of All Discrimination Against Women and the Beijing Platform for Action to be part of the Sustainable Development Goals, since they underpin and connect all the different areas of concern
  - treats all Sustainable Development Goals as equally important, ensure they are underpinned by a human rights framework, and guarantee a full range of connected services
  - requires governments to translate the globally agreed Sustainable Development Goals and targets into national frameworks, investing where resources are most needed
  - and includes clear language throughout that recognises and affirms women’s equality and economic empowerment
- recommends BPW Affiliates adopt these recommendations and
- advocates actively for these recommendations in the UN system and towards national governments.

## **I-1 Renewal of Committees, Taskforces and Projects from BPW International Past President Antoinette Ruegg**

The BPW International General Assembly 2014, given that the Constitutional Reform process found that BPW International’s Standing Committees on advocacy have not been successful in engaging the full range of experience and expertise of our members, whereas our operational committees have generally been effective

- recognises the need for BPW International’s advocacy committees to operate effectively and for our expert and interested members to be included and involved in the work of BPW at the international level;
- acknowledges that when the new BPW International Constitution and Regulations were passed by the General Assembly in 2011, the committee arrangements were not finalised and a motion was passed to defer their consideration to the 2014 General Assembly so the committee arrangements remained unchanged from the previous Constitution and By-laws; and that many Affiliates, Clubs and individuals conduct excellent local projects that deserve recognition and acceptance as BPW International projects and can therefore use the leverage of BPW International;
- adopts the following plan for renewal of the international committees which establishes a pilot project to develop a proposal for new arrangements and procedures for BPW International committees, taskforces and projects over the period 2014 to 2020. Reports will be delivered to the Executive and the 2017 and 2020 General Assemblies;
- accepts that this is a PILOT trial, it is not appropriate to formally change the Regulations until the trial is reported to the 2020 General Assembly. Based on the results, the PILOT Coordinating Team will submit a resolution to the BPW International 2020 General Assembly where the delegates will decide the definitive structure and amendments to the Regulations will be based on that decision.

- ~~DELETED agrees that during the 2014-2020 period, the General Assembly resolves to put aside the Regulations that pertain to Standing Committees [principally Regulation 15] for the purpose and duration of the trial. The planning and documentation is already prepared so the trial can commence at the end of the 2014 Congress. This means that, if this resolution is passed by the General Assembly, Standing Committee Chairs will not be elected in 2014. Candidates nominated as Standing Committee Chairs will be invited to register on the database and will be considered for roles on Taskforces established under the new arrangements.~~

REPLACED WITH and therefore agrees that:

- the new structure will be phased in alongside the current Standing Committee arrangements for the 2014-2017 triennium;
- Standing Committee Chairs elected in 2014 will have a vote at the 2017 General Assembly;
- there will be no call for nominations for Standing Committee Chairs prior to the 2017 General Assembly [depending on the results of the evaluation of the trial];
- the full trial will continue during the 2017-2020 triennium with no Standing Committees;

The BPW International General Assembly 2014 also agrees that:

1. The scope of this endeavour will cover:

- Advocacy Taskforces established by BPW International to implement resolutions and extend our advocacy for women
- Projects and Taskforces initiated and established by Affiliates, Clubs and individual members that are determined to qualify for adoption as BPW International Member-initiated Projects or Taskforces
- Operational Committees established to support individual Executives in their work would not be included in this review.

2. The advocacy-based Standing Committees will be replaced with responsive taskforces focussed on discrete topics, under 5 priority advocacy areas. Advocacy Taskforces can be formed under each topic, and may research and develop policy proposals, establish and deliver programmes and/or initiate and run campaigns.

3. A PILOT Coordinating Team will be established to develop, implement and improve the procedures to bring the new Taskforces, Projects and the Register of Expert and Interested Members to success. The Chair of the PILOT Coordinating Team will liaise closely with the Executive, and will lead and evaluate the new structure during the next two terms.

4. A PILOT Administrator will be appointed to support the PILOT Coordinating Team.

5. BPW International will establish a database of expert and interested BPW members who have volunteered to serve on BPW committees and taskforces, and the PILOT Administrator will manage this database. All members who are interested being a Chair or member of a BPW taskforce or operational committee will be invited to register their areas of interest and/or expertise on the database. The database will be used to source members for Advocacy Taskforces and Operational Committees.

6. Member-initiated Taskforces and Projects: the PILOT Coordinating Team will recommend to the Executive that BPW International formally recognise Taskforces and Projects which are initiated and established by BPW Affiliates, Clubs and individual members that meet the following criteria: membership is voluntary; they add value to the work of BPW International; they are relevant to or focussed on business and professional women; and they have met reporting standards. Such

Taskforces would receive no funding or reimbursement of expenses, but would be listed on the BPW International website.

## **I-2 Maintaining the virtual ~~Webex~~ web office platform from BPW Past Presidents Sylvia Perry, Elizabeth Benham and Yvette Swan**

The BPW International General Assembly 2014 recognises that since 2009 considerable human and technical resources have been invested in the build-up of a secure reliable virtual platform for the storage of the BPW International historical data and archives; and that the financial annual outlay on the system is viable, secure and well contained within BPW International budgets and represents value for money and is mindful that the material (some otherwise irreplaceable) must be protected and therefore agrees that the current online virtual web office platform component is retained as an ongoing administrative and archival tool.

## **I-3 Rotation of Regional Conferences within a Region from BPW Australia**

The BPW International General Assembly 2014 agrees that:

- Regional Conferences will be rotated around the Affiliates in the Region so that host Affiliates represent members from different language and cultural groups
- Regional Coordinators will actively encourage Affiliates from around the Region to bid to host the Regional Conference.

## **I-4 Allocation of budgets to Regional Coordinators from BPW Australia**

The BPW International General Assembly 2014, given that BPW International's regions have very different geographies and populations, recognises that travel costs vary significantly between Regions and resolves to disburse the pool of funds allocated to Regional Coordinators on the basis of the cost, frequency and distance of travel required to perform their role within their region.

## **I-5 Updating of Procedure Manual following each General Assembly in line with the 2008 General Assembly decision from BPW Europe**

The BPW International 2014 General Assembly directs that a new 2014-2017 Constitution Taskforce undertake the required triennial review and updating of the 2013 Procedure Manual to ensure that it complies with the Constitution and Regulations following the 2014 General Assembly as well as aligning with the expressed requirements and expectations of members from the five regions, including language that ensures a common understanding when translated, as received during the democratic consultation carried out during the 2008/11 triennium, in line with the decision of the 2008 General Assembly, which resulted in the Procedure Manual drafted by the Constitutional Reform Taskforce in 2011.

## **I-6 Updating of Procedure Manual following each General Assembly to ensure the Regulations are properly applied from BPW New Zealand**

The BPW International General Assembly 2014, given that the Regulations clearly require the International Board to be invited to vote to accept the revised Procedure Manual after each General Assembly and do not require the General Assembly to vote to amend the Procedure Manual at the General Assembly, recognises that the Procedure Manual requires review by the Executive



after every General Assembly to take account of any Constitutional Amendments passed to the Constitution and Regulations, any resolutions passed by the General Assembly, any votes taken by the International Board between General Assemblies, plus any other developments over the previous triennium that the Executive believe should be included and directs that the incoming Executive ensures

- the required triennial review and updating of the 2013 Procedure Manual amends the Procedure Manual to comply with the Regulations, so that the non-compliant sections 8.5 and 14 of the 2013 Procedure Manual fully comply with the Constitution and Regulations
- to ensure democratic consultation and participation by all Affiliates, Members and Past Presidents, the Procedure Manual be amended after each General Assembly to reflect the Resolutions passed at the General Assembly, not through Constitutional Amendments.



The host country, BPW Korea, bid members farewell under the stars at the Farewell Party held at Garden Cliffs, Hyatt Regency, Jeju

