

BPW INTERNATIONAL



THE XXVII
BPW INTERNATIONAL CONGRESS
HELSINKI FINLAND 17-21 JUNE 2011

PROCEEDINGS

of the

TWENTY-SEVENTH INTERNATIONAL CONGRESS

on the theme

"POWER TO MAKE A DIFFERENCE"

**Finlandia Hall
Helsinki
Finland**

Official Address
BPW International
Rue de Saint-Jean 26
1203 Geneva, Switzerland

Tel: +1 631 422-7849 Fax: +1 631 792-1192
e-mail: Presidents.office@bpw-international.org
www.bpw-international.org



Elizabeth Benham
International President
2008-2011

President's Office
4222 Oak Beach
Oak Beach, New York 11702 USA
Tel: +1 631 422- 7849
Fax: +1 631 792-1192

Official Address
Rue de Saint-Jean 26
1203 Geneva
Switzerland

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.

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BPW INTERNATIONAL
TWENTY-SEVENTH
INTERNATIONAL CONGRESS

HELSINKI, FINLAND
17-21 June 2011

Chair: Liz Benham, PRESIDENT

IN ATTENDANCE

EXECUTIVE BOARD

President	Liz Benham (USA)
First Vice President	Gabriella Canonica (Switzerland)
Second Vice President	Freda Miriklis (Australia)
Executive Secretary	Dr. Jean Murray (Australia)
Finance Director	Sujey Albert (USA)
Young BPW Representative	Nadia Munawar Siddiqui (Pakistan)
Immediate Past President (1 year)	Dr. Chonchanok Viravan (Thailand)

REGIONAL COORDINATORS

Africa	Huguette Akplogan Dossa (Benin)
Asia and the Pacific	Dr. Young Hai Park (Korea)
Europe	Amélie Leclerq (Belgium)
Latin America and the Spanish-speaking countries of the Caribbean	Dr. Yasmin Darwich (Mexico)
North America and the non Spanish-speaking countries of the Caribbean	Jill Worobec (Canada)

CHAIRS OF STANDING COMMITTEES

Agriculture	Beatriz Fett (Brazil) (not present)
Art & Culture	Adelina Fabiano (Italy) (not present)
Business, Trade and Technology	Rooma Para (Pakistan) (not present)
Development, Training and Employment	Marta Susana Solimano (Argentina) (not present)
Environment, Sustainable Development and Water	Lesha Witmer (Netherlands)
Health	Faye Gardiner (Australia)
Legislation	Diana Barragan (Ecuador) (not present)
Projects	Naphaphen Vejjajiva (Thailand) (not present)
Public Relations	Mary Scott (USA) (not present)

PAST PRESIDENTS

Dr. Chonchanok Viravan (Thailand)	Dr. Yvette Swan (Bermuda)
Dr. Antoinette Rüegg (Switzerland)	Tuulikki Juusela (Finland)
Dr. Pat Harrison (Australia)	Rosmarie Michel (Switzerland)
Sylvia Perry (United Kingdom)	
Dr. Livia Ricci (Italy)	

CHAIRS OF TASKFORCES

Constitution Review	Dr. Jean Murray (Australia)
Fundraising	Liz Benham (USA)
Leadership & Lifelong Learning	Dr. Antoinette Ruëgg (Switzerland)
Mentoring	Maureen Craig McIntosh (Canada)
Friends and Fellows	Gabriella Canonica (Switzerland)
Twinning	Vivien Hazel (Australia)
Peace & Intercultural Understanding	Elisa Campos (Brazil)
Archives	Sylvia Perry (United Kingdom)
History	Sylvia Perry (United Kingdom)
Power to Make a Difference	Dr. Chonchanok Viravan (Thailand)
Women's Empowerment Principles	Freda Miriklis (Australia)
Equal Pay Day	Bettina Schleicher (Germany)
Project Five-O	Liz Benham (USA)

CHAIRS OF AD HOC COMMITTEES

Constitution Advisory	Anne Todd-Lambie (New Zealand)
Resolutions	Dr. Pat Harrison (Australia)

THE UNITED NATIONS AND OTHER AGENCIES

UN New York	Eva Richter (USA) Claire Fulcher (2009) Liz Benham Liz Vanardenne
UN Geneva	Karin Kausch (Switzerland)
UN Vienna	Marlene Parenzan (Austria)
UNESCO	Christine Robichon (France)
UNICEF	Susan O'Malley (USA)
UNCTAD	Elizabeth Clement-Arnold (Switzerland)
FAO	Annarosa Colangelo (Italy) Christina Corajski-Visconti (Italy)
ILO	Karin Kausch (Switzerland)
WHO	Michèle Gerber (Switzerland)
UNECE	Françoise van Leeuwen (Switzerland)
UNECLAC	Elena Torres Seguel (Chile)
UNESCAP	Naphaphen Vejjajiva (Thailand)
UNDP	Eva Richter (USA)
COE - Council of Europe	Eufemia Ippolito Dr. Livia Ricci (Italy)
EWL - European Women's Lobby	Solveig Staffas (Sweden)
OAS – Organization of American States	Kathleen Ray (USA) Cecilia Quadri (Argentina)

BPW INTERNATIONAL ADMINISTRATIVE STAFF

Full-time President's Office Staff

(December 2008 – 4 March 2011) Patricia Maya

Part-time Staff

Bookkeeper (2009-2011) Michelle Miller

Language Directors 2008-2011

Italian Communications		Dr. Livia Ricci (Italy)
French Communications		Diana Barragan (Ecuador)
Spanish Communications	(2008-2009)	Cecilia Quadri (Argentina)
"	(2009-2011)	Diana Barragan (Ecuador)

Interns

July 2009	EunJae Choi (Korea)
August 2009	Jalisa Wright (USA)
February 2010	In Sun Kim (Korea)
Jan - Aug 2010 (part-time)	Lauren Remson (USA)
June - July, October 2010	Hey In Kang (Korea)
Oct 2010 – Jan 2011	Meghan Krumholz (USA)
February, June 2011	Yashun Chang (Taiwan)
February, June 2011	Peiyin Liao (Taiwan)
April - June 2011	Meghan McLaughlin (USA)

Volunteers

January-March 2009, May - June 2011	Amanda Vaskas (USA)
June 2011	Stephanie Brooks (USA)

OUTSOURCED ORGANIZATIONAL SERVICES STAFF**Member Services Director**

2009-2010	Cathy Zambetti, New York (USA)
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Public Relations and Communications Director

2009 – 2011	Anneli Majuri (Brazil)
-------------	------------------------

UN Administrator

2009-2011	Ann Swain (United Kingdom)
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Fundraising Director

2009 -2010	Elizabeth Irwin (USA)
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Website Coordinator

2009-2011	Cathy Savioz (Switzerland)
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News Coordinator

2009-2011	Jo-An Partridge (Australia)
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Projects, Committees and Taskforce Coordinator

2010-2011	Sheila Evans (Australia)
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Congress Organizer

2009-2011	Cathy Zambetti, New York (USA)
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Congress Coordinator

2010 -2011	Erna Naegli (Switzerland)
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PARTICIPANTS AT CONGRESS

The complete list of participants is shown in Appendix 1.

OFFICIAL DELEGATES

FEDERATIONS

Argentina	3	Korea	3
Australia	4	Mexico	3
Austria	4	Nepal	1
Belgium	3	Netherlands	2
Brazil	3	New Zealand	4
Canada	4	Nigeria	2
Chile	3	Pakistan	3
Cyprus	3	Singapore	3
Ecuador	1	Spain	3
Egypt	3	Sweden	3
Estonia	2	Switzerland	6
Finland	4	Taiwan	3
France	3	Thailand	3
Germany	5	Turkey	3
Italy	9	United Kingdom	3
Japan	3	USA	3
Jordan	2		

ASSOCIATE CLUBS

Barbados	1	Jamaica	1
Benin	1	Kenya	1
Bermuda	1	Mali	1
Cameroon	1	Mongolia	1
Congo	1	Slovakia	1
Côte d'Ivoire	1	Togo	1
Croatia	1	Ukraine	1
Czech Republic	1	Zambia	1
Haiti	1	Zimbabwe	1
Iceland	1		

Voting Federation and Associate Club Delegates:	126
Executive Committee:	6
Regional Coordinators:	5
Chairs of Standing Committees:	2
Past International Presidents:	8
Total Voting Delegates:	147
Observers and Alternates:	529

TOTAL PRESENT AT CONGRESS:	676
NUMBER OF COUNTRIES REPRESENTED	54
(52 countries with official voting delegates + 2 non-voting countries)	

SPONSORS

BPW International acknowledges with thanks the following:

Nokia	MCM
YIT	Delance Swiss Watches
Annette Liu (President BPW Taiwan)	Fazer Chocolate
Nordea Bank	Elizabeth Vasquez- WeConnect International
Korea Telecom	Lumene
Finland Foreign Ministry	

Services and Advertisements

Academic Arrangements Abroad
Eira Medical Hospital
UPM
WebPublisher and Media Relations
Equal Salary
Forever
Pretax Accounting Group
Annikki Karvinen
Jukka Rintala
EM Consulting
Star Alliance

FRANKE
Londinium
C
Wanhat Unelmat
Kalevala Jewellery
HE House of Elliott
Kuu restaurant
Turkistieto.fi.
The Knowledge Labs
Sharp
Zurich

Exhibitors

Amelie N’Zi and Suzanne Kouadio - Côte d’Ivoire
Angela Ajala & Edeh Onyinye - Nigeria
Farah Khan - India
Yen Fei Su - Taiwan
Arzu Ozyol - Turkey
Armany Asfour - Egypt
Roswitha Eichberger
Giselle Rufer – Delance Switzerland
Martha Mertz - USA

BPW Finland
Eun Mee Hwang - Korea
Roozana Kartikowati - Indonesia
Machiko Yanagishita - Japan
Isabel Aspillera - United Kingdom
Celina Alves - Brazil
Rosa Oskasdottir - Iceland
Aminata Sidibe - Mali
Jeanette Arsenault - Canada
BPW International

Speakers and Presenters

67 speakers and presenters at the
Congress Plenary and Educational sessions

Special Thanks go to:
Jeanette Arsenault – Singer Songwriter
BPW Club Helsinki
BPW Club Vaanta
BPW Finland

AND the many Contributors and Patrons

The XXVII International Congress was held under the High Patronage of the President of Finland, Her Excellency, Tarja Halonen.

XXVII International Congress

All events were held at Finlandia Hall unless otherwise specified.

The Story behind the Congress Logo

The logo of the XXVII BPW International Congress, 2011 resembles the first logo of BPW Finland, both being portraits of women in profile. The nature theme of the logo comes from Finnish folklore, which is rich in stories about spirits and gods of nature. It can also be interpreted as an image of "mother nature" since women have the gift of bringing new life to the world. There is also a connection to Finland's reputation abroad as a country of clean, untouched forests and lakes.

BPW uses the same hue of yellow as its identifying colour. The colours of the leaves of the birch tree in the logo refer to seasons, from spring and summer to autumn, just like the life of a woman from childhood to old age. The image is of a young woman, because the youth are the future, while the old fashioned hairstyle honours the 80 year history of BPW.

The logo was designed by Sanna Hukkanen, a young female free-lancer artist from Joensuu in Eastern Finland.

OFFICIAL EVENTS

Parliament Tour

Venue:	Parliament House	As part of the program for the International Board of Directors, this tour of the Parliament House was followed by a reception with the Mayor of Helsinki.
Date:	16 June 2011	
Time:	14h00-16h00	

Mayor's Reception

Venue:	The Old City Hall.	A reception for the International Board of Directors and other invited BPW members was hosted by the Mayor of Helsinki, Jussi Pajunen
Date:	16 June 2011	
Time:	18h00-20h00	

Constitution Forum

Venue:	Helsinki Hall - Finlandia Hall	This was held for the benefit of all BPW participants in their understanding of the new draft Constitution and Regulations
Date:	17 June 2011	
Time:	09h00-12h00	

Regional Meetings

Date:	17 June 2011	Regional meetings were held for all Five regions
Time:	12h00-13h30	

Africa:	Elissa Hall – Finlandia Hall
Asia Pacific:	Hall B Congress Wing, Finlandia Hall
Europe:	Helsinki Hall - Finlandia Hall
Latin America	Congress Wing 23/26 - Finlandia Hall
North America	Congress Wing 22/24 - Finlandia Hall

69th Board of Directors' Meeting

Venue:	Finlandia Hall, Helsinki Hall Auditorium
Date:	17 June 2011 (Pre Congress)
Time:	14h00

70th Board of Directors' Meeting

Venue: Finlandia Hall, Congress Wing Hall A&B
Date: 21 June 2011 (Post Congress)
Time: 16h30

Pre Congress Workshops

Date: 17 June 2011
Time: 15h00
Resolutions Finlandia Hall, Congress Wing 23/26
First Timers Finlandia Hall, Congress Wing 22/24

Official Opening Ceremony/President's Reception

Venue: Finlandia Hall Auditorium/ Piazza
Date: 17 June 2011
Time: 19h00

Congress participants, special guests from Embassies and speakers attended the Opening Ceremony. The Ceremony featured MC Mildred Espinoza, General Manager of South-South News, New York. There was a March of flags by Young BPW, welcome speeches by the President of BPW Finland, the BPW International President and a video message from The President of Finland, Tarja Halonen. The evening continued with an Award Ceremony for the Lena Madesin Phillips Award, the Badge of Honor Awards and the Gertrude Mongella Award, followed by music from singer song writer Jeanette Arsenault, cultural dances and music. The President's Reception in the Finlandia Hall Piazza concluded the event.

Business Sessions

Venue: Finlandia Hall, Congress Wing
Date: 18-20 June
Time: 11h00– 13h30
Date: 21 June
Time: 08h30-11h00, 11h30-13h30 & 14h30-16h30

The 6 Business Sessions covered executive reports, debates on the proposed new draft Constitution/ Regulations and Resolutions and discussions on financial matters, future Congress bidding and elections.

Plenary Sessions

Venue: Finlandia Hall Auditorium
Date: 18-20 June 2011
Time: 09h00-10h30

The 3 Plenary Sessions covered:

- ❖ **Leadership Track:** A New breed of Leaders - Women on Boards
- ❖ **Access Track:** Smart Economics: More Women in the Global Supply Chain
- ❖ **Equality Track:** WEPS Future Visions, Bringing the Women's Empowerment Principles to life.

Education Sessions

Venue: Finlandia Hall Congress Wing
Date: 18-20 June 2011
Time: 09h00-10h30

A comprehensive program of educational sessions took place each afternoon after the Business Sessions for all Congress participants.

Divided into the three tracks:

Leadership, Access and Equality, they focused on the Women's Empowerment Principles in which BPW International partnered with the UN Global Compact and UN Women to launch and raise awareness about them worldwide.

Cyber Café Congress Hall Foyer

Computers and a networking station were provided for Congress participants

Silent Auction - Red Purses
Fundraising

This fundraising campaign and Silent Auction featuring red purses and handbags from all over the world was exhibited for bidding during Congress to focus on the BPW International Equal Pay Day initiative.

Luncheons

A box lunch was provided each day in the Finlandia Hall Piazza providing opportunities for business discussions, socializing and networking.

Friends and Fellows Function

Date: 18 June 2011
Time: 19h00 - 22h00

A boat trip was taken to the Kulansaaren Casino restaurant on the Bay for dinner and festivities as appreciation for the continued financial support of the Friends and Fellows members.

BPW International Trading Area

Venue: Finlandia Hall entrance foyer
Date: 17-21 June 2011

Members were invited to rent stands to sell their Products or to promote their country or federation.

Young BPW Girls Night Out

Venue: Helsinki restaurant –TEATRI
Date: 18 June 2011
Time: 18h30

A get-together for Young BPW members

Lunch Time Helsinki Walking Tours

Venues: Tempeliahaukio (The Rock Church),
the Design Forum and the National
Museum
Date: 18-20 June 2011
Time: 13h45 -14h45

These were offered to all participants.

Dine-Arounds

Federations were the hosts for this informal dine-around activity at local Helsinki restaurants.

Date: 19 June 2011
Time: 18h00 -22h00

Hosts:
USA and Switzerland
Korea and Australia
Italy, Benin, Zambia
Estonia, Sweden and Brazil

Venue:
Restaurant Katajanoken Kasino
Restaurant Toolenranta
Restaurant Seurahoune
Restaurant Mestaritalli

Gala Dinner

Venue: Finlandia Hall Piazza
Date: 20 June 2011
Time: 19h30

This was the official dinner for all congress participants, sponsors and speakers. The International President presented the "*Power to Make a Difference*" awards, along with a Candle-Lighting Ceremony. Entertainment included piano music from a famous Finnish musician, a cultural dance from BPW Korea, host of the 2014 Congress and the "*Women of the World*" sung by Jeanette Arsenault.

Farewell Party

Venue: Koskenranta Restaurant
Date: 21 June 2011
Time: 20h00 - 22h00

With great food, music and dancing this was held at a restaurant on a river at the oldest location in Helsinki where the city originally began.

AWARD WINNERS

The following awards were presented during Congress:

Lena Madesin Phillips Award:

Dr. Antoinette Rüegg, Switzerland

Badge of Honor Awards:

Rosmarie Michel, Switzerland
Tuulikki Juusela, Finland

Gertrude Mongella Award:

Dr. Salima Ahmed, Pakistan

President's Award:

Ari Canonica, Switzerland

Power to Make a Difference Awards:

Through Leadership

Excellent Professional Leader:
Excellent Business Leader:
Excellent Young Leader:

- Annette Hsiu-Lien Lu, BPW Taiwan
- Abeer Qumsieh Jouaneh, BPW Jordan
- Alicia Curtis, Young BPW Australia

Through Advocacy

Excellent Advocacy for Women:

1st place:
2nd place:
3rd place:

- BPW Germany, "Equal Pay Day Campaign"
- BPW Australia, "Equal Pay Alliance"
- BPW New Zealand, "Pay and Employment Equity, Domestic Violence, Gender Equity"

Through Action

Excellent Projects:

1st place:
2nd place:

- BPW Nepal, "Micro-credit, Poverty Reduction and Empowerment for Women"
- BPW Villa la Angostura, Argentina, "Women's Center for Training"

3rd place:

4th place:

- BPW St. Andrew, Jamaica, "Elsie Bemand Home for Girls"
- BPW Belmont, Australia, "Ormoc Sewing Project"
- BPW Switzerland, "Personal Empowerment Program" (PEP) project

Special Recognition:

Projects to improve the environment:

BPW Make a Difference to the Environment

- BPW Porto Alegre, Brazil, "Tree is Life"
- BPW Thailand, "Waste of Electronic and Electrical Equipments" (WEEE)

THE OFFICIAL OPENING CEREMONY

Finlandia Hall 17 June 2011

18h30 – 21h00

Mildred Espinoza, Mistress of Ceremonies (MC), welcomed all participants and distinguished guests to the Opening Ceremony.

Music

New folk music from Finland was provided by Lilian Norberg and Petra Saari from the Käpylä Music Institute (composed by the performers with song, violin and Finnish zither)

Parade of the Flags

The MC called the flags into the Hall, led by two Young BPW: Nadia Munawar, Executive Young BPW representative carried the BPW International Flag and Ketlin Tackman, Young BPW Finland carried the BPW Finland Flag.

Welcome Messages

- A video message from The President of the Republic of Finland, Tarja Halonen
- BPW Finland President, Leena Roivas
- BPW International President, Liz Benham
- A video message from Under-Secretary General and Executive Director of UN Women, Michelle Bachelet

Video message from The President of the Republic of Finland, Her Excellency Ms Tarja Halonen

"Your Excellencies, Distinguished Participants, Ladies and Gentlemen. It is a great pleasure for me to act as the Patron of this 27th Congress of Business and Professional Women International. Your organization has done important work in promoting women's rights in over 80 countries, for over 80 years: I wish to congratulate you for that.

Active participation of women in all aspects of life makes a difference. It contributes to development and to welfare of all members of society. Still, we all know that much needs to be done to make gender equality and women's empowerment a reality on the ground, only by working together can these goals be achieved.

Ladies and Gentlemen, over the past years there have been several encouraging developments that reinforce gender equality and women's empowerment. In the United Nations Summit on the Millennium Development Goals there was an agreement to re-double our effort to achieve the MDG goals by 2015. We can reach these goals if we want. Yes – we do! Gender equality is a key dimension in reaching the UN Millennium Development Goals. Most of the goals, when implemented, will improve especially the situation of the women and girls and vice-versa, promoting the rights of women and girls is also a requirement for achieving the other goals of the UN Millennium Declaration.

Another important development is the establishment of UN Women. The inclusion of Women's economic Empowerment Principles in the priorities of UN Women, as announced by Executive Director, Michelle Bachelet is a welcome step. Finland is an active supporter of the Women's Empowerment Principles based on the cooperation between the UN Global Compact and UN Women. Although it is only one year since the launch of these principles we can already highlight some very promising initial developments. There are now 188 business leaders from around the world who have signed up to these principles. I am also glad to note that the first Finnish company, the airline company Finnair, has joined the group to implement the Women's Empowerment Principles in its own business operations.

Ladies and Gentlemen, Finland's multilateral and bilateral development cooperation focuses strongly on women's issues. Gender is a cross-cutting theme to be analyzed and taken into account in all our cooperation. Finland has made substantial efforts to advance women's role in society in general and in the business sector in particular. We have paid special attention to achieve equal pay for women and men. Unfortunately, women's pay based on regular working hours is still, on average, about 18% less than men's. Although women are still under-represented in top corporate management, women have increasingly - but slowly - entered the boards of many companies. This is a clear sign of a gradually changing attitude in top management and stockholders' meetings towards more gender-balanced representation, and it also brings better results for business itself.

I wish you all the success in your important work for the empowerment of women and I wish you an enjoyable conference.

Thank you."

Welcome BPW Finland President

Leena Roivas, President BPW Finland welcomed all the members and guests from around the world to Helsinki and reiterated that BPW Finland was proud to be hosting the XXVII Congress. She wished everyone a wonderful time in the city of Helsinki and looked forward to a successful Congress.

Video message from Under-Secretary-General and Executive Director of UN Women, Michelle Bachelet

"Hello, BPW and greetings to you in Helsinki. Your network of Business and Professional Women from about 90 countries continues to demonstrate the business potential of women. I want to thank BPW for its commitment to expand the original breadth and impact of the Women's Empowerment Principles. Equality means business and the novelty partnership of UN Women and the UN Global Compact.

Gender equality is not only a basic human right but as business, economic and development experts now agree, empowering women fuels economies and social progress. BPW quickly recognised the Women's Empowerment Principles game-changing potential, making them a top priority. Congratulations on the launch of the Women's Empowerment Principles toolkit designed to engage members and the private sector in the WEP initiative.

Enhancing women's economic empowerment is a cornerstone of UN Women. The marginalization and exclusion of women from economic activities must be remedied by deliberate actions to include and advance women, building a future that is open equally to the talents of women and men. But to succeed, we need to engage the private sector to advance gender equality from the boardroom to the factory floor and all the way along the supply chain.

UN women and UN Global Compact designed the Women's Empowerment Principles to guide this effort and to involve all stakeholders. The Women's Empowerment Principles through their CEO Statement of Support now signed by hundreds of CEOs globally offer a "*7 Step Blueprint*" that begins at the top with the leadership, moves through workplace practices, reaches out to the supply chains and the community and completes the cycle with essential public reporting on progress. They align with the growing business case research that empowering women is a strategy for a healthier bottom line. Implementing the principles can make a measurable and real difference in the lives of women and men. Increasing the number of women in full and productive employment and end of gender discrimination makes a real difference. Including women at the highest level of management and on Boards makes a real difference. Adopting inclusive, proper business models and empowering women entrepreneurs in the value chain makes a real difference.

Ensuring that the workplace is safe and that sexual harassment, or gender-based bias is not tolerated makes an enormous difference. I wish you a very successful Congress and look forward to our continued work together; all the best."

Welcome Address by BPW International President, Liz Benham

"Your Excellencies, Ambassadors, Vice President of Taiwan, Madam Annette Liu, Past International Presidents, Presidents of affiliates, honoured and distinguished guests, members and friends.
Good evening and welcome to this beautiful Finlandia Hall.

It is a great honour and privilege to stand before you in this audience to open the 27th Congress of the International Federation of Business and Professional Women or as we fondly know it, BPW International. Spanning the world with representation in 96 countries - 54 of whom are here tonight - I welcome all our members and guests to the city of Helsinki. We are also celebrating a historical significance of having a 2nd International Congress in the same city some 34 years later, and it is not by coincidence that women in Finland have led the way on many levels in the economy and politically.

For 80 years we have been proud to offer women the opportunity to build and work together on this international platform on the many issues affecting them while continually developing the business and professional potential of women on all levels. I believe we are still just getting started!

Each and everyone here tonight is important in the journey here and now, and into our future. Let us not for one moment take this lightly because we must continue to make our foremothers proud. We have been building on our many themes of the past, but this triennium we have been working on a powerful theme: "*Power to Make a Difference*". With this theme has come all our collective responsibility and so to that cause let us truly build together and see what we can make.

What we must respect and admire is that 20 presidents before me have carried the vision and walked the hard road that has brought us here today. I therefore acknowledge with utmost pride and respect our past international presidents - 8 of whom are with us here tonight at this Congress, validating their ongoing commitment and dedication to the organization.

Without question the past century has brought progress to women by just about every measure, in women's health, economic opportunities, political power and more. Today there are women leaders in every field. Never in history have there been so many forces working together for gender equity. BPW International has led the way, building on our strengths and achievements of the past and today we putting our legacy of words and ideas into action. If we decide as societies, governments and businesses to commit to invest in women and girls we will strengthen the efforts to fight poverty, drive development and spread stability. We know that when women thrive, families, communities and countries thrive and the world becomes a more peaceful and prosperous place. If coming together is the beginning and keeping together is progress then working together as one is success. And this is what we, as a leading international organization of women, by women, and for women must continue to strive to do."

Keynote address

Ms Sinikka Salo: "*Feminine Power Makes a Difference*".

Finnish Culture Show

The MC introduced the Finnish Folk Dance Group *Rutistus*.

Presentation of BPW International Executive Board

The MC presented the members of the Executive Board:

Executive Board:

- President: Liz Benham
- First Vice President: Gabriella Canonica
- Second Vice President: Freda Miriklis
- Finance Director: Sujey Albert
- Executive Secretary: Dr. Jean Murray
- Young BPW Nadia Munawar Siddiqui

Regional Coordinators

- Africa: Huguette Apklogan Dossa
- Asia Pacific: Dr. Young Hai Park
- Europe: Amélie Leclercq
- Latin America and Spanish-Speaking Countries of the Caribbean: Dr. Yasmin Darwich
- North America and Non Spanish-Speaking Countries of the Caribbean: Jill Worobec

The MC introduced PRESIDENT Liz Benham and PAST INTERNATIONAL PRESIDENTS:

- Dr. Chonchanok Viravan (Thailand)
- Dr. Antoinette Rüegg (Switzerland)
- Dr. Pat Harrison (Australia)
- Sylvia Perry (United Kingdom)
- Dr. Livia Ricci (Italy)
- Dr. Yvette Swan (Bermuda)
- Tuulikki Juusela (Finland)
- Rosmarie Michel (Switzerland).

Video Presentation

Jeanette Arsenault sang 2 songs while the BPW 80th Anniversary Celebration video was shown.

Presentation of the Lena Madesin Phillips Award

The MC gave a brief background to this highest award from the organization and summarised its rules. The aim of the Lena Madesin Phillips Award was 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 Madesin Phillips, the founder of the International Federation of Business and Professional Women (BPW International).

The International President, Liz Benham, invited the winner Past International President **Dr. Antoinette Rüegg** 2002- 2005 (Switzerland) to the stage and described her commitment and accomplishments before allowing her to address the audience.

Presentation of the Badge of Honour Awards

The MC gave a short 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 Liz Benham presented the Badge of Honour to Past International President **Rosmarie Michel** 1983-1985 (Switzerland) and Past International President **Tuulikki Juusela 1985-1989** (Finland) while a background PowerPoint presentation was screened.

Presentation of the Gertrude Mongella Award

The MC introduced the Award. The Gertrude Mongella Award was established by BPW International in recognition of the work by Gertrude Mongella, Secretary-General for the IV World Conference on Women held in Beijing, China in 1995. The award was presented every three years to an individual or group of individuals chosen by an international jury, in recognition of outstanding work done on an on-going basis to improve the status of grassroots women. The International President Liz Benham announced the winner as **Dr. Salima Ahmed** (Pakistan), who gave a short presentation.

Entertainment

The opening ceremony ended with music provided by the string quartet Maija Sihvola, Sofie Lundgren, Werner Männynsalo, Paula Pättikangas from the Käpylä Music Institute playing the "*Tango Ballet*" by Astor Piazzolla.

Closing Remarks

International President Liz Benham declared the XXVII Congress of Business and Professional Women open.

The MC invited all participants to enjoy the President's Reception outside the auditorium in the Finlandia Hall Piazza.

FIRST BUSINESS SESSION

Saturday, 18 June 2011 at 11h00

Finlandia Hall, Congress Wing

Chair: LIZ BENHAM, President

Opening Remarks

Liz Benham, President, welcomed delegates to Helsinki, Finland for the First Business session of the XXVII BPW International Congress. This was an historic occasion as it was only the second time in BPW history that a Congress had returned to the same city and country.

Roll Call

A Roll Call was conducted by Dr. Jean Murray EXECUTIVE SECRETARY, who confirmed that a quorum was present.

Apologies

Dr Claire Fulcher – Retired UN Representative, New York

- Members of BPW HAITI.

Minute of Silence

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

- Helvi Sipula (Finland) Past President, BPW Finland and Under Secretary General of the United Nations
- Helena Kekäläinen (Finland) Past President, BPW Finland
- Nicole Desbrosse (Haiti) Founder
- Isobel Smail (BPW Morpeth, UK) Grand Lady of Morpeth

Adoption of Standing Orders

The EXECUTIVE SECRETARY moved the adoption of the Standing Orders.
SECONDED by CANADA. The motion was carried on a show of hands.

Adoption of Programme

Workbook page **13-15**

The EXECUTIVE SECRETARY moved the adoption of the Programme with the proviso that some flexibility would be needed.

SECONDED by NETHERLANDS. The motion was carried on a show of hands.

Appointment of Parliamentarians, Tellers and Timekeepers

The following appointments had been endorsed by the Board at the 69th Board of Directors Meeting on 17 June 2011:

Chief Parliamentarian – Dr. Yvette Swan

Parliamentary Advisor to the International President - M. Carling

Point of Clarification

NEW ZEALAND asked if there were two Parliamentarians, or if PAST INTERNATIONAL PRESIDENT Dr. Yvette Swan was Chief Parliamentarian and the male Parliamentarian was an Advisor. The PRESIDENT confirmed the latter was correct.

Motion

NEW ZEALAND questioned that only one Parliamentarian was present and presumed that this was partly because there had not been enough people standing as Parliamentarians so she MOVED that Sharon Selkirk of CANADA be a Parliamentarian.

SECONDED by Lesha Witmer, (NETHERLANDS). There were no votes against but abstentions from FRANCE and BERMUDA. Sharon Selkirk was invited to the podium as the second PARLIAMENTARIAN.

Point of Clarification

CANADA asked for the identity of the Parliamentarian Advisor. The PRESIDENT introduced M. Carling as a licensed, professional, registered International Parliamentarian from Britain and her Advisor.

Point of Clarification

BPW New Zealand asked whether the Parliamentarian Advisor was being paid and if so, by whom. The PRESIDENT confirmed her entitlement to an Advisor and that she was paying his fee.

Point of Clarification

BPW Australia asked whether it was correct for the Parliamentarians to be sitting with the PRESIDENT as they were usually at a separate table. The Chief Parliamentarian replied that the seating arrangements were at the President's discretion.

The PRESIDENT added that as a solution-oriented organization, it was much easier and logical to liaise with them at her table.

Point of Clarification

CANADA asked for the names of the Scrutineers and Tellers who were to be appointed. The PRESIDENT invited the EXECUTIVE SECRETARY to provide the list.

Adoption of Parliamentarians, Advisor, Tellers and Timekeepers

Chief Parliamentarian

Dr. Yvette Swan, Bermuda

Parliamentarian

Sharon Selkirk, Canada

Parliamentarian Advisor

M. Carling

Tellers

Sandra Thompson, USA

Dagmar Geffken, Germany

Carmen Kraushaar, Germany

Timekeepers

Agnes Koch, Germany

Amelie Helmstedt, Sweden

The PRESIDENT MOVED the approval of the tellers, timekeepers, Parliamentarians and Parliamentarian Advisor. This was approved by Congress by a show of hands.

Announcement of Congress Committees

Credentials Committee

CHAIR:

Ann Swain, United Kingdom

Mentor:

Annegret Hastedt, Germany

Members:

Francesca Burack, USA

Gillian Lewis, Australia
Enrica Bellini, Italy

Elections Committee

CHAIR:

Véronique Goy Veenhuys, Switzerland

Mentor:

Elizabeth Vanardenne, USA

Members:

Keachea Dixon, USA

Kim Soon Guk, Korea

Fedalia Oyefeko, Nigeria

Samira Salih Jibril, Sudan

Christine Robinson, Australia

Constitution Advisory Committee

Sylvaine Boussuard Le Cren, France

Eufemia Ippolito, Italy

Monica Catani, Argentina

Dr. Yvette Swan, Bermuda and Ann Swain, UK, ex officio

EXECUTIVE SECRETARY, ex officio.

Resolutions Committee

CHAIR:

Dr. Pat Harrison, Australia

Members:

Fran Donaldson, Canada

Diana Barragan, Ecuador

EXECUTIVE SECRETARY and Ann Swain, ex officio.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Sylvia Perry was reassured that although absent from Congress, Diana Barragan would be contactable by email. So Congress would be able to consult her about the translation of the Emergency Resolution.

Announcement of Nominations Committee

The EXECUTIVE SECRETARY explained that a call for nominations had been made at the Regional Meetings and four regions had supplied names:

AFRICA: Yemisi Aluko Olokun

ASIA PACIFIC: Kate Waters

EUROPE: Claire Kowalewski

NORTH AMERICA: Michelle Husby

A nomination was still pending from LATIN AMERICA. With four Federations present, all their registered members were Delegates. The Nominations Committee would meet to elect the Chair at the end of this Session.

The PRESIDENT moved the adoption of all Congress Committees.

This was SECONDED by Manjul Batra (USA) and carried with a show of hands.

Adoption of the Proceedings of XXVI Congress, Mexico City, 2008

The PRESIDENT informed Congress that the Proceedings had been circulated and also published on the website for more than six months. The Board of Directors had received them by email.

Correction to Proceedings of XXVI Congress

There was one correction to point 14 of Resolution 26 on page A-36 of the Mexico Proceedings. The last word should be changed from "*preside*" to "*Presidents*", to read: "*A database of member interests, expertise, experience and skills should be established to support ad hoc issues-based action groups, and members should be able to be approached without formal processes through affiliate Presidents.*"

There were no other corrections to the Proceedings so the PRESIDENT MOVED adoption of the proceedings and this was SECONDED by BPW USA. The PRESIDENT thanked PAST INTERNATIONAL PRESIDENT Dr. Chonchanok Viravan for the Proceedings.

FIRST VICE PRESIDENT Gabriella Canonica took the Chair.

Report of the International President

Workbook page 16-24

Liz Benham, PRESIDENT, commented on her report. "Leading our organization over the last 3 years has been a great honour. It has been a very special privilege to serve as the 21st President and to represent my own country, the USA, as it has been 28 years since a USA president has led the organization so I felt very proud to have that responsibility. It has also been a challenge in updating the many layers of operations in this international organization. Much has been accomplished but there still remains more to be done. The "***Power to make a Difference***" theme that we have worked with under this triennium has been a very powerful theme and I truly believe it has empowered the organization and for that I again wish to thank the Past International President, Dr. Chonchanok Viravan.

I've had the opportunity as your President to travel to many, many countries. For those who I did not visit I apologize, for those who I did visit, I thank heartily. It gave me a wonderful opportunity to meet face to face again with the core of our organization: the members. It gave the International President an opportunity to see the wonderful work that is being done at all levels nationally and locally.-It also provided the opportunity to see the needs, expectations and performances of the members while continually recognizing the reality of our international organization in its limitations and its potential.

So much has been done in this term that my report is nine pages. I will not be going through it line by line but I did want to highlight just a few things for you and one of the good sayings that I have lived with in this term which has been: "*Making the simple complicated is commonplace; making the complicated simple[...] that's creativity*" (Charles Mingus). And that's how I feel we've been working in this triennium, to maximize our efficiencies, and to really work on getting this organization functioning at the international level that we all expect, and yet with its very limited resources. I can tell you it is a major challenge and I appeal to our Delegates here at this Congress to carefully look at this and see how we want to proceed for the next triennium, (or in this case, celebrate the next 80 years of our organization) - with the inadequate budgets and resources that the International Executive has to deal with. So I appeal to you to look at that carefully if we are going to continue to have the expectation of being a leading international organization led by business and professional women. In that title International Business and Professional Women comes what I describe as "*where the rubber meets the road*". That's where we have to stand up as business and professional women and say finally how do we move forward in that context to represent our women around the world, who should be taking their roles in the economy and decision-making. We need to empower our members to do that and they need to empower the international organization, so that we have the power to continue it and to be that leading organization.

One of the most difficult things I have had to experience as an International President of an international business and professional women's organization is to always be economically at a deficit of resources. I can tell you that this morning's Plenary Session and all the sessions that you have here at this Congress are thanks to the grace of all of those speakers who have paid their own way to come here and present their expertise to you. I think that clearly again this Congress needs to consider how a business and professional women's organization has to beg – beg - for people to come and represent themselves at our Congress because we cannot fund them and additionally having very limited services as an International President. I don't mind working I rolled up my sleeves and I've worked very hard, but clearly that is not sustainable. It is absolutely not sustainable, not for the International President and certainly also not for her team, who have to do the work of the international organization, and so I appeal to you to consider this.

You have received the 2009 and 2010 Annual Reports - one of the things that was never done before - to project the image of our international organization. We are very proud of those, I think they're the first step in projecting that image of our organization to corporates, partners and to all the leading people internationally who would look at our organization to see who we are and what we do.

We've done a lot at the United Nations, thanks to my Vice President and Chair of UN Status of Women Committee. She worked really hard so we are very, very proud of where we are at today with our relationship with the United Nations and what we are still building for the future. Our members have received the value of that as well, a great benefit which we should not let them forget. Sixty-five years of consultation at the United Nations and as a benefit of membership in this organization - to be accredited to go and attend and listen and learn at that great body.

We now have our archives preserved at the Aletta Institute in Amsterdam in the Netherlands. I am really proud of that but I'd like to appeal to our Delegates and our country Affiliates here because we need to capture and store more of our archives. You can go through the President's Office to submit more historical records and I would appeal to you at this time also to reflect on your own archives and your own historical records because this is truly the historical aspect of our organization. In this triennium, the Chair of the History Taskforce and Archive Taskforce has had some difficulties in collecting more of the historical and important things that we wanted to present to you in the next 15 years of "*History*" that we proposed to submit to this international body. I have to apologize and tell you that we have not achieved that, but it is definitely a very high priority and I will have the Chair give her report on that for you later. But, I appeal to you to dig through those boxes because we are now in a digital age and we need more material. So find it and submit it to us, please.

We very much thanked our Past BPW Permanent United Nations Chair, Dr. Claire Fulcher, who we gave a wonderful farewell to at the United Nations. We combined it with our 80th anniversary birthday party and she was absolutely delighted. She had one of the most wonderful evenings ever and we who work closely with the UN and closely with our United Nations representatives - previously Esther Hymmer - know how valuable this relationship is and how much we love all our UN Representatives and how we're going to miss Dr. Claire Fulcher who now has been replaced by Eva Richter as our Permanent Representative to the United Nations in New York.

Of course we had the men join us there too at the birthday party and we were very, very blessed to have our past International Presidents there again, dedicated as they are and if they weren't there they sent us their wonderful messages of congratulations.

We've had a wonderful triennium of membership growth. I commend my First Vice President and Membership Chair for her work along with the Regional Coordinators for their massive work this year in membership growth in the organization and the only comment I would like to make to that is of course we like members, we like to grow as an international organization but we have to retain them as well. Members need to be retained and again I come back to my original comment that to be an international organization and to retain those members we need to keep the organization at a high level and we need to offer them the services that are expected of an international organization at every level.

So, all Affiliates, I'm sure you are dealing with the same issues and I give you the same message. We are about definitely working to improve and develop the professional, business and leadership potential of women on all levels - nationally and internationally - but we need to provide resources to our members and make sure they value them. This value has to be there at all times and that is a high priority that we must continue to share.

As I said, I've travelled a lot. The most important thing that I think that we've been proud of in this triennium is the establishment of the BPW International Leaders' Summit Seminar. We called it the Presidents' Seminar in the beginning, but it is now renamed the Leaders' Summit. We called it the Leaders' Summit because we have to continue to bring forward our leaders. We need to develop our leaders and what better place for them to come even if they are not Presidents, to work together with the Leadership Team - learning about BPW International and all of its components in governance and in operations - and that's been very successful. I'm very proud of that and I hope that the International Executive Board will continue that tradition. It started in New York, since it was very convenient there because of the annual United Nations CSW. It's a great venue and our members seem to like it. But there are also some other wonderful venues around the world that could serve our members just as well for a Leaders' Summit.

We also had very heavy caucus meetings - well attended caucus meetings - with our United Nations CSW attendees in conjunction with the Leaders' Summit and our members got great value out of that in their understanding of the workings of the United Nations.

This term BPW International has been represented at very many high level meetings and of that I'm quite proud. This has truly projected us onto the international platform where we now have great visibility and I hope we continue with this because it will be with fruitful partnerships where we can actually show results. BPW International is great in what we do, but we have not, in the past, been able to show results and we need to document and focus on that more, so that we can go to experts at the international level.

As you've seen from the many initiatives, business has been a big focus this triennium and why is that? Clearly you're all familiar with the statistics that small and medium enterprises drive the economies in most countries today and therefore to empower our business women we need to provide them the resources, the backing and the education in order for them to glean the value from that. So, we've begun on a journey to really build on our business resources for our members. One of the things that we've been very proud of is the International Trade Center which is a body of the United Nations and of the World Trade Organization based in Geneva where we are focusing on getting our women - business women - into the global supply chain. And any woman who is in business knows how difficult it is for a woman-owned business to get business and to expand that business and particularly even to enter into the global supply chain. It is do-able, we are going to do it, we have a blueprint and a road map for it, we're going to achieve it and we're going to show the results that as an international organization our business women are going to be very proud of.

There are many more things I'd like to talk to you about. We have really, really tried to offer you services at the International President's Office through the Organizational Services Team. I would like you as Delegates to please say thank you to the staff that we have here who work on a daily basis for limited remuneration to take care of you and for the vision of the organization.

Our staff are listed in our Program Book with their photos, so you'll be able to identify them and talk to them and connect. Let's make them feel welcome and appreciated. We really need them. We cannot work without them.

The other initiative I'm really proud of is our communication platform. One of the issues and action plan that I came into this presidency with was to raise the level of visibility and to increase the level of engagement in our communications. I think we've achieved that. I'd like to hear from you whether you feel we've achieved that. We've worked extremely hard on the many platforms to avail that. The first one is, of course, in line with modernizing - which is one of the things that we've been trying to do in this triennium - and that is to go digital, to have your news on the website. To have it in real time, not to have it as old news, to have a place for you to go and find what you need very quickly which is what everybody does in today's world. So that has been a major, major undertaking and for that I'd like to thank the whole team that has worked tirelessly throughout this triennium on accomplishing that. As you saw last night, the President's Award was given to Ari Canonica who is our web master and who truly has been a joy to work with, an absolute joy.

And I believe that we have reached a place where you can now feel proud of that website and where you can actually contribute. We built the forums for you on that website where you can go and exchange your ideas and your expertise through the various Committees and Taskforces that are represented there and I would encourage you to go and take a look at that again because that's a wonderful, wonderful platform for us to have real time engagement of this issue of the relevance of the Committees and Taskforces, which I happen to believe, as an International President, is still vitally needed. It is the Committees where we've gleaned our leaders from in the past. It is the Committees who are in touch with their local organizations both nationally and internationally but have in some way been less empowered over the years, less empowered, and for that I think BPW International needs to take responsibility. We've elected our Chairs of Committees and appointed our Taskforce Chairs but the one disappointment I have is that we have not had the resources to really guide them and prepare them to be efficient and to be totally fruitful in their work at the end of a triennium.

The other piece of technology that we've worked very well with is the international roster on the website where we take account of each Affiliate's numbers and how we measure our invoicing for our membership dues. And that's a real challenge at International: to collect our dues, to make sure that we are viable financially. It all starts with you, the members. And how do we manage that well in a modernised world? Well, your responsibility is our responsibility as well in our partnership, you go to the roster, you report your numbers, you change your leadership listing there after your general meetings and then we do our part when we invoice, collect the dues and do our due

diligence for the whole organization. For that I have to commend my Finance Director, Sujey Albert, who has done an incredible job of putting in systems and processes there to serve you well but also to serve International well so that this triennium we have finished this term with record high collections of dues and record high communications with our Affiliates to make it easy for them to respond to this issue. Thank you, Sujey.

We now move to where we are at this Congress. We are here to work on the governance and structural changes that are coming through in a draft new Constitution to guide us for the next 80 years and to take care of the Congress business that we are here to do. I would like you all to know that I trust this body: I know you will make the wise decisions that are going to be required in this major effort that we're going to undertake here in the Business Sessions and to think carefully about changes. I hope that you've had enough time to talk, to network, to understand the changes that are coming in your draft Constitution that we're going to be working with here, and again I underline that it has been complicated. It is not easy for you to all understand how we're going to do that. I know that I've heard from many members that they still feel that there still hasn't been full engagement to ensure they have all the knowledge: that clearly can't always be done in an international organization of our size, but we have to do this and we have to manage, it is what is on our order of business to accomplish. So when you make these decisions please don't make them lightly, it is something that we have to then work with for the future and the only thing I'm going to leave you with is "if it's not broken let's not change it". Do let's modernize, there are certain components that can stay, there are some that we should definitely look at and you will all make the decisions on that. We've been working for 80 years as an organization traditionally and I'm very proud of the position that we now have in terms of our staff, in terms of our communication, in terms of our finances and I leave you now with the decisions that you need to make on the future governance of the organization.

So in conclusion there are just some people that I really must thank in the organization and that is my International Executive Board, I thank each and every one of them for their work.

Thank you, thank you very much. I thank our Organizational Services staff who have worked tirelessly and will continue to do so. I thank the Past International Presidents for their camaraderie, for their friendship, for their leadership, for their wisdom and in my closing I would like to recognize all the Past International Presidents here today - all eight of them - and thank you from the bottom of our hearts. Please stand up so the body can recognize you.

Thank you very much. Clearly we would not be here without their wisdom and leadership and soon I will be joining them as a Past International President and I'm going to enjoy that seat very much.

My passion, my commitment and my dedication will be there. For the sake of women all over the world we have to get to where equality means business. We have to make it happen, it's everyone's responsibility, not just the Executive, not just the President, not just the past International Presidents, not just the Affiliate Presidents, it is everybody's responsibility and I ask and appeal to you to step up now, now in this time, in this place. So that this road map that we've given you, this blueprint that's been created, these partnerships that have been forged and we can take that journey to the Promised Land. The Promised Land is where women and men work equally together on all levels in the economy, politically and socially and to this end I thank you for all your efforts, thank you."

The PRESIDENT MOVED the adoption of her report.

SECONDED by PAST INTERNATIONAL PRESIDENT Tuulikki Juusela and adopted unanimously.

The PRESIDENT took the Chair and requested the Credentials Report from the Pre-Congress 69th Board Meeting, held on Friday 17 June.

Report from the Credentials Committee on the 69th Pre-Congress Board Meeting

Ann Swain, Chair of the Credentials Committee, presented the report:

Executive Board:	11
Past Presidents:	8
Standing Committee Chairs:	2
Federation Delegates:	47
Associate Club Delegates:	12
Total voting strength:	80

There were 39 countries entitled to vote, so the meeting was quorate.

First Report from the Credentials Committee - First Business Session

The Chair of the Credentials Committee presented the report:

Executive Board:	11
Past Presidents:	8
Standing Committee Chairs:	2
Federation Delegates:	105
Associate Club Delegates:	16
Total voting strength:	142

There were 152 Delegates from 52 countries entitled to vote, so the meeting was quorate.

The PRESIDENT invited the FIRST VICE PRESIDENT - MEMBERSHIP to submit her report.

Report of the First Vice President and Membership Chair

Workbook page 25-27

Having been Regional Coordinator – Europe from 2005 to 2008, Gabriella Canonica admitted that she had had to change her language from regional to international during her term of office as First Vice President. She also found visiting the 5 regions gave her tremendous energy, enabling her to support them actively. Plus she had learned a lot from every level of membership around the world. Without their engagement, the work in BPW could not be completed.

She had identified five types of BPW members on her travels:

- 1) those who asked "Why should I join?"
 - 2) those full of knowledge and experience
 - 3) the dream believers
 - 4) the fighters for high profile projects
 - 5) the wise women.
- 1) The First Vice President had initially met **Evelyne Mongbo-Ahouadi** in 2005 in Cotonou. At the time she was not a member of BPW and was asking why she should become a member. She met Evelyne again in 2009 at the BPW Africa Congress in Nigeria, where she gave a presentation on gender budgeting, although she still had not joined BPW. Then she went to New York, attending the Leaders' Summit and CSW and when Ms Canonica met her afterwards at the forum in Benin, she had joined and was delighted to have realised why she should join BPW. Meanwhile, Julie Menadue from BPW Australia asked immediately what she could do for BPW, offering to work for the members. Inspired by her time at CSW New York, eager and empowered to make a difference, Julie was now BPW International UN Representatives Directory Coordinator.
 - 2) Diminutive **Marjory Hopper** from Hollywood, California, USA was big in her heart, in her work, in her mind, in her actions and accomplishments for BPW Hollywood International. This outstanding and charismatic lady was well-known at all BPW Congresses and was proof that all you needed to succeed were a big heart and a strong mind.
 - 3) Believing in dreams, moving mountains. **Carla Petruzzelli**, was one of the dream believers. Carla dreamt of inviting the International President and the First Vice President to attend a special event in September 2009 at her club in Italy in Vicenza: it became reality. She organised a conference on violence against women, a meeting with the Chamber of Commerce, a twinning ceremony ("La Strada del'Oro") between BPW Arezzo/Vicenza and BPW Basel and arranged the election for a new President for BPW Vicenza. The participation of the International President made it very special and encouraged high level participation.
 - 4) The fighters for high profile projects: **Yara Blochtein**, the incredible power of perseverance, tenacity and never letting go the belief in her project "**Tree is Life**". In December 2007 the first mega planting of 18,886 trees in 23 minutes made a Guinness Book record with 6,500 people planting trees. The goal was the re-forestation of degraded areas. In February 2008 12,500 people planted 30,550 trees in 43 minutes. "**Tree is Life**" has in one year planted three million trees in the state of Brazil. Her statement was "*we intend to continue to mobilize and communicate to communities to prevent global warming and ecological damage.*"
 - 5) The wise women, of course, included the Past International Presidents but Ms Canonica wanted to extend this to all Presidents and Board members of Federations and Clubs because they were the library of knowledge. Inviting them to stand before Congress, she termed them BPW's "*Google search engine*" and hoped BPW never lost this capital and encouraged everyone to tap into their knowledge.

The FIRST VICE PRESIDENT then presented comparative Membership figures for 2008 and 2011, but suggested Congress check the latest figures with the FINANCE DIRECTOR.

Region	Membership total 2008	Membership total 2011
Africa	450	916*
Asia Pacific	4,148	3,786
Europe	18,550	19,053
Latin America	1,073	1,024
North America	1,741	1,158
TOTAL	25,962	25,937

*(increased by 171 since January 2011)

Africa had increased its membership significantly and was one of the **One-Plus-One** winners. Meanwhile, some Associate Clubs claimed to have just 20 members every year and some Federations alleged just 100 members just to pay the minimum membership fees. The Membership Chair appealed to all Presidents to be transparent for the sake of our organization. BPW badly needed financial support and if the true membership figures were reported and paid, it would be beneficial for everyone.

The FIRST VICE PRESIDENT declared she was satisfied with the achievements in membership over the triennium, and acknowledged the support of the Past International Presidents, the Executive and members of BPW International.

The FIRST VICE PRESIDENT moved her Report.
 SECONDED by the PRESIDENT and accepted unanimously.

The PRESIDENT asked the SECOND VICE PRESIDENT - United Nations and Status of Women to give her report, emphasizing the importance of this role and welcoming some of the new frameworks that the Executive had put in place. This marked a defining moment in BPW history

Report of the Second Vice President and UN Status of Women Chair

Workbook page 28-30

Freda Miriklis explained that during this triennium, the United Nations had also undertaken a major restructuring, resulting in the creation of UN Women and greater accountability for NGOs. This unexpected change of focus was documented in the supplementary reports (including her report as the Chair of the United Nations Committee on the Status of Women).

The Second Vice President and her team identified the strategic opportunities to position BPW at the forefront of international gender discussions to become the voice of women in business under the leadership of President Liz Benham.

The SECOND VICE PRESIDENT described the Women's Empowerment Principles (WEPs) as an initiative between UN Women and the United Nations Global Compact. They were a set of seven principles for business, offering guidance on how to empower women in the workplace, in the market place and in the community. As Advisors to the international multi-stakeholder consultation process launched in March 2009, BPW International had helped develop a more coherent vision of how business could help to empower women and advance gender equality and also addressed issues such as creating the optimal workplace for women and entrepreneurship and public-private partnerships to advance women. There was a Track on the WEPs at Helsinki Congress. The WEPs Working Group and WEPs Taskforce had completed 5 reports (the first of these was on page 75 of the Workbook and others would be published online). Confirming that the WEPs had given BPW International the opportunity to secure its position at the United Nations, she encouraged members to read the reports to see the extent of BPW's work.

The SECOND VICE PRESIDENT and UN STATUS OF WOMEN CHAIR moved acceptance of her report.
 SECONDED by TURKEY and carried.

The Second Vice President continued by explaining that the creation of UN Women had forced her to address two real risks to the position of BPW: 1) that its voice would be lost among all the other women's organizations joining the UN and 2) BPW could potentially lose its relevance if it had no clear point of differentiation.

To counter these risks, BPW had to build on the unique positioning Esther Hymer and Claire Fulcher had forged over so many decades. BPW women seized the opportunity to join several committees on WEP initiatives and BPW was still the only business and professional women's NGO with General Consultative Status, providing guidance to the establishment of the WEPs. The Second Vice President declared this secured the prime mover advantage and firmly cemented BPW's place as the business and professional women's organization leading business.

All BPW members could now legitimately claim that position. In the video shown at Congress Michelle Bachelet, Under-Secretary-General and Executive Director of UN Women, noted that BPW had quickly recognised the Women's Empowerment Principles game-changing potential and Georg Kell, the Executive Director of Global Compact specifically stated that he was looking forward to working with BPW to extend the reach of the Women's Empowerment Principles as BPW was "*bringing the voice of women to business.*"

BPW's work expanding the role and voice of women as significant players in the supply chain was only just beginning but the organization was at the forefront with its merging partnership with the International Trade Center, (ITC). With the UN Women and the UN Global Compact endorsements BPW was already creating tools to build direct relationships with global and national business operators by defining strategies to take the WEPs from principle to action in the workplace.

The BPW WEPs toolkit was being launched at this Congress. This branded resource would be marketed and made available to all members and other NGOs attending CSW. It was to be used to get BPW Affiliates at the board room table in their own countries, equipping them to be the voice of women in business around the world. This toolkit and BPW's other initiatives went beyond the traditional ways of doing UN business and ensured that BPW did not lose ground but instead refocused its efforts on the simple mission of BPW International representing women in the economy and women in decision-making roles.

Inspired by BPW's founders and their vision for the Federation of Business and Professional Women the SECOND VICE PRESIDENT and her team had worked on finding ways to help businesses understand and value the financial innovation and growth return on investment. This involved increasing the number of women in top management positions, incorporating a universal framework to empower women in the workplace and hence in all areas of their lives, to change a predominantly male way of thinking. It continued with implementing an inclusive policy framework for the 21st century and making that important transition from awareness to the existing situation: implementation of change.

Until the recent Catalyst and McKinsey's research, there had been little data to demonstrate the quantifiable fact that there was a financial return on investment in women. The WEPs provided a simplified model of core business principles to guide the thinking of CEOs - a model already widely accepted as a fundamental aspect of corporate sustainability by the United Nations Global Compact sustainability and business model.

There had been a defining moment when BPW clearly stood its ground against the prevailing forces in the United Nations. At the 10th anniversary of the UN Global Compact Leaders' Summit, PRESIDENT Liz Benham and the SECOND VICE PRESIDENT had stood up in a room where no one else spoke for women, surrounded by over 1,000 male CEOs led by Sir Mark Moody-Stuart and Professor John Ruggie, to put the case for women to be included in the blueprint for corporate sustainability leadership.

The SECOND VICE PRESIDENT urged members to continue to challenge government and the United Nations to recognize the business case for women and advocate for change globally. Seizing the opportunity of taking a lead role in the rolling out of the Women Empowerment Principles had given BPW the opportunity to move into a unique space, ensuring that the work Esther Hymer began so many years ago would continue with BPW International as an authority on gender and gender expert. Because of the WEPs BPW had redefined its relevance, purpose and future.

So today BPW International was officially recognised by UN Women and the UN Global Compact but also by business and with the development of a uniquely BPW branded Toolkit, the organization was well positioned to empower all Affiliates to become the recognised voice of women in business. This would ensure BPW's recognition on the world business stage. The SECOND VICE PRESIDENT encouraged all members to seize this valued opportunity as empowered women leading business.

The SECOND VICE PRESIDENT MOVED the adoption of her report and this was SECONDED by AUSTRALIA before being carried.

The PRESIDENT added that the SECOND VICE PRESIDENT had created the Toolkit in her spare time, and invited Congress to applaud her outstanding work.

The PRESIDENT invited the FINANCE DIRECTOR to give her report.

Report of the Finance Director

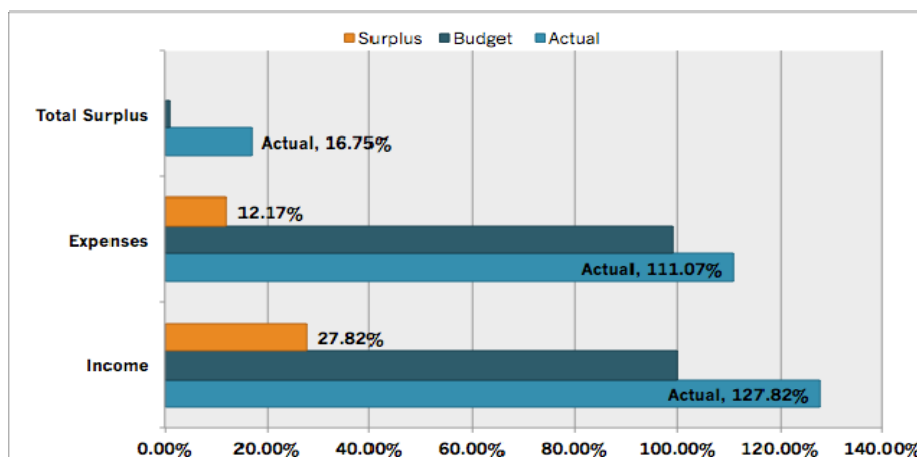
Workbook page 34

With no additions, Suje Albert MOVED receipt of her report.
This was SECONDED by BPW USA and carried.

The FINANCE DIRECTOR began by confirming that at all times she tried to ensure that the finances were accurate, transparent and within budget, focusing on establishing new future-proof processes to enable the finances to be better managed. She gave a presentation to Congress.

Financial Reporting

The Executive Board received quarterly financial statements; the Board of Directors, Trustees and the Finance Committee received six-month financial statements. The accounts were yearly reviewed and they were audited for 2009 and 2010 by an independent certified public accountant. The Executive Board, Board of Directors, Trustees and Finance Committee had received those audited reports. The Congress financial statements would be submitted 12 months after Congress.

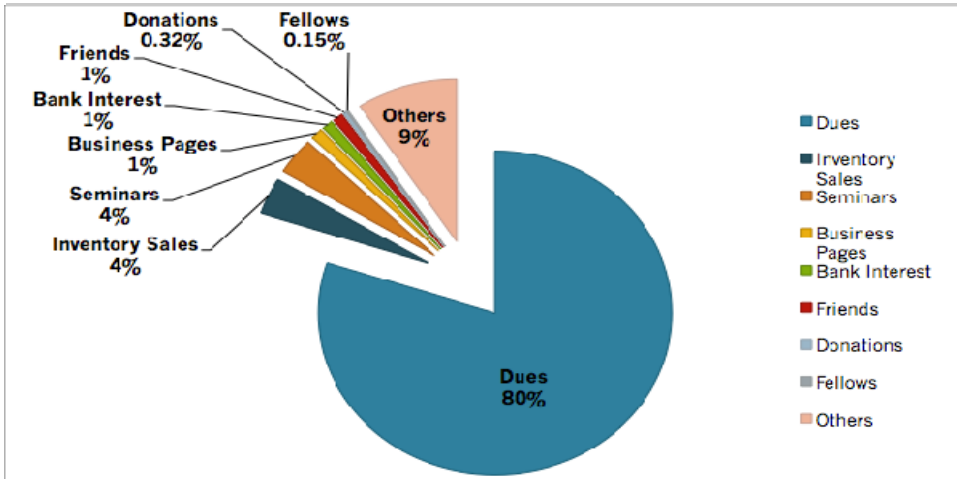


Financial Overview Statement 2009-2010

During 2009 and 2010 BPW International had achieved a conservative surplus. The total combined surplus of both years including a gain in foreign exchange was 107,736 EURO (equivalent to about 14% of total income). This chart showed the comparisons between both years 2009 and 2010. The income in the aqua colour showed the actual income received (127.82%) and above it in the darker colour showed 100%; the surplus for that comparison for that income would be 27.82%. Moving on to the expenses, the actual expenses were 111.07%, the bar above showed 100%; and for that the comparison was 12.17%. The set of bars above showed a total surplus with a comparison of 16.75% as the actual.

Income received in 2009 and 2010

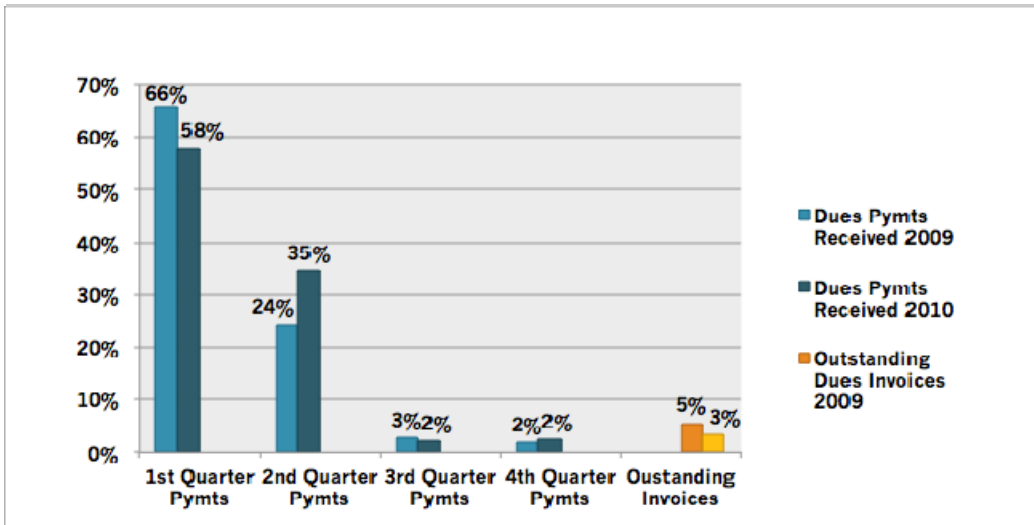
This pie chart showed where the income had been received. 80% came from dues and the potential sources of income had been diversified. Inventory sales were 4%, seminar fees were 4%, Business Pages 1%, bank interest because of the financial crisis was only 1%. Friends' dues were only 1%, donations were 0.32%. Fellows' income was 0.15% and others were 9%.



Income in 2009 & 2010

Membership dues

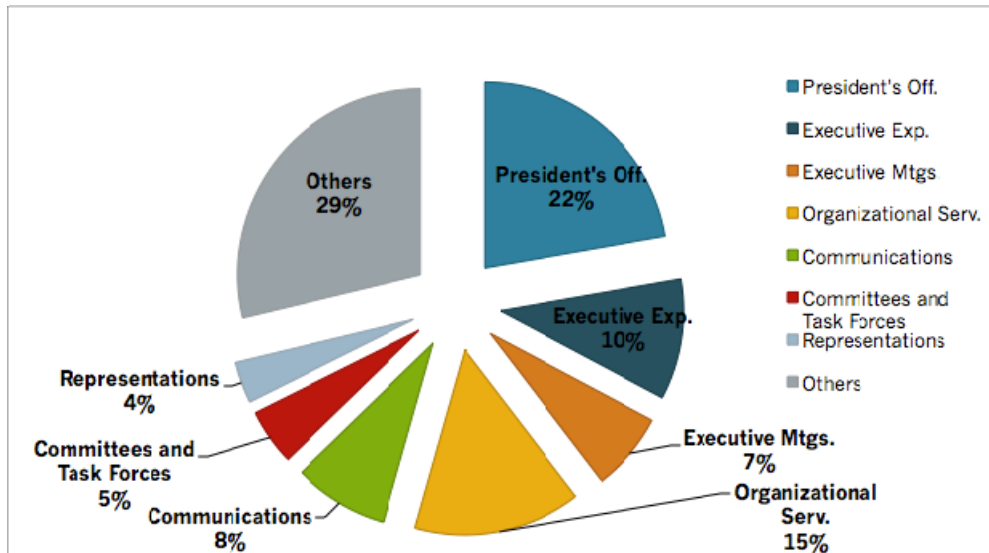
For both years these percentages showed clearly the dues received from each Region. Europe was the highest at 74%, second came Asia Pacific at 14%, North America at 6%, Latin America at 4% and Africa at 2%.



Membership Dues Received in 2009 & 2010

Expenses

This chart showed that the President's office expenses were at 22%, Executive expenses were only 10%, executive meetings at 7%, Organizational Services (which was a reorganization of the former Member Services but with additional staff) was now at 15%. Communications 8% - included the website administrator and translators. Committees and Taskforces at 5% with Representations at 4% and others 29%.



Expenses in 2009 & 2010

Battersea Fund

This was BPW's protected fund. Until the financial crisis, it had been invested on a high interest deposit account and early in the triennium, the interest fell to 1%, and then to about a quarter of a percent. As the interest rates were so low, the fund had been moved to a regular account and the full balance still remained on there as a sterling pounds (GBP) account.

The FINANCE DIRECTOR recommended that the next Executive converted the Battersea Fund from sterling pounds into EURO, as BPW worked in EURO. She had contemplated doing that during her term but the poor exchange rates had prevented this: it was important to wait for the right time. Arrangements had been made with a bank so that when the exchange rate reached a certain rate they would seek the decision of the Executive Board.

Legacy Funds

A legacy had been gratefully received from Ursula Schulthess. The cash funds received in May 2011 were 111,671.54 EURO, which was equivalent to the 144,853.96 in Swiss francs. BPW then received 15 shares of Zurich Financial Services stocks, 105 dividend rights certificates from Roche Holdings. Originally they were 705.45 Swiss francs, when received by BPW International they were 541.97 EURO. BPW was also to receive 350 Crédit Suisse shares and 110 Holcim stocks, which had not yet been processed as other beneficiaries were due to decide what they wished to do with their stocks and the management company would then manage it all as one sale when it had been confirmed.

Overview for 2011

The FINANCE DIRECTOR confirmed that the annual budget was 299,600 EURO for the income; 296,290 EURO for expenses with a surplus of 3,310 EURO. Our actual as of 31 March 2011 was income of 253,166 EURO, expenses 63,947 EURO, with a current surplus of 189,219 EURO. With this information the income from the dues collected were approximately 95% of the total income and other income was about 5%. The expenses at that point (3 months into the financial year) were currently within budget.

Adoption of the Report by the FINANCE DIRECTOR

The FINANCE DIRECTOR MOVED the adoption of her report.

SECONDED by the PRESIDENT and carried.

The PRESIDENT thanked the FINANCE DIRECTOR and reminded Congress that Sujey Albert was the youngest ever FINANCE DIRECTOR and had worked extremely hard and extremely closely with her, to the great benefit of BPW International.

DISCUSSION

- New Zealand commended the clarity of the Accounts and adherence to budgets. She wondered whether the expenses for 2010-11 were projecting as similar to those in 2009 and 2010. The FINANCE DIRECTOR confirmed she expected this would be the case.
- New Zealand then asked when the draft Budget would be circulated for consideration before it was discussed at Congress. The FINANCE DIRECTOR replied that this would be the next day.
- Past International President, Sylvia Perry also congratulated the FINANCE DIRECTOR but expressed concern that BPW should carefully consider converting the Battersea funds into EURO, given the current difficulties in the Eurozone. The FINANCE DIRECTOR agreed that a discussion would be needed.

Report of the Immediate Past President

Workbook page **49-50**

Dr. Chonchanok Viravan had enjoyed her role as Immediate Past President, although it had been surprisingly hard work. Following Congress, her responsibilities included producing Congress proceedings, finalizing Congress finances and compiling the Congress Guidelines. She acknowledged the help of the Past International President and Thitinan Wattanavekin who was the former Finance Director of BPW International.

The profit from Mexico Congress was approximately 19,000 US dollars, partly due to foreign exchange gains. Dr. Viravan gave credit to BPW Mexico because this profit was made possible by their enthusiasm in driving the sponsorship. They had received over 200,000 US dollars as in kind sponsorship.

So in appreciation, BPW International had given 20% of the profit back to BPW Mexico. In addition, the Immediate Past President had completed the 2008 financial audit because her term had actually ended in October 2008. This encompassed the full triennium as the original triennium report at Congress in Mexico only covered the finances to the middle of 2008. The final result for the triennium was that income was over budget by 15% and budget expenses were 12.96% below budget, giving a surplus of 119,000 EURO. It would have been a lot more but 31 December 2008 was when the sterling pound lost 30% of its value against the EURO.

She continued by describing the "**Power to Make a Difference**" competition. Although today she chaired the Taskforce of the same name, while a Young BPW Dr. Viravan had started a competition called "**Beyond 2000 Helping Women Help Themselves**" which became "**BPW Power to Make a Difference**". Thirty-five countries had taken part since 1997 and 2011 saw the fifth competition and award ceremony. For this year's particular competition, 22 countries entered, 11 won and worldwide over 210,000 women were helped to help themselves through this project.

Lastly, the Immediate Past President mentioned the Digital Archive and the importance of its accessibility. While International President she had gone to Horsham with Rooma Para in order to identify and digitize numerous documents in storage there. In 2009 she presented President Liz Benham with the official Historical Digital Archive as a gift to commemorate BPW International's 80th Anniversary. Documenting BPW's history from 1930 to 2008, it was over 26 gigabytes in size. For security, there were 3 copies: one at the President's Office, one to go to the Aletta Institute in the Netherlands, one in Dr. Viravan's possession (the master copy). Resolution 9 at Congress in Mexico City had called for this archive to be stored in multiple locations for security so Sylvia Perry had the Aletta Institute copy and the archive itself was divided into two parts. One part was started by Dr. Antoinette Rüegg when the President's Office moved to Bangkok and she put her office digital file into the archive: Ann Swain from Member Services then added content from the UK and Nok inserted details from her triennium. But the aim was to include awards, newsletters (such as "**Widening Horizons**" which started in 1939 and "**BPW News International**"), BPW projects, publications since 1932, Congress publications since 1931, news clippings, Resolutions, web archives etc.

The Immediate Past President had completed this work voluntarily as Past President of BPW International.

This report was MOVED by the IMMEDIATE PAST PRESIDENT.

SECONDED by PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison (AUSTRALIA) and carried.

Dr. Jean Murray was invited to present two reports. Firstly as EXECUTIVE SECRETARY and then the joint report from the Constitution Reform Taskforce and the Constitution Advisory Committee.

Report of the Executive Secretary

Workbook page 38

Dr. Murray admitted much of her time had been spent on Constitution reform, so she had found it difficult meeting all her obligations and deadlines as EXECUTIVE SECRETARY, for which she apologised to the International President. In so doing, she had become aware of the enormous administration load at BPW and the insufficient support. She was concerned that far too often she had seen the President working long days and long nights trying to do the administration. As business and professional women, good management and good administrative support were vital for the Executive team and especially for the President.

Not wishing to add to her published report, the Executive Secretary commented that she had overseen the Annual Reports produced in 2009 and 2010. These resulted from a Resolution by Immediate Past President Dr. Chonchanok Viravan in 2008. Members had wanted an International Report to use internally for members and externally for third parties (when seeking funding, for example). This was a useful information and communication tool. The EXECUTIVE SECRETARY thanked Wikje Alink and Ellie Vanderhyde (Netherlands) who had worked with her to compile them with contributions from the Executive Board.

The EXECUTIVE SECRETARY MOVED the adoption of her report which was SECONDED by the STANDING COMMITTEE CHAIR FOR ENVIRONMENT AND SUSTAINABILITY and carried.

Report of the Constitution Reform Taskforce and of the Constitution Advisory Committee

Workbook page 60

The EXECUTIVE SECRETARY explained that she was also CHAIR OF THE CONSTITUTION REFORM TASKFORCE and had taken over from Anne Todd-Lambie as CHAIR OF THE CONSTITUTION ADVISORY COMMITTEE.

Anne Todd-Lambie had asked the EXECUTIVE SECRETARY to send greetings to Congress. This report was the culmination of six years of work. The organizational review and reform took place in the first three years under IMMEDIATE PAST PRESIDENT Dr. Chonchanok Viravan. The Constitution was part of that but it was deferred to this triennium so Dr. Murray had worked on both the Constitution Review and Reform, based on instructions from the last Congress (Resolution 26 in particular). Over 20 constitutional amendments from Lucerne and Mexico had been referred to the Taskforce.

Dr. Murray thanked the three Committees:

- 1) the Constitution Reform Taskforce who conducted the review stage, produced the Constitution Reform discussion paper and analyzed all the member responses.
- 2) the Constitution Advisory Committee who conducted the reform stage, considered all the member submissions and drafted the Constitution and the Regulations for approval at this Congress: three drafts had been produced and circulated for comment before the final draft was prepared for voting.
- 3) a very large Expert Advisory Panel which had continued to expand with new volunteers, until there were about 30 people involved.

She also thanked all members who had contributed to and driven the review and reform process. The Constitution Reform Taskforce had received 47 submissions on the Constitution Reform discussion paper and conducted consultations at five regional meetings plus another one in New York. The Constitution Advisory Committee had received 34 submissions to the drafts of the Constitution and Regulations. The Committees had recognised what members had wanted and where there had been divergent views. The Constitution and Regulations had been finalised in February 2011, which was later than planned and delayed work on the draft Procedure Manual, which had been delivered in May rather than March 2011. This was to be a resource document which included most of the

By-laws and the Handbook and existing BPW International procedures. The draft Procedure Manual would need to be revised if Congress amended the draft Constitution and Regulations, as it would need to be finalised accordingly.

Dr. Murray then thanked Anne Todd-Lambie for her diligent work on the Constitution and Regulations. Ann Swain was also thanked for her historical knowledge and Pat Harrison for her advice from a President's perspective and for adjudicating any differences of opinion during the drafting process. The Committee members and sub groups had worked closely together. There had been sub-committees on the Aims and on Trustees, drawing on the expert knowledge of the membership. The Chair also thanked those Affiliates who had submitted comments, plus the Executive Board for their knowledge and experience, especially during drafting of the Procedure Manual.

The final reports from the Committee and Taskforce included recommendations to the incoming Executive, to help them if the new Constitution and Regulations were passed at this Congress. Many Federations would also need to review and update their existing Constitutions and Dr. Murray offered her support to the incoming Executive team during the process.

The EXECUTIVE SECRETARY MOVED adoption of the two reports.
SECONDED by the USA and carried.

Due to time constraints, the PRESIDENT asked Congress for permission to transfer the Report of the Resolutions Committee to the following day, enabling her to proceed with Announcements.
This was SECONDED by Willie van Iersel Jones (NETHERLANDS).

Announcements

The PRESIDENT made several announcements, including a reminder for Delegates to hand in their Digi-Votes, and reminded Delegates that the afternoon sessions would begin at 14h45.

Jeannette Arsenault ended the session by singing the "*Women of the World*" song. Lunch followed.
That evening, members enjoyed a Friends and Fellows Event and a Young BPW "*Girls Night Out*".

* * *

SECOND BUSINESS SESSION **Helsinki Hall,** **19 June 2011 at 11h00** **Chair: Liz Benham,** **PRESIDENT, BPW INTERNATIONAL**

After welcoming Delegates and thanking them for their early attendance at the plenary session, the PRESIDENT dispensed with her opening remarks in order to screen two videos which expanded upon two further partnerships.

Video Message – Michelle Bachelet, Under-Secretary-General and Executive Director of UN Women

"Hello, BPW and greetings to you in Helsinki. Your network of Business and Professional Women from about 90 countries continues to demonstrate the business potential of women. I want to thank BPW for its commitment to expand the original breadth and impact of the Women's Empowerment Principles. Equality means business and the novelty partnership of UN Women and the UN Global Compact.

Gender equality is not only a basic human right but as business, economic and development experts now agree, empowering women fuels economies and social progress. BPW quickly recognised the Women's Empowerment Principles game-changing potential, making them a top priority. Congratulations on the launch of the Women's Empowerment Principles toolkit designed to engage members and the private sector in the WEP initiative.

Enhancing women's economic empowerment is a cornerstone of UN Women. The marginalization and exclusion of women from economic activities must be remedied by deliberate actions to include and advance women, building a future that is open equally to the talents of women and men. But to succeed, we need to engage the private sector to advance gender equality from the boardroom to the factory floor and all the way along the supply chain.

UN women and UN Global Compact designed the Women's Empowerment Principles to guide this effort and to involve all stakeholders. The Women's Empowerment Principles through their CEO Statement of Support now signed by hundreds of CEOs globally offer a "**7 Step Blueprint**" that begins at the top with the leadership, moves through workplace practices, reaches out to the supply chains and the community and completes the cycle with essential public reporting on progress. They align with the growing business case research that empowering women is a strategy for a healthier bottom line. Implementing the principles can make a measurable and real difference in the lives of women and men. Increasing the number of women in full and productive employment and end of gender discrimination makes a real difference. Including women at the highest level of management and on Boards makes a real difference. Adopting inclusive, proper business models and empowering women entrepreneurs in the value chain makes a real difference.

Ensuring that the workplace is safe and that sexual harassment, or gender-based bias is not tolerated makes an enormous difference. I wish you a very successful Congress and look forward to our continued work together; all the best."

Video Message – Georg Kell, Executive Director Global Compact United Nations Headquarters

"I am so happy today to speak with you via video link and to convey to you our very, very best wishes. You have been working very hard alongside the UN Global Compact and UN women to raise awareness of the Women's Empowerment Principles, equality means business. BPW was one of the first NGO's to recognize the value of the Women's Empowerment Principles and you've worked closely with us developing the principles and bringing them now to scale. We are truly excited and we have an enormous opportunity ahead. The Global Compact, as you may know, is the world's largest corporate citizenship initiative with now over 6,000 active participants in 135 countries, with 100 country networks. There's an enormous opportunity to bring the Women's Empowerment Principles to scale.

I can assure you that we on our side will spare no effort to do so and we look to you to continue working with us. Advancing and empowering women's equality, the goals of the Women's Empowerment Principles is not only morally the right thing to do, it also makes good business sense. And it is the business case which is increasingly driving the agenda. It is also an economic case, which at country-level luckily more and more politicians recognize - unlocking the potential of women, fully and equally contributing to the economy.

Progress has been made already; 200 businesses across the world have aligned themselves with the Women's Empowerment Principles and we hope this alignment translates increasingly into many actions. However, we all know there are enormous barriers everywhere still to be overcome and the full potential of the Women's Empowerment Principles has by far not yet been reached. We are looking forward to working with you to make this happen and we thank you for all of the great work you have been doing. Our very best wishes, thank you very much."

The PRESIDENT invited the UN Representatives to join the main conference, following which she invited Dr. Pat Harrison, PAST INTERNATIONAL PRESIDENT and RESOLUTIONS CHAIR to give her report.

Report of the Chair of the Resolutions Committee

Workbook page 77

Dr. Pat Harrison, the RESOLUTIONS CHAIR opened by emphasizing the importance of following procedure with regard to Resolutions, after difficulties were experienced with two Resolutions that had been passed by BPW International Congresses, so becoming part of BPW policy, but had not been entered onto the website. Publication on the website enabled Resolutions to be used as references for material at subsequent conferences, and also to facilitate lobbying activities.

The RESOLUTIONS CHAIR presented three recommendations:

- 1) BPW International Executive should review the website as it was difficult to navigate
- 2) Affiliates should be routinely reminded in the International Newsletter of their responsibility to implement Resolutions from past Congresses
- 3) The annual response to the information requested for the annual report should include Affiliates' activities toward implementing the Resolutions from the last Congress.

The RESOLUTIONS CHAIR acknowledged the Committee contributions of Fran Donaldson (CANADA), Ann Swain (UK), Dr. Jean Murray (AUSTRALIA), and Diana Barragan (ECUADOR). She advised Congress of the distribution of an emergency Resolution, and that she was in receipt of three amendments: two had been distributed and one was being so.

Acceptance of the Report by the Resolutions Chair

The RESOLUTIONS CHAIR requested acceptance of her Report, which was SECONDED by PAST INTERNATIONAL PRESIDENT Sylvia Perry, and carried by show of hands. The Floor was then opened for questions.

DISCUSSION

- PAST INTERNATIONAL PRESIDENT, Tuulikki Juusela expressed her thanks for the recommended reporting initiative, to which the PRESIDENT added that a line addressing whether Affiliates were looking at the Resolutions or addressing these on a regular basis had been included in the last two annual reporting requests from Affiliates.
- PAST INTERNATIONAL PRESIDENT, Dr. Chonchanok Viravan asked for confirmation that Resolutions passed at Congress could not be overridden by decisions by the Board of Directors afterwards.
- The RESOLUTIONS CHAIR stated that as she recalled that was the case, but that certain instances such as financial implications could require that the decision be cleared by the Board of Directors in advance of the Resolution being passed by Congress.
- Dr. Viravan asked whether Resolutions 3 from Mexico Congress was null and void as a result of the 2009 decision by the Board of Directors to repeal it.

Brief discussion resulted regarding the financial shortfall of Resolution 26 which was not budgeted and therefore Resolution 3 on retaining 3% of the budget could not be carried. The conclusion was that Resolution 3 remained in place and remained policy.

Adoption of the Report by the Resolutions Chair, with recommendations

There were no further questions and the RESOLUTIONS CHAIR MOVED that her Report be adopted with the recommendations.

SECONDED by Tuulikki Juusela and carried.

The PRESIDENT thanked the RESOLUTIONS CHAIR for her work, and invited the REGIONAL COORDINATOR OF AFRICA to give her report.

Roll Call

The Roll Call was taken by the EXECUTIVE SECRETARY.

Report of the Regional Coordinator – Africa

Workbook page 40-41

Huguette Akplogan Dossa was pleased to report that since 2008 BPW in Africa had grown from 10 countries with 450 members to 14 countries and 916 members, and from 3 Federations and 9 Associate Clubs to 3 Federations and 15 Associate Clubs. All the expected activities had been adhered to in terms of General Assembly and meetings, and some forums and conferences had also been held including a Woman Entrepreneurs' Forum in Cairo each April and a forum in Benin to assist women to enter the formal business sector from the informal sector. Attendance had increased from 5 countries at Mexico Congress (30 Delegates) to 10 countries (92 Delegates) at this Congress. Huguette thanked BPW NIGERIA for its work to bring the members to this Congress.

She presented the new BPW Africa fabric, explaining that in the African culture a "uniform" was important for recognition and this fabric was the result of entrepreneurship by BPW Abidjan (Côte d'Ivoire). Members were encouraged to buy the fabric and show it in their own countries. She then briefly presented the achievements of some

of her members and requested the ongoing support of all the regions. She finally MOVED her report, which was SECONDED by the REGIONAL COORDINATOR - EUROPE and unanimously accepted.

Report of the Regional Coordinator – Asia Pacific

Workbook page 42-43

The REGIONAL COORDINATOR - ASIA PACIFIC, Dr. Young Hai Park highlighted some points in her report which included visits across the region, the Asia Pacific Regional Conference in Singapore, key issues and membership strengthening along with important media coverage. She outlined her visits to Taiwan, New Zealand, Philippines, Australia and the Global Summit of Women conferences in Turkey and Beijing.

New clubs were formed in Ulaanbaatar (Mongolia), Pago Pago (America Samoa), and the club in Ramallah Palestine was relaunched. Due to financial restraints some clubs needed help to pay their international dues and so a sponsor was obtained for Sri Lanka for 2 years and she had personally paid for Siem Reap-Cambodia. Abrogated clubs included Bahrain, UAE, Philippines, Saudi Arabia, Uzbekistan and Yemen due to non-communication and payment of dues.

The Asia Pacific Regional Conference was held in Singapore under the theme "*Empowerment of Women to Make a Difference*" and was attended by 150 participants from 17 countries including the INTERNATIONAL PRESIDENT and some members of the Executive Board. The first Asia Pacific Presidents' meeting was held beforehand and important decisions were made such as a new regional dues collection of 1 EURO per member to support the coordinator.

Pakistan, New Zealand and Japan had suffered environmental crises and BPW had helped them in strong sisterhood support.

After presenting an overview of the region's club activity detailed in the Workbook, Dr. Young Hai Park went on to cover the Equal Pay Day activities and background in her region, where despite the region's high economic status it was difficult for women to seek higher pay, as confirmed in the UN Women's Empowerment Index. Equal Pay Day in Korea had been a great success and BPW's role in the event had received good media coverage.

Point of Clarification

The RESOLUTIONS CHAIR requested clarification of the status of the sub-regions which had not been mentioned, including East Asia and South Asia.

The REGIONAL COORDINATOR responded firstly on East Asia, where the representative for Japan had been overwhelmed by her role in Doctors Without Borders, meaning that her activities had been limited to attending some seminars and meetings.

The situation to grow in Jordan had been heavily managed by the INTERNATIONAL PRESIDENT and herself but progress there was made impossible during the reporting period.

On South Asia she responded that Sri Lanka had suffered financial problems while India had been unresponsive and had not paid its dues.

IMMEDIATE PAST PRESIDENT Dr. Chonchanok Viravan asked for recognition of those sub-regional Coordinators who were performing particularly well, whereupon the REGIONAL COORDINATOR - ASIA PACIFIC recognised Susan Jones, sub-Regional Coordinator of Oceania.

Point of Clarification

BPW SINGAPORE pointed out an omission in the report and asked the Regional Coordinator to insert their 1900 EURO contribution to BPW JAPAN for the earthquake. The REGIONAL COORDINATOR was happy to do so but had not previously been aware of this contribution, hence its omission. BPW SINGAPORE requested more coverage on the Japan disaster, which the REGIONAL COORDINATOR accepted could be done.

The REGIONAL COORDINATOR - ASIA PACIFIC then MOVED acceptance of her Report, which was SECONDED by Marilyn Forsythe (AUSTRALIA) and Jill Worobec (CANADA). The Report was accepted.

Report of the Regional Coordinator – Europe

Workbook page 44-45

Speaking in French, Amélie Leclercq referred Delegates to the factual content of the report in the Workbook but took this opportunity to focus on the personal side of her role which, with more than 28 countries, was very much a team effort.

From 2008-2011 BPW's presence in Europe had expanded from 28 to 31 countries, and the REGIONAL COORDINATOR thanked her coordinating committee and especially 2 members who had demonstrated exceptional commitment to the Europe region and at international level: Sylvia Dillinger-Brigl (Austria) and Enrica Bellini (Italy) who was also on the Credentials Committee. Many other members had been active.

The new BPW presence in Malta, Greece and Serbia had been possible due to the hard work of FIRST VICE PRESIDENT, Gabriella Canonica. There were also 2 new clubs in the Czech Republic and Latvia.

Enrica Bellini (Italy) had also contributed greatly to the Spanish Federation which had developed several new clubs. Each annual European Presidents' meeting was very special as it represented the heart of BPW International, formulating strategy in a totally constructive setting and the REGIONAL COORDINATOR hoped these would continue.

BPW could be further developed in Europe: there had to be more recruitment. The national Presidents were responsible for activities in their Federations or Clubs but they were also represented on the International Board of Directors so they were the physical interface between BPW at international and local level. Therefore it was their responsibility to work with other national Presidents and inspire their membership with the importance of the international network.

A tremendous team effort had resulted in the publication of the first BPW Europe position paper on the European Union's five-year Gender Equality strategy. The REGIONAL COORDINATOR commended Miette Dechelle who had recently joined BPW. She explained that her recruitment method was to give potential members a specific task and then assess their work before allowing them to join BPW. This tested their attitude and commitment so that only dedicated members who would serve on committees and play an active role in BPW were actually recruited.

With 27 languages in her multicultural region, the REGIONAL COORDINATOR particularly acknowledged the support of BPW in German-speaking countries (Switzerland, Germany and Austria), who had contributed greatly to BPW Europe's life and structure.

ITALY had worked particularly hard to communicate the international themes to their members.

The REGIONAL COORDINATOR recognised the work on the international Twinning Taskforce by Nellina Basile (Italy). Meanwhile, Marianne Plattner (Switzerland) the European member on the international Mentoring Taskforce, was organizing a Congress workshop on Mentoring and she urged Delegates to attend it.

The REGIONAL COORDINATOR confirmed that she would continue to offer her full support to her successor, and MOVED her report.

This was SECONDED by NEW ZEALAND. The Report was accepted.

Report of the Regional Coordinator – Latin America and Spanish-Speaking Countries of the Caribbean

Workbook page 45-57

Dr. Yasmin Darwich explained that there were five Federations: Argentina, Brazil, Chile, Mexico and Ecuador and a further four countries with Associate Clubs: Bolivia, Costa Rica, El Salvador, (2 Clubs in Panama). She hoped a new Club would start in Lima, Peru.

The aims of the Latin America region were:

- to increase membership and Young BPW membership
- to start clubs in new countries

- to improve membership recording
- to improve contact with members
- to promote the mentoring program
- to improve promotion of the benefits of BPW membership
- to create alliances with other organizations who would benefit from BPW's international endorsement and network.

They aimed to do this by promoting contact with professional associations such as the Bar Association, Medical Association etc., and through public conferences and seminars and publicizing BPW in universities, institutes and education centres, as well as employing free advertising in communications, radio TV etc. The key goal was to improve the visibility of BPW.

There were two major international projects in Latin America; one in Argentina and the other in Mexico. Villa La Angostura was at the tip of the continent, in Patagonia (Argentina), where there was an important project training women in ceramics and clothes. This beautiful location had been badly affected by volcanic ash and the REGIONAL COORDINATOR requested support from BPW members.

The Nursing School in La Paz, Baja California now had more than 1,200 new nurses. Work on the new auditorium had begun in 2003 but needed further funding, which would also be welcomed from members.

The REGIONAL COORDINATOR MOVED that her report be accepted, and was SECONDED by PAST INTERNATIONAL PRESIDENT Tuulikki Juusela, who also encouraged all Members to read the excellent suggestions on page 47 of the Workbook.

Report of the Regional Coordinator – North America and Non Spanish-Speaking Countries of the Caribbean

Workbook page 47-48

Jill Worobec began by emphasizing the key importance of communication and thanking Doris Hall, sub-Regional Coordinator for North America, who had assisted her with the Newsletter. Skype had greatly facilitated communications.

She requested acknowledgement be given to the new American BPW Federation which was to be known nationally as EPW USA but internationally as BPW USA. The REGIONAL COORDINATOR passed special thanks to PRESIDENT Liz Benham for her help in establishing it.

Initiatives included a Pay Equity module, attended by the Pay Equity Commissioner from Ontario, and a workshop on human trafficking. The REGIONAL COORDINATOR went on to highlight the work with Haiti, for whom they had raised around \$1,000 at the Regional Conference following the disastrous earthquake there.

BPW International had attained accreditation to the Organization of American States, (which included Latin America and USA) and Kathleen Ray from Chicago had attended the meetings in Ecuador. They were working with virtual clubs as well as special liaison with Bermuda and St. Andrew, Jamaica. The REGIONAL COORDINATOR also gave special thanks to Kechea Dixon, the Young BPW representative in North America, for her work.

The REGIONAL COORDINATOR MOVED her report, which was SECONDED by Doris Hall (CANADA) and accepted.

Report of the Chair of Young BPW

Workbook page 39

The PRESIDENT called upon Nadia Munawar, CHAIR of YOUNG BPW, to give her Young BPW Las Vegas Congress Report. Her actual report as Chair of the Standing Committee for Young BPW had missed the print run, so copies were issued to the Congress Delegates.

Due to time constraints, the CHAIR of YOUNG BPW opted to concentrate on the main focus for the triennium: to establish a guideline for the Young BPW Standing Committee.

The absence of a clear membership database for Young BPW presented a major barrier, as previous Young BPW Chairs had noted. She had tried to consolidate a list of members, since the present appointment process offered little real connection, resulting in members disappearing due to family and work pressures. To address this, the focus was on creating accountability: taking on a position brought with it the responsibility of remaining accountable for it.

The CHAIR of YOUNG BPW drew special attention to the achievements of BPW Cyprus, with 43 Young Members, and BPW Taiwan – a new Young BPW program - with 27. Other new Young BPW programs included Sudan, Benin, South Africa and Burkina Faso.

She then went on to explain the new Young BPW structure, where REGIONAL COORDINATORS would nominate candidates from their regions to be the Young BPW Representatives on the Standing Committee and together with the International Young BPW Executive a candidate for each region would be selected. This would ensure that they were accountable to the International Executive and their REGIONAL COORDINATORS, which would encourage greater communication.

The Young BPW Congress had been held in Las Vegas and in her report she identified the “**Las Vegas Platform for Action**” as a key accomplishment. From the 11 members who attended she identified Kechea Dixon, the Young BPW North America representative as working very effectively in North America. A second accomplishment emerging from the Platform was the forthcoming “*To Twitter Or Not To Twitter*” workshop, focusing on communication.

To close, the CHAIR of YOUNG BPW asked all national Presidents to encourage young members to take an active role in International. For the first time Young BPW’s had the opportunity to work on all Standing Committees and Taskforces, and having called for nominations the only one received was from Turkey, for the UN Standing Committee. These were great opportunities for Young BPWs and they should be strongly encouraged to be involved.

She thanked the PRESIDENT and Board, acknowledging that there were 2 Young BPW on the Board: the FINANCE DIRECTOR and herself before MOVING acceptance of her report. This was SECONDED by PAST INTERNATIONAL PRESIDENT Dr. Livia Ricci, and accepted.

The PRESIDENT thanked the CHAIR of YOUNG BPW.

Adoption of the Reports of the UN Representatives

Workbook page 78-88

The PRESIDENT thanked the UN representatives for their commitment and hard work and in the interest of time called for the adoption of their Reports en bloc. These were adopted.

Second Report from the Credentials Committee – Second Business Session

The CHAIR provided the Credentials Report:

Executive Committee:	11
Past Presidents:	8
Standing Committee Chairs:	2
Federations:	102
Associated Clubs:	17
Voting Delegates:	140

152 Delegates were registered from 52 countries. Therefore this session was quorate.

Presentation of the Digi-Vote system

At the PRESIDENT’s request, the CHAIR OF THE CREDENTIALS COMMITTEE explained the Digi-Vote system to Delegates and a practice vote was performed.

RESOLUTIONS SESSION I

The PRESIDENT then called on the RESOLUTIONS CHAIR to begin the First Resolutions Session, following its postponement from the preceding day's Business Session.

The RESOLUTIONS CHAIR advised there was an Emergency Resolution plus amendments to Resolution 12 - BPW International Branding and Resolution 4 - Equal Pay which had been distributed. The Emergency Resolution was also distributed to give Delegates time to study it prior to voting.

Resolution 1: Implementation of the revised Constitution and Regulations

Workbook page **EN** 223 **FR** 244 **IT** 254 **SP** 233

Withdrawal of Resolution 1

Resolution 1 had been withdrawn and the Resolutions Chair had rejected an amendment to Resolution 12 on the basis that this contravened the original motion.

The first Resolution for discussion was then to be Resolution 5 on Communications Strategy.

Point of Order

New Zealand asked why Resolution 1 had been withdrawn, to which the PRESIDENT responded that the International Executive had made that decision after consultation. No explanation was needed and the matter was not open to debate.

Resolution 5: Centralised Communications

Workbook page **EN** 228 **FR** 249 **IT** 259 **SP** 238

Whereas BPW International is represented in 96 countries across five continents

Whereas institutional communications now include many platforms

Recognizing that these communication platforms transmits the identity and image of the organization

Aware that standardization of transmittals is very important on the international stage

BPW International therefore resolves to address this issue by ensuring that communication from the president's office to the members and external audiences is consistent with a policy and plan that takes full advantage of new opportunities in electronic communications but maintains a consistent image across all communications.

A clear policy and action plan should be developed by the Executive Board, informed by communications from the Affiliates, with the following primary goals:

1. Branding – consistent use of the logo and name
2. Public Relations – constant management and evaluation of contacts and relationships among BPW International, its affiliates and external public such as sponsors, agencies, governments and other organizations
3. Media Relations – increased visibility through developing productive relationships with media channels by providing information about the organization, updating and maintaining the website and engaging through use of social media.

This plan should be implemented by the existing team of competent public relations staff.

The RESOLUTIONS CHAIR then requested that Resolution 5 be MOVED. After a short debate this was MOVED by the EXECUTIVE SECRETARY of the Executive Board, and SECONDED by Tuulikki Juusela PAST INTERNATIONAL PRESIDENT.

Point of Clarification

The RESOLUTIONS CHAIR then recognised Annegret Hastedt from Germany, who asked why Point One included "*Branding - consistent use of the logo and name*". She felt that branding encompassed far more than logo and name. It covered the organization's philosophy.

The PRESIDENT concurred.

Proposed Amendment to Resolution No 5

PAST INTERNATIONAL PRESIDENT Dr. Antoinette Rüegg spoke against the Resolution, citing lack of clarity. She advised that a new logo had been presented at the Leaders' Summit in New York, and that problems could arise due to the large amount of text and resulting smaller size of the graphics. She presented a logo, comprising the current logo with Business and Professional Women written underneath.

DISCUSSION

The PRESIDENT then spoke to the Resolution, clarifying that it called for a strategy implementing this branding at all levels of communications particularly when communicating through digital platforms, newsletters, BPW media, the logo etc. The essence of the Resolution was to obtain consistency in BPW's communication strategy. No new logo was being proposed.

Congress was asked if anyone wished to speak for or against.

Point of Clarification

New Zealand asked for the proposed Pantone color to be shown on screen.

The RESOLUTIONS CHAIR reiterated that this detail pertained to Resolution 12 and would be deferred to discussion of Resolution 12.

Point of Clarification

Germany queried whether it was correct that the Resolution had no financial impact. The PRESIDENT responded that it was, since BPW already had functioning website, logos and other materials; this was in fact putting forward a consistent strategy across verbal and written communications.

DISCUSSION

UK stated it was in favour of the Resolution and requested a deadline be set, or the Resolution could take 20 years to implement. She deferred to the Executive with regard to setting this deadline.

The PRESIDENT agreed that the Resolution should be effective immediately, for the next Executive Board to consider as first order of business.

Point of Clarification

Germany wondered whether this applied only to BPW International or to every Federation. The PRESIDENT responded that all Affiliates should be using the International logo as this was part of Resolution 22 from Mexico Congress. This stated that the BPW International logo should appear on the left hand side and the country's on the right hand side with the letters BPW on top and the country underneath.

Point of Clarification

Australia asked whether a comprehensive brand architecture document was in place specifying how, where and when items were used.

The PRESIDENT replied that such a document did not exist; hence this need had been identified.

Point of Clarification

Chile suggested that the logo should clearly specify that the organization was Business and Professional Women as the acronym BPW had to be explained in non-English-speaking countries.

Adoption of Resolution 5

The Resolution was carried.

Resolution 7: Extension of Friends Category

Workbook page **EN** 230 **FR** 249 **IT** 261 **SP** 240

Aware that many women who are not BPW members, and have no intention to join, want to show their support for the aims and ideals of BPW

Recognising that women will not achieve full equality with men unless men also support our efforts

Recognising that many men support the ideals of BPW International and want to show their support

BPW International resolves that:

- Friends of BPW be extended to include women who are not members and men, who want to support the aims and ideals of BPW International and to be included in celebratory events
- these women and men pay the standard Friends fee plus 25 Euro
- all friends are invited to Friends functions held at Congress.

MOVED by the FIRST VICE PRESIDENT and SECONDED by REGIONAL COORDINATOR ASIA PACIFIC. As proposer, the FIRST VICE PRESIDENT explained that Resolution 7 provided for the extension of Friends of BPW to include women who were not members and men who wanted to support the aims and ideals of BPW International. The new form of inclusion would not offer any speaking or voting rights.

Point of Clarification

Canada requested clarification of how funds were used in the Friends Program. The FIRST VICE PRESIDENT explained that 10% of funds from the dues went to the Young BPW Fund. This gave young members the opportunity to attend Congress. The other 90% went to BPW Administration.

Point of Clarification

Thailand asked for clarification of the difference between Friends and Fellows, and secondly how the calculation of International dues related to the number of Friends in a given country.

The FIRST VICE PRESIDENT explained that Fellows could be male or female and could be members or non-members. They had to be nominated by a Federation or a Club and the one-time fee for a Fellow was 1000 EURO. Friends paid an annual subscription of at least 75 EURO. This Resolution intended to extend the category to make it special. It was proposed in this Resolution that non-members who were Friends should pay the minimum member rate of 75 EURO plus 25 EURO, giving a total of 100 EURO.

Point of Clarification

There was some confusion as the Resolution numbering in the translated Workbooks differed from the English Workbook. This was clarified.

DISCUSSION

- PAST INTERNATIONAL PRESIDENT Tuulikki Juusela spoke against the Resolution, reminding Congress that the original intention of Ursula Schulthess was that only Members could become Friends. However she would be happy to open the Fellows program to other people.
- Netherlands then spoke in favour of the Resolution, citing personal experience that her husband, who was keen to contribute to BPW, had been refused the opportunity as he did not qualify as a Friend.
- PAST INTERNATIONAL PRESIDENT Dr. Livia Ricci then spoke against the Resolution, agreeing with PAST INTERNATIONAL PRESIDENT Tuulikki Juusela.
- Netherlands pointed out that under the current arrangements, the exclusion of partners as Friends meant that they contributed less financially to events than would otherwise be the case.
- PAST INTERNATIONAL PRESIDENT Sylvia Perry spoke against the Resolution, stating that in her view it would damage take-up on the Fellows program.
- France supported the Resolution, stating that BPW's goal was to empower women into business, and to empower a woman meant to transform society, which could not be done without men, so men wishing to support BPW's cause should be given the opportunity to support it financially.

Point of Clarification

Germany pointed out that the slide presentation at Congress referred to "25 percent" while the Workbook version referred to 25 EURO.

The RESOLUTIONS CHAIR and the FIRST VICE PRESIDENT confirmed that 25 EURO was the correct amount.

- PAST INTERNATIONAL PRESIDENT Rosmarie Michel then spoke against the Resolution, reiterating that it had been the intention of Ursula Schulthess for Friends to provide a special form of membership for members wishing to contribute more to BPW and that this Resolution was not appropriate for others to contribute via this mechanism. She advocated finding a new form of membership/partnership.

Point of Clarification

Egypt asked how the additional amount would apply to the various membership categories within the Friends' program. This was not clarified.

Point of Order

Germany asked for the Resolution to be voted on and also proposed additional time for the Business Session.

The motion was SECONDED by NETHERLANDS.

The FIRST VICE PRESIDENT did not wish to comment further in favor of the Resolution.

Adoption of Resolution 7

The motion was then voted on, achieving 50% in favor, 46.8% against and 3.2% abstentions. The PARLIAMENTARIAN explained that since abstentions did not count as "No" votes, the Resolution was passed.

Motion by Germany to extend the Second Business Session

The PRESIDENT read the Motion:

"It is proposed that the Second Business Session be extended by one hour to 14:30 due to lack of time and to complete today's Agenda topics."

GERMANY'S motion to extend the Second Business Session by one hour was SECONDED by the NETHERLANDS, then put to the vote by show of hands and accepted. The session was extended to 14h30.

Postponement of Resolution 12

Discussion of Resolution 12 was deferred to the following day due to receiving a late Amendment relating to color, which was not accepted. However a further amendment was foreshadowed but the proposers wished to discuss it further before presenting it to Congress.

The Second Business Session then continued.

Postponement of Resolution 6

The RESOLUTIONS CHAIR requested that discussion of Resolution 6 on Membership Dues be deferred to the following day to allow Resolution 4 on Equal Pay to be discussed sooner as the proposer had to leave Congress shortly. The request was accepted.

The RESOLUTIONS CHAIR called on Bettina Schleicher (Chair - Equal Pay Day Taskforce) to move the Resolution. She began to discuss the Resolution.

Resolution 4: Equal Pay

Workbook page **EN** 226 **FR** 247 **IT** 257 **SP** 247

BPW International calls on / urges affiliates to lobby governments to:

- develop and implement gender-sensitive policies and programmes aimed at promoting women's economic empowerment, including through enhancing their access to full and productive employment and decent work for all and to equal pay for equal work or work of equal value, and at supporting women's technical, managerial and entrepreneurial capacities and initiatives, with the aim of ensuring sustainable and adequate income generation and empowering women as equal partners with men in these fields
- continue to develop and strengthen policies, strategies and programmes to enhance the employability of women; and ensure their access to full and productive employment and decent work, including through improving access to formal and non-formal education and vocational training, lifelong learning and retraining, long-distance education, including in information and communications technologies and entrepreneurial skills, particularly in developing countries, to support women's economic empowerment in the different stages of their lives

- adopt effective measures to promote equal pay for equal work or work of equal value
- call on the Member States and UN institutions to organise an Equal Pay Day – the day on which women have earned (on average) the pay which men earn (on average) in a year – which must contribute to raising awareness about the existing wage gap and encourage all those involved to take additional initiatives to eliminate this gap
- implement the ILO provisions and incorporate into their public procurement contracts a labour clause, including the issue of equal pay
- abolish all measures that are based on the male (one per family) bread-winner model, from an equity perspective but also looking at demographic development i
- reduce the career-break: implement legislation to promote equal sharing of parental care in the first year by continuing a substantial percentage of payment of wages, provided men also take parental leave, thus diminishing the career-break of women (good examples are Germany, Austria, Finland, Iceland and Sweden);
- raise awareness with employers and women that the gap exists and what they can do
- recognize and reward (at least partially) (previous) experience and competences, acquired in unpaid and volunteer jobs in “scaling” women into the pay scales
- enhance transparency of salary schemes / fees paid and forbid confidentially clauses
- create a balance in paid and unpaid work by women by e.g. change the “status” of “care” work and other typical feminine “business” sectors
- start an Equal Pay Day campaign and involve the national government and other stakeholders in that; Make Equal Pay Day a yearly event.

Companies and Unions to:

- point out that collective negotiation and bargaining have an important role to play in combating discrimination against women, not least as regards access to employment, pay, working conditions, career advancement, and vocational training
- call on workers and employers’ organisations to jointly develop objective job evaluation instruments, in order to reduce the pay gap between men and women
- implement the ILO provisions and incorporate into their public procurement contracts a labour clause, including the issue of equal pay
- change the appraisal scheme of jobs
- raise awareness with employers and women that the gap exists and what they can do
- recognize and reward (at least partially) (previous) experience and competences, acquired in unpaid and volunteer jobs when “scaling” women into the pay scales

Women and women’s organizations to:

- overcome their (sublime or deeply psychological) anticipation that men are the bread-winner, and women just the secondary wage earner by changing the message to our daughters and sisters and educate for economic independence
- raise awareness with employers and women that the gap exists and what they can do
- stimulate the deployment of control tools like: Do I scale equally, Am I scaled equally
- empower women to advocate for themselves
- organize and participate in targeted training on e.g. benefits and salary negotiations
- not sell themselves “short” (do research before you set your fee for freelance work e.g.); invest in themselves
- create a balance in paid and unpaid work by women
- start an Equal Pay Day campaign and involve the national government and other stakeholders in that; Make Equal Pay Day a yearly event
- set up / join a “wage club”

Point of Order

The CHIEF PARLIAMENTARIAN pointed out that the Resolution had not been moved so discussion could not commence.

This Resolution was MOVED by GERMANY and SECONDED by SWITZERLAND

Proposed amendment by UK

"BPW International urges all Affiliates to lobby governments, institutions and other relevant bodies to develop and implement gender-sensitive policies and programmes aimed to promote women's economic empowerment, including enhancing access to full and productive employment, decent work for all and equal pay for equal work or work for equal value. To adapt and effect measures to promote this by continuing and extending the Equal Pay Day campaign and to make Equal Pay Day an annual event in each country. To report progress on the implementation of this Resolution to BPW International within two years of this Congress."

This proposed amendment was accepted by Germany and this became the new amended Resolution 4.

Germany asked members to contact their governments and other relevant bodies to ensure that Equal Pay became an important item on their Agendas and stressed the importance to calculate the day and then celebrate an Equal Pay Day every year. It was also recommended that a small budget be assigned to the Taskforces working on the Equal Pay Day campaign.

Point of Clarification

The PRESIDENT asked whether this Proposed Amendment replaced or was additional to the existing Resolution 4.

UK explained that the Amendment had been prepared after discussion with Switzerland, Germany and the Netherlands who were very active in the Equal Pay program, and that the original Resolution had contained a lot of unnecessary rationale, which made it difficult to understand and to translate into the 4 official languages. The proposed Amendment replaced the existing text of Resolution 4, moving the remaining text into the sections on Rationale and Implementation.

After confirmation from the UK, the PRESIDENT reiterated that the UK's proposed amendment replaced the existing Resolution 4.

Point of Clarification

SWEDEN asked for "*labour unions*" to be included in the Resolution since in some countries pay levels were decided by labour unions and companies, rather than by political bodies.

The RESOLUTIONS CHAIR pointed out that "*relevant bodies*" was already included, which covered such groups.

Point of Order

USA asked whether it was correct for an Amendment to be considered ahead of the actual Resolution.

The Resolutions Chair explained that it was accepted policy that if an amendment was put forward in writing to the movers of the Resolution and was accepted by all movers and seconders as a friendly amendment, it was not necessary to vote on the original Resolution.

Clarification

The CHIEF PARLIAMENTARIAN added that because the essence of the Resolution was being replaced it still had to be put to the floor as an amendment, and SECONDED.

AUSTRALIA SECONDED the friendly Amendment.

Point of Clarification

SPAIN asked for clarification of which day was being proposed, as the Spanish government had set a different date for Equal Pay Day than that proposed by BPW Europe.

The RESOLUTIONS CHAIR advised that because the date was calculated according to the country statistics, it was necessarily flexible.

Point of Clarification

The REGIONAL COORDINATOR - EUROPE requested a Point of Clarification. 15th April was a European matter that was not relevant to the Resolution.

Point of Clarification

Australia pointed out that on page 227 of the Workbook under "Implementation" it stated there would be no financial impact on BPW International, but it also asked for 17,630 EURO for three years to be budgeted for an international campaign and for Taskforce work. This implied that accepting the Resolution would definitely have direct budget implications and the FINANCE DIRECTOR would need to make provision in the draft budget accordingly.

Lesha Witmer (NETHERLANDS), Standing Committee Chair Environment and member of the committee drafting the Equal Pay Resolution responded by confirming that the actual acceptance of this Resolution would have no financial impact. However, the Chair of the Taskforce had requested the insertion of a budget line at BPW International to enable them to work on this very important issue. This had been calculated at approximately 5,000 EURO per annum, across three years on the assumption that this cost would decrease each year as the program gathered momentum. The FINANCE DIRECTOR was requested to make a provision in the draft budget for this.

IMMEDIATE PAST PRESIDENT Dr. Chonchanok Viravan reiterated that if the Resolution were passed, there would be a direct budgetary impact.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Sylvia Perry then asked who would verify this financial estimate, and whether this meant that the International budget would be funding annual events, whereas the Amendment implied that instead of International it would be National Federations and Associations which would promote the annual events.

Acceptance of the Amendment to Resolution 4

The PRESIDENT asked Congress to consider the Amendment before answering the last Point of Clarification.

The RESOLUTIONS CHAIR accepted this and the Amendment was put to the vote and carried, following which it was added to the original motion. The mover of the original motion waived her right to reply to the amendment so the new motion was to be put to the Vote.

The PRESIDENT commented that Congress was now looking at the proposed amended Resolution 4 which had become the new Resolution.

Point of Clarification

USA asked for a Point of Clarification as to where the amendment text would be inserted in the original Resolution.

The RESOLUTIONS CHAIR confirmed it would appear at the beginning of the Resolution text. USA asked for clarification that this meant that the financial implications were also then being voted upon.

The FINANCE DIRECTOR was asked to clarify this, and she MOVED for a deferment on the whole Resolution No 4 until after Resolution No 6 on the Member Dues Increase, since International did not currently have the budget for it. The proposed deferment was SECONDED by PAST INTERNATIONAL PRESIDENT Sylvia Perry, voted and accepted.

Adjournment of Resolutions Session I

As there was little time left, the PRESIDENT proposed that the Business Session be closed, which was accepted.

Several announcements then followed before the Session ended.

That evening, there were several Dine-Arounds in Helsinki venues, hosted by various Federations:

Hosts:	Venue:
USA, Switzerland	Restaurant Katajanoken Kasino
Korea, Australia	Restaurant Toolenranta
Italy, Benin, Zambia	Restaurant Seurahoune
Estonia, Sweden, Brazil	Restaurant Mestaritali

* * *

THIRD BUSINESS SESSION
Helsinki Hall
20 June 2011 at 11h00
Chair: Liz Benham,
PRESIDENT, BPW INTERNATIONAL

Opening Remarks

The PRESIDENT welcomed Delegates to the Third Business Session of the 27th International Congress of Business and Professional Women on the theme "*Power to Make a Difference*".

The PRESIDENT opened by requesting a round of applause for the Women's Empowerment Principles (WEPs) which had been launched through Congress and which had been overwhelmingly accepted by Delegates and validated by all speakers at Congress. This proved the WEPs really were the true framework and path for BPW International to lead in promoting the interests of business and professional women towards equality in the future. The WEPs Toolkit had also already sold out but it would be made available to all affiliates.

Roll Call

The EXECUTIVE SECRETARY then took the Roll Call, following which she confirmed the meeting was quorate.

Adoption of the Reports of the Chairs of the Standing Committees, Ad Hoc Committees and Taskforces

The CREDENTIALS CHAIR had been delayed, so the PRESIDENT moved on to the part of the Business Agenda covering adoption of the Standing Committees, Ad Hoc Committees and Taskforce Reports.

Report by the Chair of the History Taskforce

Workbook page 71

Sylvia Perry, CHAIR of the HISTORY TASKFORCE spoke to her report. In addition, she reported that Volume III of "*The History of the International Federation of Business and Professional Women*", covering the years 1996 - 2011 had not yet been completed for a number of reasons:

- 1) Three years was insufficient to gather 15 years of history, especially as the team had only been fully assembled in late 2009.
- 2) The information for Volume III had to be sourced from widely dispersed archives, unlike Volume Two, which had been largely based on the archives available at the central Battersea office and from Elizabeth Claridge Taylor.
- 3) Lack of research time due to heavy personal workload, compounded by illness. However the Chair reaffirmed her willingness to complete the project along with 2 enthusiastic colleagues, and offered to have the material typeset by a professional design services at her own expense, as a gift to BPW International. But she still needed further information - particularly photographs from members to document the previous 15 years of BPW.

The CHAIR of the HISTORY TASKFORCE gave a slide presentation on the proposed text before MOVING her report, which was SECONDED by PAST INTERNATIONAL PRESIDENT Dr. Livia Ricci and approved.

The PRESIDENT thanked Sylvia Perry for all her work and the gift that she was giving to BPW International.

Adoption of the Taskforce Reports

Workbook page 60-77

In the absence of the Twinning Taskforce, who had wished to make a comment on their report, the PRESIDENT called for adoption of all the Taskforce Reports.

This was SECONDED by USA. All reports were adopted.

The PRESIDENT thanked everyone who had worked as the Chairs of Taskforces during the triennium, particularly the Taskforces of Leadership and Lifelong Learning and Power to Make a Difference. Both Chairs were Past International Presidents who were continuing the work of BPW International, as were the tireless efforts of the Constitution Review Taskforce in generating the documents being considered by Congress.

The PRESIDENT then called upon the CREDENTIALS CHAIR to give her report.

Third Report from the Credentials Committee - Third Business Session

The CHAIR apologised for the slight delay in submitting this report, as several people had entered the Session since it began.

Executive Members:	11
Past Presidents:	8
Standing Committee Chairs:	2
Federation Delegates:	100
Associate Club Delegates:	16

Total voting strength = 137. The meeting was quorate at 94%.

Point of Order

Canada referred to the By-laws in pointing out that a PAST PRESIDENT who was also a PARLIAMENTARIAN did not have a vote.

The CHIEF PARLIAMENTARIAN confirmed that she could vote as a PAST PRESIDENT but not as a PARLIAMENTARIAN: to avoid doubt she remained neutral.

Motion to reschedule the lunch break

Australia then suggested that as proceedings were running late and policies had not yet been addressed, lunch should be re-scheduled. The PRESIDENT asked Australia to MOVE their suggestion; it was then MOVED that the session be concluded at 13h30, so a 30-minute lunch break would follow and the session would reconvene from 14h00 to 15h30.

CANADA SECONDED the motion.

Amendment to the motion to reschedule the lunch break

PAST INTERNATIONAL PRESIDENT Sylvia Perry expressed concern about the time available due to the need to sign back in, and proposed that instead a 45 minute extension be taken.

This was accepted as an Amendment, and SECONDED by PAST INTERNATIONAL PRESIDENT Tuulikki Juusela then by CANADA.

Motion to extend the Business Session by 45 minutes

This amended motion was accepted.

The PRESIDENT proposed the motion for a vote, which was it was accepted.

The PRESIDENT then invited the RESOLUTIONS CHAIR to begin the second Resolutions session.

RESOLUTIONS SESSION II

The RESOLUTIONS CHAIR confirmed that discussion would begin with Resolution 6, and called upon the FINANCE DIRECTOR to present her report and the dues increase Resolution.

Resolution 6: Membership Dues Increase and Annual Cost of Living Adjustment

Workbook page **EN** 228 **FR** 250 **IT** 260 **SP** 239

Mindful that from 1998 to 2004 Congress approved an annual increase in dues whereas since 2005 dues have not been increased;

Recognising that membership has stabilised at approximately 25,000 members, with no substantial increases foreseen;

Mindful that low income affiliates only pay 50% of dues and that our budget is based on approximately 95% of membership dues;

Recognising that BPW International fixed costs increase annually and this increase needs to be acknowledged and accommodated;

Recognising that BPW International needs to operate in today's economy with realistic budgets for financial sustainability;

The BPW International Executive Board proposes a membership dues increase of €5 and an annual cost of living adjustment of €1 to accommodate rising operational expenses.

Implementation by BPW International for 2013 membership dues.

RATIONALE:

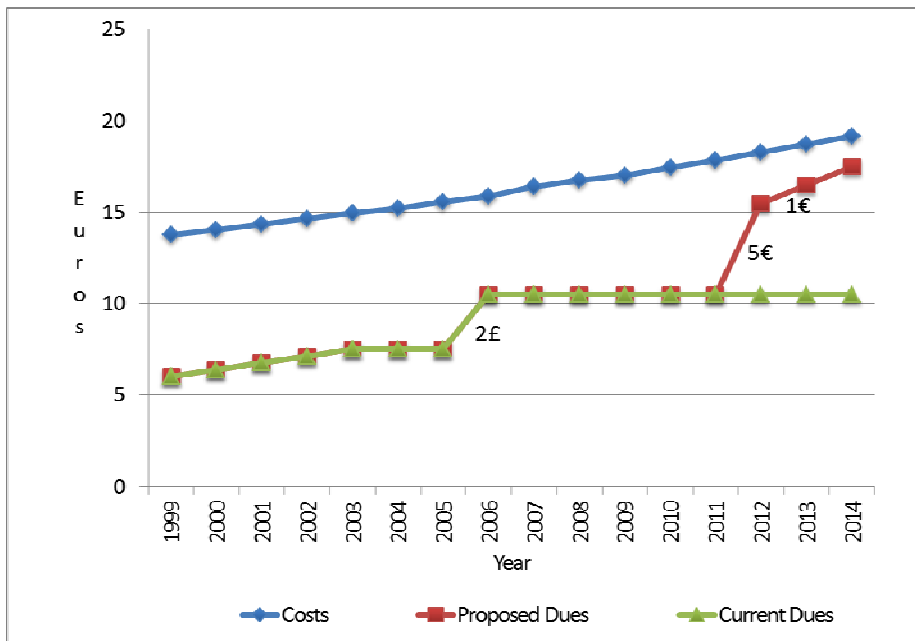
The BPW International Executive Board unanimously endorses the need to increase the dues to maintain the professional and business credentials of our organisation. This Executive Board was elected on a platform of modernising and professionalising BPW International, and this is not possible if the dues remain at the level set in 2005. As business and professional women, we must acknowledge that costs have inevitably increased over the past two trienniums and will continue to increase, and we must recognise the need to support our organisation and maintain its stature in the international community.

BPW International holds high ideals of fiscal responsibility and fair payment for work done, yet its staff receives minimal remuneration for providing continuity, professional services and knowledge. In addition, the BPW International Executive incur personal expenses due to minimal budgets. The current BPW International dues of €10.50 cover basic operational costs, and do not permit BPW International to meet the needs and expectations of its members or to sustain the optimised benefits generated in this triennium.

Compared to other international organisations BPW International's dues are low. Our low rate of dues compromises our capacity to attain our aims and to attract sponsorship – if our members do not support their organisation, why should sponsors agree to bridge the gap?

Without a dues increase BPW International will not be able to provide the value that our members expect of an international organisation. It will not be possible to continue to provide current services, maintain the website or extend the visibility and relevance of BPW International on the existing budget.

The following graph illustrates the BPW International dues that would and should be payable in 2011 if the practice of increasing dues in recognition of increasing costs of business had been maintained. A lesser dues increase would simply maintain a gap into the future between income and expenditure that would need to be filled by the continuing generosity of the Executive and staff. This would not be acceptable in industry or the corporate world, and should not be acceptable in an organisation of business and professional women.



IMPLEMENTATION:

The dues increase should be implemented in two parts. The first part should be an increase to bring the organisation up to today’s standards with a one-time increase of €5 to restore the lost income from the recent 5 year period of static dues contribution. Thereafter, there should be an annual cost of living increase of €1 to ensure continued sustainability.

FINANCIAL IMPACT on BPW International:

2012 Membership dues will be €15.50. Low income countries dues will be €7.75
 2013 Membership dues will be €16.50. Low income countries dues will be €8.25
 2014 Membership dues will be €17.50. Low income countries dues will be €8.75

The FINANCE DIRECTOR commenced by requesting an extension of time, which the PRESIDENT granted. The FINANCE DIRECTOR stated that BPW International needed to be able to operate with more realistic budgets than were currently available, particularly in view of the re-structuring of the old single source Membership Services into the new Organizational Services with specific work being outsourced to more required staff positions. She outlined the new structure and staff positions and its Rationale, pointing out that the staff were members and minimally reimbursed for their work. This was particularly evident at the Executive level who all had to input their personal funds as budgets were insufficient. These factors were constraining BPW activities, and also made members reluctant to stand for office.

To address the shortfalls, the FINANCE DIRECTOR proposed that a one-off increase of 5 EURO be applied to dues, and a 1 EURO annual increment. The financial impact for 2012 would be 15.50 EURO per member (for low income countries 7.75 EURO) and in 2013 it would be 16.50 EURO per member (for low income countries 8.25 EURO). This would increase income by 125,000 EURO based on 25,000 members. Then reviewing the proposed budget based on the dues increase only which had been distributed to the delegates it was proposed to be allocated to various line items: 19,725 EURO to the PRESIDENT’s office for staff and future staff and operational costs. Organizational Services’ budget would be almost doubled, and it was proposed to increase Accounting’s budget to enable a full-time paid employee to replace the current part-time resources which was not adequate for the amount of work required.

Audits - Quotations had been received for 30,000 – 40,000 dollars but in order to stay within budget the FINANCE DIRECTOR had spent time looking for an auditor who charged lower fees. She also proposed increasing the budget allocated to audits, explaining that the delay in submission was due to difficulty in sourcing affordable international auditors; increasing the funding for these would expedite the process in future.

An increase to the Executive Meetings budget (which was for only one annual meeting) was also proposed, to allow more and/or longer meetings in view of the increasing work content and to cover accommodation and travel costs for the Executive traveling from all over the world.

An additional budget of 11,290 EURO was proposed for Executive expenses, primarily to cover the travel costs of the MEMBERSHIP CHAIR in assisting new Clubs.

An increase of 3,500 EURO was proposed for the Seminars budget to reduce Delegate registration fees and increase attendance.

An increase of 4,200 EURO was proposed to cover the costs of the Website Administrator, Ari Canonica, which the FINANCE DIRECTOR believed was fully justified in view of the importance of the website as to international communication platform and BPW's operations and image.

The FINANCE DIRECTOR concluded her Report by stating that taking into account these budgetary figures and the dues increases, the draft budget would have a net surplus of 16,400 EURO (equivalent to 3.9%).

The FINANCE DIRECTOR MOVED her report.
SECONDED by the PRESIDENT.

DISCUSSION

Point of Clarification

IMMEDIATE PAST PRESIDENT Dr. Chonchanok Viravan pointed out that the draft Budget was incorrectly headed 2009/2011, and should have been 2012/2014. This was confirmed. She also reminded the FINANCE DIRECTOR of Resolution 3 from Mexico, which stated that the Budget policy needed to be proposed before the Budget itself when the time came to vote on the latter.

The FINANCE DIRECTOR responded that this was a draft Budget, purely for the purposes of showing where it was intended to apply the additional funds resulting from the proposed dues increase.

Point of Clarification

GERMANY wondered why no budget was shown for lines 4, 5, and 6 (Fellows, Business Pages and Seminar Fees), although these were being paid for currently.

The FINANCE DIRECTOR explained that this was because no budget had to be met for these items. They were however reported in the financials. There was more income for Business Pages in 2009 than 2010.

The PRESIDENT reminded Delegates that this part of the session was to discuss the Resolution for the dues increase, so that this draft budget had been provided purely for informational purposes and not for discussion.

Point of Clarification

EGYPT asked how the Resolution would affect penalties on dues, expressing concern at the 10% penalty applied per quarter and the fact that this was not reflected in the draft Budget. As a general question, she asked for the annual penalties to be capped if this draft Budget were accepted.

The PRESIDENT replied that this procedure was enshrined in the Constitution.

The FINANCE DIRECTOR explained that the Constitution stated that if dues were not paid by 31 March there would be a 10% penalty on actual dues, not on the actual penalties. By the second week in January, Affiliates who had not reported their numbers were given an automatic increase of 10% on their number of members. If they then reported the correct number of members, the total was adjusted, subject to a minimum level of 20 members per Club or 100 members per Federation. The 10% penalty was in the Constitution and was adhered to: if dues remained unpaid by the 2nd quarter, a penalty of 10% would apply, incremented quarterly until dues were paid.

DISCUSSION

- The REGIONAL COORDINATOR - EUROPE then spoke strongly in support of the Resolution, pointing out that the small surplus in previous years was in fact illusory, resulting from proper collection of members' dues and the Executive still had to supplement their budget funds from their own pockets, sometimes to an alarming degree. The PRESIDENT had especially done so. In her view, the organization was facing a choice, between either limiting future Executive positions to those with the personal wealth and time to support the organization or having an organization that was professional.
- USA spoke against the Resolution, citing concerns that increased dues would hamper new membership.

Point of Clarification

Canada commended the clear presentation of the dues increase and budget and asked if there were any estimates available of the potential loss in membership should the fees be increased. She also wondered whether any other sources of income been considered, particularly with the new Fundraising function in the organization which she wanted to hear more about. She also asked whether any income had been received from fundraising.

The PRESIDENT responded that all forms of fundraising had been considered, but that BPW International was currently very poorly prepared for corporate fundraising. Loss of members was always a risk from increased dues, but the organization felt that it provided value for the dues.

Proposed Amendment to Resolution 6

New Zealand expressed concern pointing out that New Zealand was a low wage economy. Commending the Executive on achieving a budget surplus, they wondered why some of the surplus could not be used to cover some forward expenses and were very unhappy with the annual 1 EURO increase. They requested that this instead be reviewed at each triennium, and proposed an Amendment that the increase be 2 EURO for the coming triennium and called for a Seconder.

After a delay EGYPT was willing to SECOND the proposed Amendment.

The PRESIDENT reminded NEW ZEALAND to submit the proposed Amendment in writing.

The PRESIDENT then asked for a vote on closing the debate after 15 minutes.

Point of Order

NEW ZEALAND commented that this would be in contravention of Standing Order Motions C: number 7.

The RESOLUTIONS CHAIR referred Congress to the Standing Orders and Rules. If someone wished to close the debate they should stand and say, "*we wish the debate to be closed*" which then triggered a vote. If Members did not want the debate closed and the vote was lost, debate would then continue. Members could also stand and say, "*Let the motion now be put*" which was not debatable, and meant the motion had to be put to the vote immediately. Only the mover of the motion had the right of reply.

The PRESIDENT thanked the RESOLUTIONS CHAIR, and again requested a vote on whether the debate should be closed after 15 minutes.

DISCUSSION

KENYA advised that this was her first Congress and as finances were significant she asked for more time with the discussion on the proposed Resolution in order to fully brief their membership, as she felt this was very important.

Motion to close the debate after fifteen minutes

The vote was taken and the PRESIDENT's motion APPROVED; the PRESIDENT confirmed that debate would end at 11h40.

Proposed amendment No 2 to Resolution 6

SWITZERLAND spoke in support of the Resolution, citing her experience of working with paid rather than unpaid personnel and the importance of maintaining continuity of people in roles beyond the terms of office of the Executive team. Switzerland also proposed an Amendment to immediately pay 10 EURO, rather than 5 EURO with an annual increase.

The PRESIDENT explained that Congress first had to deal with the Amendment on the floor from NEW ZEALAND and asked SWITZERLAND to submit their amendment in writing.

Amendment No 1 to Resolution 6

NEW ZEALAND moved that the dues should increase by 2 EURO for the coming triennium before being reviewed at Congress in 2014.

The Amendment was SECONDED by EGYPT.

The PRESIDENT then asked for a vote on acceptance of the Amendment, to have the temporary dues increase of 2 EURO for this triennium only.

NEW ZEALAND's proposed Amendment was rejected.

Amendment No 2 to Resolution 6

SWITZERLAND proposed that dues be increased immediately by 10 EURO with no annual increase. The Amendment was SECONDED by AUSTRALIA.

Point of Order

USA pointed out that under Parliamentary procedures an amendment to a Resolution on dues could only decrease the amount of dues but could not increase the amount.

The RESOLUTIONS CHAIR denied this was correct as it did not appear in the By-laws.

ECUADOR stated that they were paying \$8 per month for dues and that raising the dues would mean losing all members. However, as ECUADOR had not been recognised her remarks could not be accepted.

The PRESIDENT noted that ECUADOR was asking for equal opportunity to be given to speakers both for and against a motion.

The Timekeepers were asked to stop the clock while the PRESIDENT consulted with the PARLIAMENTARIANS. Discussion then resumed.

The PRESIDENT responded to amendment No 2 proposed by SWITZERLAND, stating that procedurally four months' notice was required for a dues increase. As SWITZERLAND's proposed Amendment to increase had not been received with this four months' notice, the suggested 10 EURO dues increase could not be accepted. So only the Resolution with a 5 EURO increase or below could be considered.

DISCUSSION

- ECUADOR spoke against the Resolution. They were currently paying \$8 per month and this could not be increased as the Federation was already losing members due to the costs. Dues for 2010 had not been received in some cases due to the financial crisis in the country.
- MONGOLIA spoke for the Resolution, pointing out that it seemed shameful to be debating 1 EURO or 5 EURO. "*All Members were business and professional, salaried women at a world conference and all could surely afford 5 EURO per year – this was just one cup of coffee, and less than a glass of wine*". Since globally increasing prices could not be controlled, adjustments of expenses had to be made.
- ITALY thanked the Executive for their efforts but felt that BPW's financial problems were directly linked to the number of members. BPW International had 25,000 members of whom 18,000 were members of BPW Italy. Annually, Italy was paying 118,000 EURO. If this Resolution were passed, Italy could not support further increases of 50,000 EURO in the first year and 18,000 EURO each successive year and would be obliged to leave BPW International.

Proposed amendment No 3 to Resolution 6

CANADA spoke for the increase, but proposed an Amendment to defer this increase until 2013 as there would be insufficient time to increase their dues in time to pay the new rate for the 2012.

USA SECONDED the Amendment.

The PRESIDENT reaffirmed CANADA's proposed Amendment to the Resolution whereby the increase to the dues would only take effect in 2013.

There was no time for further debate.

The PRESIDENT stated that as debate was over, a vote had to be taken on all pending questions.

Vote on Proposed Amendment No 3 to Resolution 6

This proposed that the dues increase, if accepted, would take effect in 2013. Congress voted by a show of hands, and the proposed amendment was accepted.

Vote on Resolution 6, as amended

Congress voted on accepting a dues increase of 5 EURO taking effect in 2013 with an annual adjustment after that of 1 EURO.

The PRESIDENT reminded Congress that for those low income countries listed by the World Bank, only half the rate of dues would be payable according to a previous Resolution from Lucerne Congress.

Point of Order

The CHAIR OF THE STANDING COMMITTEE ENVIRONMENT requested that the vote be split, between the €5 increase and the annual €1 increase. The PRESIDENT advised that since this had not been raised during the debate, which was now over, voting would have to be on the Resolution in its present form, to increase dues by 5 EURO from 2013 with an additional 1 EURO annually thereafter.

Adoption of Resolution 6, as amended

Congress passed the Resolution.

The PRESIDENT thanked Congress for the wisdom of its decision, and returned the floor to the Resolutions Chair.

The PRESIDENT recognised AUSTRALIA.

Advisement of a motion

AUSTRALIA foreshadowed they would be presenting a motion to remove the proxy and advance voting in the draft constitution and regulations from the debate and asked this be placed on the table for Congress 2014, as there had been no consensus during the Constitutional Review Forum when speakers addressed this topic. This would give Delegates time for discussion before the motion was presented later. The PARLIAMENTARIANS allowed this.

The PRESIDENT thanked AUSTRALIA and asked the RESOLUTIONS CHAIR to resume Resolution 4 on Equal Pay, as postponed from the previous day.

Resolution 4: Equal Pay (continued)

The RESOLUTIONS CHAIR confirmed that amended Resolution 4 had been distributed to Delegates, to incorporate the amendment by BPW UK and the Rationale and Implementation taken from the original motion. The Resolutions Chair pointed out that the original text was on page 226 of the English Workbook. She explained that during the Discussion the day before at Congress she had been asked to make the text clearer. Therefore she had re-sequenced the Rationale and Implementation. The financial impact remained the same.

The PRESIDENT confirmed that discussion would then proceed on Resolution 4: Equal Pay, as amended.

Noting: the Universal Declaration of Human rights in 1948, which article 23 already says "everyone has the right to equal pay for equal work"; and is dealt with in the European Social Charter in article 4.3.

Noting the provisions of the International Labour Organisation's (ILO) 1994 Part-Time Work Convention, which requires countries to incorporate into their public procurement contracts a labour clause, including the issue of equal pay

Noting Article 11(1)(d) of the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly by Resolution 34/180 of 18 December 1979

Recalling the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) (3) states that the principle of equal pay for equal work or work of equal value is an essential and indispensable part of the *acquis communautaire*.

Noting the EU Lisbon Strategy for Growth and Jobs, and the European Commission's campaign for reducing the pay gap (2010 - 2015)

Recalling the resolution on Women's economic empowerment of the CSW 54 in 2010 [ii]

Whereas:

- implementation of the principle of equal pay for the same work and for work of equal value is crucial to achieving gender equality
- the pay gap has a serious impact on the economic and social status of women throughout their working life and beyond
- in spite of the significant body of legislation in force for more than 30 years and the actions taken and resources spent on trying to reduce it, the gender pay gap still persists, women earning on average at least 4 – 8.5% less than men for which no objective reason can be found and this gap does not show any sign of significantly narrowing [iii]; the pay gap is even more pronounced among immigrant women, women with disabilities, women belonging to minorities and unqualified women
- women now achieve a higher pass rate at school than men all over the globe (and especially in all EU Member States, USA and a number of Asian countries) and account for the majority of graduates, without a comparable pay gap reduction
- the pay gap results from direct and indirect discrimination, as well as from social and economic factors, labour market segregation and the overall wage structure and is, moreover, linked to a number of legal, social and economic factors, which go beyond the single issue of equal pay for the same work
- professions and jobs in which women predominate have a tendency to be undervalued in comparison with those in which men predominate, without necessarily being justified by any objective criteria – e.g. the gender-based digital divide that exists clearly impacts on pay
- the pay system, whereby length of service is taken into account in setting the level of pay, is unfavourable to women who have (repeatedly) to interrupt their career because of external factors and contributing to society by means such as child-related employment breaks and care-taking for the sick and elderly
- gender-specific data and a new gender-aware legal framework, enabling the causes of pay discrimination to be tackled, are essential
- (vocational) education can and must contribute to eradicating gender stereotypes from society
- unjust pay differences should not be allowed, the law must be upheld; a legal framework regarding equal pay as belonging to good corporate governance, as good for business, helps.

BPW International urges all affiliates to:

1. lobby governments, UN Institutions and other relevant bodies too develop and implement gender sensitive policies and programmes aimed at promoting women's economic empowerment including enhancing access to full and productive employment, decent work for all and equal pay for equal work or work of equal value
2. adopt and effect measures to promote this by continuing and expanding the Equal Pay Day Campaign and to make Equal Pay Day an annual event in each country
3. report progress on the implementation of this resolution to BPW International within 2 years of this Congress.

Implementation: by BPW International and by all Affiliates during the 2011-2014 triennium

i In 2011, women are 52% of the world's population and e.g. in the USA 63% of them are single

ii Recognizing that the full integration of women into the formal economy, and in particular into economic decision-making, means changing the current gender-based division of labour into new economic structures where women and men enjoy equal treatment, pay and power, including sharing of paid and unpaid work

http://www.un.org/womenwatch/daw/beijing15/outcomes/L%205%20_%20Ec%20empowerment_Advance%20unedited.pdf

iii In 2011 women earn 15% less than men in the European Union and up to 25% less in the private sector; whereas the gender pay gap varies between 4% and more than 25%; evidenced by data pointing to extremely slow progress (in the EU from 17% in 1995 to 15% in 2005; women in the north need to work on average 3 months more in order to earn as much as men do in a year.

Point of Clarification

NEW ZEALAND pointed out that there were two very different documents in circulation.

The RESOLUTIONS CHAIR clarified which version was to be voted on and requested the motion be MOVED. NEW ZEALAND did this and it was SECONDED by UK.

Point of Order

The PARLIAMENTARIAN pointed out that the Resolution should be opened for debate before being voted upon.

DISCUSSION

Point of Clarification

EGYPT raised a Point of Clarification, as some countries were not affected by Equal Pay Day but EGYPT would support it for solidarity. This was accepted.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Dr. Chonchanok Viravan asked whether this vote would include the 17,000 EURO as a budget item or if the vote was simply to conduct the campaign.

RESOLUTIONS CHAIR confirmed that the financial impact was on the distributed Resolution text, and that a "yes" vote would mean supporting the campaign and adding a budget item of 17,000 EURO.

PAST INTERNATIONAL PRESIDENT Dr. Chonchanok Viravan declared she was therefore against the Resolution.

Point of Order

PAST INTERNATIONAL PRESIDENT Sylvia Perry stated that it had previously been decided to defer this until the Budget had been dealt with, so this Resolution should not be taken at this point.

The PRESIDENT agreed. The RESOLUTIONS CHAIR agreed to defer this Resolution until after the Budget.

Resolution 11: Selection of International Congresses

Workbook page **EN** 232 **FR** 253 **IT** 264 **SP** 242

Proposed by the Executive:

RESOLUTION: SELECTION OF INTERNATIONAL CONGRESSES

Mindful that intensive demands are made on an affiliate hosting an International Congress.

Recognising that the affiliate leadership at the time of a Congress may have changed along with the hosting federation's capabilities.

Aware that the financial responsibility of the Congress lies with the Executive Board and is a key factor in the success of any congress.

Aware that in 2008 Congress agreed that International Congresses will be rotated in the regions.

Recognising that due diligence should be applied to any application to host an International Congress of BPW International and that an analysis of the capacity of the Affiliate to host a Congress must be properly assessed BPW International resolves that the BPW International Executive Board will be responsible for selecting the Congress after all bids have been fully reviewed and it has been determined that the hosting federation has in place all the requirements to be selected.

RATIONALE:

The practice has been that Congress selects the hosting country without knowledge of the affiliate's capabilities and capacity. Too often, the BPW International Executive Board is placed in the position of having to provide a

Congress of international standing and working with a hosting country that is not any more able to meet all the requirements.

BPW International should learn from this experience and implement a process of due diligence to assure the viability of future Congresses.

IMPLEMENTATION:

To take effect immediately.

Congress bids will be sent to the Executive for assessment in line with the guidelines, eg rotating around the regions, financial viability, visa requirements etc. The Executive Board will short-list viable candidates and bids that fail to meet the criteria will be rejected. The Executive Board will recommend viable candidate bids and the International Board will be asked to either vote, if more than one bid fits the criteria, or to endorse if there is only one candidate country.

The Executive Board must retain the right to change the location of a Congress if circumstances materially change and the viability of a planned Congress becomes questionable.

FINANCIAL IMPACT on BPW International:

A very big risk of deficit for the organization.

The SECOND VICE PRESIDENT + UN STATUS OF WOMEN CHAIR spoke to the Resolution on behalf of the Executive. She explained that this responded to a motion put at the last Congress, relating to the rotation of International Congresses in the regions. Since financial responsibility for each International Congress lay with the Executive Board, the recommendation was based on requiring proper due diligence to be undertaken, with proper analysis of the capacity of the Affiliate to actually host a Congress. The recommendation was for a proper assessment process to be implemented to mitigate any potential risk to the Executive Board.

The SECOND VICE PRESIDENT commended the Resolution to Congress and requested a seconder to MOVE the motion.

The REGIONAL COORDINATOR - NORTH AMERICA SECONDED the motion.

Point of Clarification

IMMEDIATE PAST PRESIDENT Dr. Chonchanok Viravan asked whether this would come into effect immediately when bidding to host Congress 2017 or if it would first be implemented when bidding for Congress 2020, which would be at the 2014 Congress.

The RESOLUTIONS CHAIR took advice from the PARLIAMENTARIANS. She then confirmed that as the new Constitution would only come into effect after this Congress, the change would apply to bidding for the 2020 Congress.

Point of Clarification

EGYPT wondered about the right of the Executive Board to change the location of Congress if the situation in a host country deteriorated and became questionable.

The RESOLUTIONS CHAIR confirmed that this was already in the Guidelines and could not be changed.

Point of Clarification

AUSTRALIA requested reassurance that Resolution 5 passed at Mexico Congress about the rotating of Congresses in the regions would still stand.

The RESOLUTIONS CHAIR assured that this would still be the case.

Amendment No 1 to Resolution 11

NEW ZEALAND requested an Amendment be made to have the options for Congress location to be voted on by Congress, rather than by the Board of Directors as was current practice. This would allow affiliate members to assess the various bids with clarity.

The RESOLUTIONS CHAIR explained that the objective of the Resolution was to obviate the need for Congress to vote, since Congress had never accepted the recommended venue.

The PRESIDENT spoke to the requested Amendment, stating that after the due diligence process, the International Executive Board would present the bids for the Board of Directors to vote on. Guidelines were very clear as to cost effectiveness, travel, visas etc. and all would be taken into consideration, but the International Executive Board would have undertaken their due diligence on the Affiliates offering to host the Congresses to ensure that they complied. The PRESIDENT further added that it would be possible to ask for digital promotional materials to be circulated and distributed to the Board of Directors to see the alternatives more fully before voting on accepting or choosing if there is more than one.

Adoption of Resolution 11, as amended

The RESOLUTIONS CHAIR put the vote to adopt the Resolution as amended with effect from 2020 and it was carried.

Resolution 3: Blood Donation

Workbook page **EN** 225 **FR** 246 **IT** 257 **SP** 235

Proposed by BPW ARGENTINA.

RESOLUTION: BLOOD DONATION

To support the Millennium Goals 5 and 6 and the policies of WHO and the Pan-American Health Organization (PAHO) on safe blood donation by increasing awareness in the global community about the importance of blood safety, encouraging each country to establish a national blood program and approve legislation on blood safety to achieve a supply of adequate and safe blood for all citizens to allow the achievement of:

Development Goal 5: Improve Maternal Health by reducing by 75% the maternal mortality

Development Goal 6: Combat HIV/AIDS, malaria and other diseases –

6a – by halting and beginning to reverse the spread of HIV/AIDS

6b – by achieving universal access to treatment for HIV/AIDS for all those in need.

6c – by halting by 2015 and beginning to reverse the incidence of malaria and other major diseases.

Presenting the motion in French, ARGENTINA urged Delegates to support the work that was underway. She did not wish to add further details.

SECONDED by NEW ZEALAND.

The PRESIDENT opened discussion of this Resolution.

DISCUSSION

The HEALTH CHAIR spoke in support of the motion, emphasizing the importance of the Resolution to less developed countries where disease was spread through poorly managed blood and blood products. The Resolution provided a basis for Affiliates on which to lobby Health Services and Health Ministries.

ARGENTINA did not wish to speak again.

Adoption of Resolution 3

The RESOLUTIONS CHAIR then put the motion to the vote. The motion was passed.

Point of Order

The CHAIR of the ENVIRONMENT COMMITTEE asked for confirmation of the number of Delegates present as on two occasions, approximately 126 votes had been cast but the Credentials Committee report had indicated 137 voting members were present.

The PRESIDENT confirmed that this had been noticed. There was a quorum but an update would be given if desired.

The session continued with Resolution 12 which had been postponed from the previous day.

Resolution 12: BPW International Branding

Workbook page **EN** 232 **FR** 253 **IT** 265 **SP** 242

RESOLUTION: BPW INTERNATIONAL BRANDING

Mindful that in 1999 BPW International agreed on a universal logo to be used by all affiliates

Believing that BPW International needs to further strengthen our international brand

Recognising that colour is a powerful component of all corporations branding policy

BPW International agrees to adopt the PMS (Pantone Matching System) colour yellow #122 as the standard in our printed and electronic materials.

Friendly amendment to Resolution 12

The PRESIDENT spoke to the Amendment to Resolution 12, confirming that it had been accepted as a friendly Amendment.

GERMANY SECONDED the Amendment, which read as follows:

"BPW International agrees to establish a Brand Taskforce to consult on the development and implementation of an integrated brand strategy that: communicates who BPW is; specifically addresses ways to standardise the use of colour in all marketing and communications materials; and clearly communicates our brand proposition.

The strategy must allow for a staged implementation of the agreed strategy with timelines for adoption through to complete implementation. It will enable the development of optional forms of the logo to allow for practical 'localised' use of the brand where deemed appropriate, and will consider the opportunities for Intellectual Property assets to be developed globally."

AUSTRALIA thanked Congress for being allowed to re-write the Amendment, and stressed the profound importance of consultation and acknowledging the various cultural, social and other sensitivities that should be built into a brand which was as significant on the global stage as that of BPW.

Point of Clarification

The RESOLUTIONS CHAIR asked whether colour had been included in the re-write.

AUSTRALIA confirmed that it had, as options for colour needed to be considered, since cultural sensitivities around particular colours had to be taken into account, (for example, white and mauve are negative in some countries), and since brands do not have to be restricted to only one colour, that localised versions should be considered in the Resolution, allowing a country to be represented for its uniqueness as well as for belonging to the BPW family.

Point of Clarification

USA pointed out that from her industrial experience the words *"or the closest equivalent when Pantone colours are not available"* would need to be inserted as not all printers had all Pantone capabilities.

The RESOLUTIONS CHAIR confirmed that the Taskforce would be considering all these issues if the Resolution were passed and that Pantone had been removed from the original Resolution.

AUSTRALIA thanked the USA for this valuable input.

Adoption of Resolution 12, as amended

The RESOLUTIONS CHAIR then put the Resolution to the vote, and it was carried.

The PRESIDENT asked the RESOLUTIONS CHAIR to continue with Resolutions.

Resolution 9: BPW "Teenager" Program

Workbook page **EN** 231 **FR** 252 **IT** 263 **SP** 241

BPW ARGENTINA recommends that BPW International encourage the development of a programme for Teenage Girls within their clubs to help develop the potential of girls through childhood, adolescence and late teenage years by including them in club functions and by mentoring and assisting them to attain their goals and develop their full potential.

GERMANY SECONDED the Resolution.

ARGENTINA spoke to the motion in Spanish. She explained that this would allow teenage girls aged 13-18 to join BPW Federations and be trained. Without wishing to add further details, she simply said that this would be an ideal opportunity for young girls to propagate cross-border relationships.

Proposed Amendment No 1 to Resolution 9

CHILE spoke for the motion as it would be beneficial to have teenagers involved in BPW. However she found the lower age limit of thirteen too young and proposed the age range of fifteen to eighteen.

The friendly Amendment raised by CHILE was accepted by ARGENTINA and therefore became the amended Resolution 9.

DISCUSSION

- CANADA spoke against the Resolution, citing the difficulties already experienced in retaining Young BPW and the lack of resources available to try to develop new programs for younger people. They also raised the potential issue of liability insurance with respect to adolescents.
- EGYPT spoke in support of the Resolution, retaining the lower age of thirteen.
- AUSTRALIA spoke against the Resolution, citing high public awareness of child abuse which in AUSTRALIA for example would mean every Club member would need to receive police clearance to minimize the risk of paedophilia.
- UK spoke for the Resolution, if it could be achieved through links with existing young peoples' organizations, citing two successful such relationships in the UK (the Public Speaking Competition, for example). This seemed to be a good way of inspiring younger people to become involved with organizations such as BPW. So the UK was in principle in support of the Resolution.

There being no further speakers against the Resolution, the discussion ended.

Point of Clarification

The CHAIR OF YOUNG BPW pointed out there was already a Young BPW program that had no lower age limit. As it was proving difficult retaining Young BPW engagement, this additional split with teenage BPW could prove detrimental. Since there was no lower age limit on Young BPW the concept behind a teenager program was unclear.

FRANCE spoke in favour of the Resolution, with the age limit set at either 13 or 15. There was already a programme already running in France called "BPW goes back to school."

Motion to close the debate

GERMANY proposed the debate be ended and the vote taken.

The RESOLUTIONS CHAIR asked whether ARGENTINA wished to speak again. They did not.

Point of Clarification

The CHAIR OF YOUNG BPW asked whether there was any financial impact resulting from the teenager program.

The RESOLUTIONS CHAIR advised that that there was no financial impact according to the text of the Resolution.

Loss of Resolution 9, as amended

The vote was taken and the Resolution was lost.

Conclusion of Resolutions Session II

This completed the session.

The PRESIDENT invited the Chair of the NOMINATIONS COMMITTEE to present her report.

Report of the Nominations Committee

Chair, Michelle Husby representing NORTH AMERICA confirmed the names of her Committee members:

EUROPE: Claire Kowalewski

ASIA PACIFIC: Kate Waters

AFRICA: Raissa Gbedji

LATIN AMERICA: Elisabete (Betty) Freitas

The Chair read the list of Nominees:

NOMINEE – INTERNATIONAL PRESIDENT

Freda Miriklis (Australia)

There were no Nominations from the Floor.

NOMINEES – VICE PRESIDENT

Amany Asfour (Egypt)

Huguette Akplogan Dossa (Benin)

Jill Worobec (Canada)

Dr. Young Hai Park (Korea) was nominated from the Floor.

SECONDED by NEW ZEALAND.

Point of Clarification

The President of Chile pointed out that Elena Torres Seguel had been nominated as VICE PRESIDENT (as shown in the Workbook), but her nomination was subsequently withdrawn because she had wanted to stand for REGIONAL COORDINATOR – LATIN AMERICA.

Lesha Witmer was nominated from the Floor by GERMANY. However, the Chair pointed out that Lesha was the president of her club in the Netherlands but the Consent Form had only been received from GERMANY and not from the NETHERLANDS, although her home Federation was the NETHERLANDS. Therefore this contradicted Article 2 Section II Paragraph c), which still required the nomination of the nominee's home Federation, so her nomination could not be accepted.

Point of Clarification

GERMANY was unsure how it was decided which Federation was a candidate's home Federation if she belonged to several Federations. The CHAIR OF THE NOMINATIONS COMMITTEE ruled that the Federation where a candidate held office was her home federation therefore nominations for this position were closed.

NOMINEES – EXECUTIVE SECRETARY

Dr. Yasmin Darwich (Mexico)

Faye Gardiner (New Zealand)

There were no nominations from the Floor.

NOMINEE – FINANCE DIRECTOR

Geva Murano (Australia) was nominated from the Floor and SECONDED by NEW ZEALAND.

NOMINEES – YOUNG BPW REPRESENTATIVE

Anastasia Safarian (USA)

Farina Nazar (Pakistan)

There were no nominations from the Floor.

REGIONAL COORDINATORS

AFRICA

Adenike Adeyanju-Osadolor (Nigeria)
There were no nominations from the Floor.

ASIA PACIFIC

Susan Jones (Australia)
There were no nominations from the Floor.

EUROPE

Sabine Schmelzer (Switzerland) was nominated from the Floor

LATIN AMERICA

Elena Torres Seguel (Chile) was nominated from the Floor
Maria Elvira Salles Ferreira (Brazil) was nominated from the Floor

NORTH AMERICA

Bessie Hironimus (USA).

CHAIRS OF THE STANDING COMMITTEES

There were no nominations from the floor.

Committee

Agriculture

Arts & Culture

Business Trade and Technology

Development, Training & Employment

Environment

Health

Legislation

Projects

Public Relations

Candidates

Elsa Gardeweg (Chile)

Nancy Astone (Italy)

Edoarda Greco Pozza (Italy)

Philomena Mustachio (Italy)

Giuseppa Bombaci (Italy)

Olga Ferolito (USA)

Juliana Garibay-Sparacio (USA)

Graciella de Oto (Argentina)

Maria Albano (Italy)

Kiran Asad Javed (Pakistan)

Luisa Monini (Italy)

Abiodun Mojisola Obakin (Nigeria)

Sarah Louzan Rossi (Argentina)

María Ines Bastides Buijuy (Chile)

Giliola Langher (Italy)

Enrichetta Bellini Fornera (Italy)

Oluyemisi Aluko-Olokun (Nigeria)

Giuseppina Seidita (Italy)

No candidates - the position would remain vacant.

The candidates in this report by the Nominations Chair would be presented to the Elections Committee.

The EXECUTIVE SECRETARY confirmed the members of the Elections Committee who would need to meet with the Chair of the Nominations Committee.

The PRESIDENT invited the Executive Secretary to explain the management of forthcoming Constitutional Amendment session, and if in doubt, further clarifications would be available from the Executive Secretary or Parliamentarians.

Procedure for voting on the Draft Constitution and Regulations

The entire draft would be presented, clause by clause. There would be 104 slides to be presented to Congress. Each Article and each Regulation would be presented for consideration and the voting body could debate them. There were 7 Constitutional Amendments (Regulations) highlighted by the Constitution Committee which had not been agreed by the membership at the Forum (listed as Amendment A to Amendment G in the Workbook), so Congress had to still debate them. The Executive Secretary explained that this process would enable the Congress to finalize

the draft Constitution and Regulations, so changes to the draft Constitution and Regulations required only a majority vote. At the end of this process, Congress would have the final draft Constitution and Regulations and the current Constitution and By-laws: a 2/3 majority would be needed to accept and adopt the new Constitution and Regulations, as this constituted a constitutional amendment.

The EXECUTIVE SECRETARY explained the slides to be presented were colour-coded:

Red = amendments to the Constitution required by law for registration in Geneva
Purple = additions to the Regulations, but current BPW practice
Green = text which had already changed
Blue = already existing in the By-laws.

Point of Clarification

The USA asked, since the Procedure Manual could not be finalized until the Regulations were finalized, if these items would be left in limbo until the Procedure Manual was adopted.

The EXECUTIVE SECRETARY explained that the items in the Procedure Manual had been taken from the existing By-laws, Constitution and Handbook, so they did not constitute a change. She apologised for the delay in producing the Procedure Manual which was caused by the two-month extension to the options responses on the Constitutional Amendment drafting process.

The EXECUTIVE SECRETARY further explained that Congress would be voting on various alternate amendments to the draft Constitution and Regulations.

Point of Clarification

Manjul Batra (USA) asked if the amended Constitution would take immediate effect.

The EXECUTIVE SECRETARY replied that the Parliamentarians had advised that it would take effect only at the end of Congress. This was also why Resolution 1 (implementation) had been withdrawn. However this did mean that if Congress voted to accept the new Constitution which abolished elected Standing Committee Chairs (in favour of appointed chairs), those elected position-holders voted in at Congress would technically lose their positions at the end of Congress.

Point of Clarification

Ms. Batra then asked what would be the process if Congress decided that the new Constitution would only take effect at the next Congress. The EXECUTIVE SECRETARY confirmed that at the moment, changes came into effect at the end of Congress but that in this case, the new committee system would not be implemented until Congress in 2014.

In response to further queries from the USA delegate regarding implementation of the new Constitution, the Executive Secretary reiterated that implementation could be decided on and nothing would come into effect before the Board of Directors' meeting.

PARLIAMENTARIAN Dr. Yvette Swan pointed out that the current Constitution stated that new Constitutional amendments came into effect leading into the next Congress. However, Congress could decide to put forward a Resolution specifying a different time of implementation.

Point of Clarification

CANADA pointed out that the items in red, relating to BPW's registration in Geneva, could not be amended by Congress as they were needed to retain BPW's registration. The Executive Secretary confirmed this and reiterated that even if Congress voted against the new Constitution and Regulations, a vote would need to be taken by Congress to insert the Geneva clauses into the existing Constitution and By-laws.

Point of Clarification

NETHERLANDS requested clarification that with the current constitution and By-laws, Congress voted on changes in the By-laws and that since this was being replaced by the new Constitution and Regulations and the Procedure Manual whereby the Procedure Manual incorporated the previous By-laws that future changes to the procedure manual could only be changed by the executive board and not be voted on by Congress.

The EXECUTIVE SECRETARY denied this and explained that in the new Constitution and Regulations the International Board of Directors had the responsibility to approve changes to the Procedure Manual before they could become effective. She went on further to explain that small changes to the By-laws were cluttering up Congress and that submissions to the review committee had requested this be changed. The Procedure Manual was in draft form at the moment and would be circulated later; it could be accepted by an online vote of the International Board in the future.

Announcements

The President described the arrangements for the Gala Dinner.

The Gala Dinner was held that evening at the Finlandia Hall Piazza.

* * *

FOURTH BUSINESS SESSION

Congress Wing

Hall A&B

Tuesday 21 June 2012

In the Chair: LIZ BENHAM, President

Opening Remarks

The PRESIDENT welcomed Delegates to the Fourth Business Session, following the Gala Dinner.

Roll Call

The EXECUTIVE SECRETARY took the Roll Call.

Point of Order

The CHIEF PARLIAMENTARIAN asked if there was a quorum.

The EXECUTIVE SECRETARY could not confirm this as the Fourth Credentials Report was not yet finalised.

The PRESIDENT invited the CHIEF PARLIAMENTARIAN to address Congress.

Remarks by the Chief Parliamentarian

The CHIEF PARLIAMENTARIAN condemned the defamatory emails she had seen in circulation, reminding Delegates that they needed to refrain from negative comments. Her observations were applauded.

The PRESIDENT reminded Delegates that they would start with the agenda for the Fifth Business Session, and asked for a Credentials Report.

The EXECUTIVE SECRETARY advised that people were still being signed into the Session, so the President requested an interim Credentials Report. Meanwhile, after assessing the assembly, the President confirmed she was confident that a quorum existed, so the programme continued.

The PRESIDENT recognised GERMANY.

Point of Order

GERMANY believed the Nominations Committee had made a decision that contravened the wording of By-laws Article II, Section II c) "*The written consent of the nominee's own Federation ...*" which they understood as being the Federation where the candidate was a full member. There was nothing in the Constitution to say that a candidate could only be a member of one Affiliate or could not hold an office in more than one country, nor was there provision in the Constitution or By-laws requiring signature from all the Federations of which the candidate was a

member. They therefore asked the Chair to rule on this Point of Order and advise on the validity of Lesha Witmer's nomination.

The PARLIAMENTARIAN responded that the Nominations Committee had considered several factors on this nomination. Firstly, the application form indicated that the candidate was the President of a Club in the NETHERLANDS. This meant she had to be a member of the Netherlands Federation. Secondly, the candidate indicated that she had written the Resolution 4 on Equal Pay, which had been submitted by the NETHERLANDS. Overall, the Committee ruled that it was not clear; therefore the nomination was not in order. A member could belong to several Federations but it was unacceptable to be able to switch Federations if the home Federation did not agree to a person's nomination.

BELGIUM asked to speak. They agreed there was a problem with the candidate and her Federation but could not understand why this had not been pointed out to the Federation presenting the member. BELGIUM had not been accorded the opportunity to comment on this and did not understand why the candidate could not be supported by only one Federation.

The CHIEF PARLIAMENTARIAN stated that the member could be supported by one Federation if it was her own federation but it had to be proven that she was a member of and lived in the country that was her own federation. The candidate had alleged she was a club President there so it was not clear that the nominating federation was her own federation. The Nominations Committee had ruled on this the preceding day; it was a matter for Europe to discuss, rather than Congress.

PAST INTERNATIONAL PRESIDENT Rosmarie Michel suggested that the regionalism concept in BPW was to allow the regions to collectively communicate, agree on a decision and to then present this to the International Board. This matter should be resolved at European - not International - level.

Motion proposed by Germany

GERMANY asked to formulate a motion as they did not agree with the interpretation given: regionalism was irrelevant. Germany had initially asked for a vote on the validity of the nomination. On questioning by the CHIEF PARLIAMENTARIAN as to the personal implications to the candidate, this was amended to a request for a vote on the interpretation of the By-laws.

The CHIEF PARLIAMENTARIAN asked for the motion to be submitted in writing. This was done. It was SECONDED by BELGIUM.

The PRESIDENT called on the NOMINATIONS CHAIR to explain the reasoning behind the decision.

The NOMINATIONS CHAIR explained that the Nominations Committee had read the By-laws provision and the Congress nomination forms, which stated that a candidate must have the support of her own Federation, and agreed as a Committee that a member's own Federation was a single entity. Although a member may belong to many Federations, only one was her own home Federation. The Committee then considered which Federation would be the candidate's own Federation, whether it was Germany or Netherlands, and based on papers stating her to be President of a Netherlands Club and also a Federation Chair in the Netherlands, the Committee had determined that the NETHERLANDS was her own home Federation. The Committee had been unanimous in its decision.

The PRESIDENT recognised the need to address Germany's concerns, and asked for Congress to vote by a show of hands whether the Nominations Committee had followed the By-laws and whether the Committee's decision was believed to be correct. AUSTRALIA felt that such a sensitive issue should be measured by Digi-Vote.

Point of Clarification

NEW ZEALAND asked whether the wish of Congress overrode the interpretation of the By-laws, before proposing that Congress should vote on the actual motion that had been tabled and SECONDED.

Motion from the floor

The PRESIDENT read the motion from NEW ZEALAND: "*Since we do not agree on the interpretation you have endorsed, we appeal your decision and ask for the matter to be put for a vote of Congress with the Delegates present.*"

The PRESIDENT stated that the decision had been made by the Nominations Committee, and that she was therefore asking again for a vote on whether or not the Nominations Committee had complied with the By-laws.

The vote was then taken and passed, so Congress confirmed that the Nominations Committee had acted in compliance with the By-laws.

The PRESIDENT called upon the CREDENTIALS CHAIR to provide the Fourth Credentials Report.

Fourth Report from the Credentials Committee - Fourth Business Session

The Chair of the Credentials Committee presented the report:

Executive:	10
Past Presidents:	7
Standing Committee Chairs:	2
Federations:	89
Delegates and Associate Clubs	7

This gave a total voting strength of 115, so a quorum was present.

The PRESIDENT advised that ELECTIONS would be next and called upon the ELECTIONS CHAIR to begin the process.

ELECTIONS

CHAIR Véronique Goy Veenhuys (Switzerland) ran the ELECTIONS, assisted by CO-ELECTIONS CHAIR Christina Vincent (Australia).

ELECTION OF PRESIDENT

The sole Candidate was Freda Miriklis (Australia). Congress elected her President for the next triennium and she received warm applause.

ELECTION FOR FIRST AND SECOND VICE PRESIDENTS

The PRESIDENT invited the ELECTIONS CHAIR to explain the voting process for multiple candidates.

Point of Order

EGYPT felt that the vote for the venue for Congress in 2017 should take place before the Elections, since that was what had been agreed previously.

The PRESIDENT advised that bids for Congress would be addressed immediately afterwards within the voting package.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Sylvia Perry pointed out that the previous tally of votes had been 118 although only 115 were registered.

The PRESIDENT explained that 3 Delegates had joined the session during the Credentials report. Since a quorum existed it had not been necessary to update Congress again, but 118 had been recognised.

Point of Clarification

USA commented that with so many candidates for election it would be useful if each could be allocated one minute to introduce herself to Congress before voting. The PRESIDENT regretted that the lack of time precluded this and added that the candidates were already known to Congress.

Point of Order

CANADA pointed out that an Agenda for Congress had been approved, which included time for the candidates to introduce themselves and since the candidates were not known to everyone, this introduction should be insisted upon. This was accepted, and the PRESIDENT asked the ELECTIONS CHAIR to have the candidates each address Congress for one minute.

The ELECTIONS CHAIR did so, inviting the Egyptian candidate Amany Asfour to speak first.

Point of Clarification

GERMANY felt that most candidates were known to Congress as they had already presented their reports so only those who had not yet been seen should introduce themselves.

The PRESIDENT wished for fairness for all Vice President candidates and then confirmed that each candidate would be allowed one minute.

The ELECTIONS CHAIR introduced the nominees for Vice Presidents.

ELECTION OF FIRST VICE PRESIDENT

Amany Asfour (Egypt)

As President of BPW Egypt and former Coordinator for BPW Africa, Amany confirmed that BPW International was a great organization which needed a very big vision to mobilize resources for members, to provide member services and run projects on the ground. Although BPW Egypt was small they had raised more than one million EURO in two years. She reminded the assembly that BPW Egypt was the first federation in the world to launch the Women's Empowerment Principles with the UN Global Compact and UN Women.

Huguette Akplogan Dossa (Benin)

Huguette, who was currently REGIONAL COORDINATOR – AFRICA, invited Congress to remember what had already been accomplished and asked for their support to continue to make BPW International more powerful and to build on the Women's Empowerment Principles, working together, hand in hand and supporting each other.

Jill Worobec (Canada)

Jill was currently REGIONAL COORDINATOR - NORTH AMERICA AND THE NON SPANISH-SPEAKING COUNTRIES OF THE CARIBBEAN. She had been President of BPW Canada and also remained a grass roots member. She wanted to continue with the good work that had been done by the last Board and by the members all over the world in raising BPW's visibility. Jill had participated at CSW sessions in the UN since 2000 and was convinced that the membership was BPW's strength.

Dr. Young Hai Park (Korea)

Young Hai had contributed to "*Widening Horizons*" while it was in publication before becoming Chair of Public Relations and also sub-Regional Coordinator for East Asia for several terms. She was currently Regional Coordinator for Asia Pacific and had been involved with UN issues since the Fourth World Conference on Women in Beijing (1995). She had been Project Coordinator for "*Send-a-Sister to Beijing*", sending 40 women from Asia Pacific to attend that Conference. Her ambition was to use her networking contacts (such as Asia Pacific Women's Watch) to promote the profile of BPW on international and regional levels.

The PRESIDENT asked the ELECTIONS CHAIR to clarify how the Digi-Vote would work for the four candidates.

The ELECTIONS CHAIR explained that each candidate would be allocated a number. Some debate followed regarding the voting process. The outcome was that there would be 2 rounds of voting, with the highest scoring candidate from the first vote being elected First Vice President. Her name would be removed from the second vote, and the winner of the second vote would be elected Second Vice President.

The voting process was agreed by Congress and voting began.

RESULT OF THE ELECTION FOR FIRST VICE PRESIDENT

The first vote elected Huguette Akplogan Dossa (BENIN) as FIRST VICE PRESIDENT, and her name was removed from the second vote.

ELECTION OF SECOND VICE PRESIDENT

RESULT OF THE ELECTION FOR SECOND VICE PRESIDENT

The second vote was held and Jill Worobec (CANADA) as was elected SECOND VICE PRESIDENT.

ELECTION OF EXECUTIVE SECRETARY

The ELECTIONS CHAIR announced that as before, each candidate for the position of EXECUTIVE SECRETARY would be allowed one minute to address Congress.

Faye Gardiner (New Zealand)

With a background in Health services, Faye had been President of BPW New Zealand, and also Health Chair for 6 years. Having worked with systems and processes she appreciated how important they were for the smooth-running of an organization. She had tremendous admiration for the current Executive and wanted to help the new team run smoothly so that BPW could grow and support women into the future.

Dr. Yasmin Darwich (Mexico)

Yasmin had been a Member of BPW since 1979; her first Congress was in New Zealand as a Young BPW in 1985. Since then she had worked with many of the Past International Presidents and Dr. Yvette Swan had shown her how the rules were the most important part of the organization: she was happy to serve on another term of the executive.

The vote was taken and Dr. Yasmin Darwich (MEXICO) was elected.

ELECTION OF FINANCE DIRECTOR

The ELECTIONS CHAIR then ran the election for FINANCE DIRECTOR. The candidate, Geva Murano (AUSTRALIA), could not be present due to illness so was presented by Australia's National President. Geva was a member of BPW Melbourne. As a lawyer she also had vast experience in financial management and financial expertise so she would be an ideal FINANCE DIRECTOR.

The vote was held and Geva Murano (AUSTRALIA) was elected.

ELECTION OF YOUNG BPW REPRESENTATIVE

The ELECTIONS CHAIR then ran the election for the Representative of Young BPW.

Two candidates were standing; Anastasia Safarian (USA) and Farina Nazeer (PAKISTAN).

Anastasia Safarian (USA)

USA apologised for Anastasia's unwitting absence from this session. She described her unusual background. Originally from Bijkerk in Kurdistan, she had become an American citizen but Anastasia was currently working in Rome, having graduated from the American University there. Anastasia had been the New York State IT Manager and had been twittering from Rome for about eighteen months. She had also conceived and presented the Young BPW Leaders' session "*To Twitter or Not to Twitter*" and was making a video for the USA to promote Young BPWs. Part of this video had already been on Facebook and it would be distributed throughout BPW.

Farina Nazeer (Pakistan)

Farina had been unable to obtain a visa to attend Congress but Dr. Salima Ahmed described her as a very active member who would be a good candidate for Young BPW Representative.

The ELECTIONS CHAIR then ran the election and Anastasia Safarian (USA) was elected.

ELECTION OF REGIONAL COORDINATORS

The ELECTIONS CHAIR then ran the elections for the five Regional Coordinators in alphabetical order.

Africa

Adenike Adeyanju-Osadolor (NIGERIA) was the sole candidate. She declared her ambition was to take Africa to greater heights and in such a large continent the only way to do this was for Francophone Africa, Portuguese Africa, and English-speaking Africa to work together as one body. This would give the greatest impact at international level.

The vote was held and Adenike Adeyanju-Osadolor (NIGERIA) was elected.

Asia Pacific

The candidate was Susan Jones (AUSTRALIA). She described her passion for BPW, which she had served for 20 years, including as International Projects Chair and Mentoring Chair for 9 years. This had given her insight into the grass roots from the project side. She was also involved in Corporate Government, which would be useful experience to bring to the Executive Board and underlined the importance of two-way communication between Asia Pacific and the Executive.

The vote was held and Susan Jones (AUSTRALIA) was elected.

Europe

There was one candidate: Sabine Schmelzer (SWITZERLAND), who was currently President of BPW Switzerland where she had been living for five years. Previously she had been Second Vice President of BPW Germany. As a PEP Facilitator, Sabine ran the World Cafés at this Congress. She believed that the values of BPW were friendship, development, network and passion. The development of women was key and she would promote this in all European countries, exchanging experience and finding synergies.

The vote was held and Sabine Schmelzer (SWITZERLAND) was elected.

Point of Clarification

GERMANY corrected Sabine Schmelzer's surname for the record as it was incorrect on the slide shown to Congress.

Latin America and the Spanish-speaking countries of the Caribbean

There were two nominations: Elena Torres Seguel (CHILE) and Maria Elvira Ferreira (BRAZIL).

Elena Torres Seguel apologised for speaking in Spanish. As a lawyer, notary public and journalist in Chile she felt she truly began to appreciate this beautiful yet close-knit organization as founder and President of the BPW Chile in 1990, having first discovered this organization with Tuulikki Juusela in the Bahamas in 1987. Since then she had worked internationally as Chair of the Legislation Committee (several times) and as Chair of the Development, Training and Employment Committee. She had contributed her legal expertise to the Constitution review process.

Maria Elvira Ferreira complimented Dr. Yasmin Darwich on her excellent work as the previous Regional Coordinator. Argentina, Mexico, Ecuador and Brazil had nominated Maria and she thanked all four countries for their support. She had been a member of BPW for 7 years but as a politician she had been a member of both the national Brazilian and regional parliaments for 8 years. So she wanted to apply her political skills to help BPW.

The vote was held and Maria Elvira Ferreira (BRAZIL) was elected.

North America and non-Spanish-speaking countries of the Caribbean

There was one candidate: Bessie Hironimus (USA).

Bessie was the current President of BPW USA, which she had been delighted to bring back into the International Federation. She had been a member of BPW International since 1973, working at local, state, national and international level with passion and dedication. Bessie had also been an elected government official for 25 years, working with multi-million dollar budgets and wanted to apply her dedication and commitment to BPW regionally and internationally. She challenged every member to bring a new member to BPW as this would double the size of the organization, ending with the catchphrase: "*Vote for Hironimus and you won't be anonymous!*"

The vote was held and Bessie Hironimus was elected.

ELECTIONS CO-CHAIR, Christina Vincent, presented the names of everyone elected:

Executive Board:

President

Freda Miriklis, Australia

First Vice President

Huguette Akplogan Dossa, Benin

Second Vice President

Jill Worobec, Canada

Executive Secretary

Dr. **Yasmin Darwich**, Mexico
 Finance Director
Geva Murano, Australia
 Young BPW Representative
Anastasia Safarian, USA

Regional Coordinators:

Africa
Adenike Adeyanju-Osadolor, Nigeria
 Asia Pacific
Susan Jones, Australia
 Europe
Sabine Schmelzer, Switzerland
 Latin America & the Spanish-speaking countries of the Caribbean
Maria Elvira Ferreira, Brazil
 North America & the non Spanish-speaking countries of the Caribbean
Bessie Hironimus, USA

Presentation of the new Executive Board 2011-14

The PRESIDENT presented the new Executive Board to the General Assembly of the 27th International Congress in Helsinki to serve for the period from 2011 until 2014.

ELECTION OF STANDING COMMITTEE CHAIRS

The elections were held by Digi-Vote and the results were as follows:

Committee	Candidates	Elected Chair
<i>Agriculture</i>	Elsa Gardeweg (Chile) Nancy Astone (Italy)	Nancy Astone
<i>Arts & Culture</i>	Edoarda Greco Pozza (Italy) Philomena Mustachio (Italy) Giuseppa Bombaci (Italy) Olga Ferolito (USA)	Giuseppa Bombaci
<i>Business Trade and Technology</i>	Julianna Garibay-Sparacio (USA)	Julianna Garibay-Sparacio
<i>Development, Training & Employment</i>	Graciella de Oto (Argentina) Maria Albano (Italy)	Graciella de Oto
<i>Environment</i>	Kiran Asad Javed (Pakistan)	Kiran Asad Javed
<i>Health</i>	Luisa Monini (Italy) Abiodun Mojisola Obakin (Nigeria) Sarah Louzan Rossi (Argentina) María Ines Bastides Buijuy (Chile)	Luisa Monini
<i>Legislation</i>	Giliola Langher (Italy) Enrichetta Bellini Fornera (Italy) Oluyemisi Aluko-Olokun (Nigeria)	Enrichetta Bellini Fornera
<i>Projects</i>	Giuseppina Seidita (Italy)	Giuseppina Seidita
<i>Public Relations</i>	No candidates	-

The USA reported a technical problem and also requested an Alternate in the absence of one of their Delegates.

Véronique Goy Veenhuys (SWITZERLAND) ELECTIONS CHAIR thanked all participants and concluded the Elections process. She thanked the Executive Board for giving her the opportunity to chair the Elections Committee, and returned the Chair to the PRESIDENT.

1ST DEBATE AND VOTE ON THE DRAFT CONSTITUTION and REGULATIONS

The PRESIDENT recognised FRANCE.

Motion by France

The French member of the Constitution advisory committee MOVED that the debate and vote on the draft Constitution and draft Regulations should take place immediately after the voting for the President, Executive Board and Standing Committee Chairs and after the vote for the triennium budget. As this was the last day of Congress, and there was urgent Constitutional business to conduct, this should take precedence over any other business as the draft Constitution and draft Regulations process had been pending since Lucerne Congress. The motion was SECONDED by NEW ZEALAND.

Point of Clarification

The PRESIDENT asked FRANCE when the important issue of the Budget should be addressed.

FRANCE confirmed that the Constitutional matters should be considered after the Budget.

Motion from the floor to adjust the Congress Programme

Since only the presentation of the bids for Congress would be outstanding, the PRESIDENT asked for a show of hands on adjusting the program accordingly. This was unanimously accepted, so the PRESIDENT called upon the FINANCE DIRECTOR to present the Budget.

PRESENTATION OF THE BUDGET

The FINANCE DIRECTOR explained that in view of Resolution 6, the budget presentation would be broken down by year. The 2012 budget would be identical to that for 2011, which should yield a 3% surplus. Following approval of Resolution 6 on Membership Dues, the 2013 budget would take into account the 5 EURO increase and the budget for 2014 would take into account the 1 EURO increase.

DISCUSSION

- PAST INTERNATIONAL PRESIDENT, Dr. Pat Harrison asked why the interest was reduced for 2013/14, from 16,000 EURO for 2008/11 and 16,000 EURO for 2012 but only 10,000 EURO for 2013 and 2014. The FINANCE DIRECTOR explained that the 16,000 EURO figure had been found to be unrealistic for the following two years, so she had adjusted it. Ideally, it would have been reduced for 2012 as well.
- Considering the Budgets for 2011 and 2012 were the same, PAST INTERNATIONAL PRESIDENT Sylvia Perry asked whether the transition of the President's office had been included in the figures. The FINANCE DIRECTOR confirmed that it had been allocated to the Budget for 2011.
- NEW ZEALAND asked if the President's Office would relocate to Melbourne, Australia. The FINANCE DIRECTOR had not yet received confirmation, but that was her understanding.
- NEW ZEALAND then asked if the organizational staff would also move to Melbourne. The FINANCE DIRECTOR stated that this would be unnecessary, since staff members were outsourced and located around the world. There would be no specific central location other than the office of the President. Prompted by the PRESIDENT, the FINANCE DIRECTOR confirmed these were all outsourced services.
- CANADA asked how the significant amount of money associated with Resolution No 4 on Equal Pay, would be accounted for in the budget since discussion on that Resolution had been deferred. The FINANCE DIRECTOR confirmed that this would be discussed immediately after the Budget. CANADA expressed concern that the Budget was to be approved, although more money could be added to it. The FINANCE DIRECTOR stated those changes were pending acceptance of the Resolution. CANADA requested further clarification, whereupon the PRESIDENT reminded Congress that it had voted to address the Constitutional Amendments immediately after the Budget, so this would follow the Constitution. CANADA then asked how the budgetary implications of the Resolution were to be handled. The PRESIDENT advised that under the Implication section, the Resolution stated there was no financial impact. CANADA commented that the financial impact from Resolution No 4 on Equal Pay was 17,000 EURO which the PARLIAMENTARIAN confirmed, also noting that this was for 3 years. The PRESIDENT stated that the Resolution had not been discussed and that it was unknown whether this financial implication would remain after the discussion. This would be considered when the Resolution was addressed.

- USA pointed out that while the Budget had been explained in considerable detail, line 19 (an increase of \$53,000 in 2013 for Organizational Services), had not been itemised so she requested an explanation. The FINANCE DIRECTOR stated that this had been covered in her presentation of the Organizational Services which included Member Services, the News Coordinator, PR Director and others. USA requested a breakdown since this represented a major increase. The FINANCE DIRECTOR stated that this was a necessary increase as staff were currently receiving only a very minimal remuneration.
- NEW ZEALAND asked for an indication of how much of dues income was being budgeted as being paid at full rate in order to give some visibility of the discounting being done for states that did not pay full rate. The FINANCE DIRECTOR advised that because this changed annually contingent upon the World Bank's reporting, it could not be predicted, and also confirmed that it was based on approximately 25,000 members.
- AUSTRALIA asked what would happen to the budgets for those Standing Committees which were to be abolished under the terms of the new Constitution. The FINANCE DIRECTOR responded that those funds could be re-allocated to other funding, as decided by the Executive.
- PAST INTERNATIONAL PRESIDENT Sylvia Perry asked to speak again, suggesting that since financial implications could emerge from remaining business, while concerns should be addressed now, formal budget approval should be postponed until the results of remaining business so some time should be made available to allow for this. The FINANCE DIRECTOR agreed with the suggestion.

The PRESIDENT explained that since some Delegates would be leaving that afternoon, it was necessary to urgently move this discussion forward to avoid potential loss of quorum. Most Delegates' concerns had been addressed and as nobody wished to speak further, the President moved to vote to accept the Budget. BERMUDA SECONDED the motion.

Acceptance of the Budget

The vote was taken, and passed.

In view of time pressures, Delegates were asked to forego the coffee break and work through to the lunch break at midday, otherwise time would be lost when Delegates returned and had to be checked in for Credentials purposes. She requested a show of hands from the floor.

Amendment to the Program

It was unanimously agreed to forego the coffee break. Responding to a suggestion from CANADA, the PRESIDENT asked the volunteers to check whether lunch could be available at the earlier time of 12h00.

* * *

FIFTH BUSINESS SESSION

Helsinki Hall,

21 June 2011

Chair: Liz Benham,

PRESIDENT, BPW INTERNATIONAL

AMENDMENTS TO THE DRAFT CONSTITUTION AND DRAFT REGULATIONS – SESSION I

The PRESIDENT asked the EXECUTIVE SECRETARY to proceed with the Constitution Amendments.

Workbook page **EN** 90 **FR** 150 **IT** 191 **SP** 113

The PRESIDENT recognised USA.

Motion by USA

USA MOVED that in view of time constraints, items printed in red in the Workbook should be voted upon before the proposed Constitution.

The EXECUTIVE SECRETARY felt this would take more time.

As the items in red were governmental and mandatory, the PRESIDENT and EXECUTIVE SECRETARY accepted the proposal, which CANADA asked to SECOND.

The EXECUTIVE SECRETARY stated the proposal had already been SECONDED.

The EXECUTIVE SECRETARY explained that although the red clauses were in the proposed Constitution and Regulations, they also needed to be incorporated into the current Constitution and By-Laws because they were mandatory. If accepted by Congress, they would be incorporated into the current Constitution and By-Laws, since these were required for BPW's registration in Geneva.

Vote to accept Regulations applying to Geneva registration

The vote was to amend both the current Constitution and By-Laws and the draft Constitution and Regulations by accepting all amendments printed in red in the Workbook, as these were necessary for BPW's registration in Geneva. This was passed, so all amendments marked in red were accepted and incorporated into the draft Constitution and Regulations.

Amendments to the Constitution and Regulations

There were seven key Regulations where the consultations had indicated there was no consensus; these would need to be debated and voted on. In the Workbooks and on the screen they were coloured according to the following key:

Red = amendments to the Constitution required by law for registration in Geneva
Purple = additions to the Regulations, but current BPW practice
Green = text which had already changed
Blue = already existing in the By-laws.

Voting numbers

A 50% majority vote would be required to pass each proposed amendment to the draft Constitution and Regulations. Following debate and amendment, a 66% majority would then be required to accept the overall revised text. If this majority were not achieved, the current Constitution and By-laws would remain in effect.

Voting procedure

Some discussion followed on the procedure. The EXECUTIVE SECRETARY then presented each clause of the Constitution and each Regulation sequentially, which the PRESIDENT MOVED for acceptance in each case, agreeing to proceed from one to the next without further action except in those cases where a vote was required.

C1 Title

The name of this organization is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN, called "BPW International".

C2 Type of organisation

BPW International is a non-partisan, non-profit organization 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

The wording was simplified to read:

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-specific perspectives
4. undertake:
 - world-wide networking and cooperation 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 organizations and agencies and to business, governments and civil society.

C4 Structure

The highest governing body for BPW 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

This was unchanged:

BPW International consists of:

- Affiliate Federations
- Affiliate Clubs
- Individual Affiliate Members

The International Board may remove an Affiliate.

C6 Fiscal year

This was unchanged:

The fiscal year is from the 1st January to the 31st December.

C7 Dissolution

This clause had to be included:

BPW International can be dissolved 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 decision-making sessions of the BPW International Congress, including 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.

Amendments to the Regulations

Motion to remove voting clause D -R 11.2 and voting clause F- R 11.5 and R 11.6

Workbook page **EN** 105 +108 **FR** 179 + 183 **IT** 214 + 216 **SP** 138 +141

The EXECUTIVE SECRETARY MOVED that some draft Regulations should be deleted and not voted on. The affected draft Regulations were:

- **R11.2 "Voting Entitlement at General Assembly"**
- **R11.5 "Advance Votes"**
- **R11.6 "Proxy Votes"**

These Regulations were collectively termed "*absent votes*" by the EXECUTIVE SECRETARY, covering when there were insufficient Delegates and an Affiliate Federation could vote with its full entitlement right, and when no members could attend, providing for advance votes to be submitted or proxies to be appointed.

The motion to withdraw VOTING CLAUSE D: *Federations voting with their full entitlement* [R 11.2] and VOTING CLAUSE F: *advance and proxy votes* [R 11.5 and R 11.6] was SECONDED by PAST INTERNATIONAL PRESIDENT, Dr. Pat Harrison.

The PRESIDENT asked the EXECUTIVE SECRETARY to ensure Congress understood what the vote was for. The following voting clauses would be withdrawn and not voted on:

VOTING CLAUSE D: Federations voting with their full entitlement

Regulation **R11.2 Delegates of Affiliate Federations attending General Assembly** Implementation **Congress 2014**

Origin: This proposal arose from a Constitutional Amendment submitted to the 2008 Congress that was referred to the Constitutional Reform Taskforce. It proposed that when there are fewer delegates attending the General Assembly than the Federation is entitled to, the delegates present can still cast their full number of votes to which the Federation is entitled. This is limited, however, so it will not be possible for a Federation to send one delegate to cast 6 votes. They must fill at least half of their delegate positions to cast their full vote.

Each delegate will only be able to cast one extra vote if they have more votes than delegates, even if that means they do not reach their full entitlement. Two delegates present from a Federation entitled to 5 votes will only be able to cast 4 votes – 2 votes each.

ORIGINAL

Present Constitution / By-laws

No equivalent clause

In practice, votes are limited to the number of delegates attending Congress. If a federation is entitled to 6 votes but has only 5 delegates registered at Congress, the federation can only cast 5 votes.

Rationale: members' reasons for retaining ORIGINAL

Federations have difficulty convincing members to attend Congress.

If federations are able to cast their full number of votes without sending the equivalent number of delegates, then they will send the minimum number of delegate to Congress to cast their full vote. This will reduce the financial viability of Congress.

ALTERNATIVE

Proposed Regulation : new clause

Where the total number of members from an Affiliate Federation registered for the General Assembly is less than the number of votes to which the federation is entitled, those members attending may cast 1 or 2 votes each up to the total number of votes to which their federation is entitled.

Rationale: members' reasons for including ALTERNATIVE

Members choose to attend Congress for many reasons, not just to vote. They appreciate the learning opportunities, meeting other members and contributing to their organisation.

Federations should be able to cast their full vote when they are unable to send a full delegation to Congress for a valid reason [set out in the Procedure Manual]. The affiliate should provide the reason why they cannot send their full entitlement of delegates. Acceptable reasons should include extraordinary circumstances as applied to proxy and advance votes, but also financial reasons if the cost of registration, accommodation and travel is well beyond the resources available to the Affiliate and its members.

All registrants at the Congress should be required to be voting delegates. The rules should not permit some members of a delegation to be absent from the General Assembly while 2 or 3 registered members attend to vote on their behalf.

Digi-Votes can be weighted to cast a multiple of votes where one delegate is casting more than one vote. The quorum would count the number of Digi-Votes being cast.

VOTING CLAUSE F: advance and proxy votes

Regulations R11.5 Advance votes and R11.6 proxy votes

Implementation Congress 2014

Origin: A Constitutional Amendment was submitted to the 2008 Congress and referred to the Constitutional Reform Taskforce proposing that a Federation or country with Associate Clubs be able to give a written proxy before Congress to a delegate of one other Federation to vote on their behalf. Many Affiliates and regions are experienced and confident in the use of proxy votes and submissions mostly supported proxy votes.

The first draft of the Regulations proposed only advance votes which permit an affiliate to submit written votes in advance to the Executive Secretary. Responses again indicated support for proxy votes. The second draft of the Regulations permitted advance and proxy votes, but only in extraordinary circumstances that are 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.

This limitation means proxy and advance votes would be very rarely used. The alternatives proposed do not permit an affiliate to choose to submit an advance or proxy vote when circumstances do not warrant it and when there was no clear intent to attend the Congress.

If passed by a vote of the Congress, advance and proxy votes will count in the quorum.

ORIGINAL

Present Constitution / By-laws

No equivalent clause

Advance and proxy votes are not permitted.

Rationale: members' reasons for retaining ORIGINAL

Affiliates who do not attend Congress should not have a vote. Such votes do not permit the nominating affiliate to consider the discussion at the General Assembly and change their vote in the light of new information and improved understanding.

When proxy votes are used at regional and national meetings, it is possible to phone the affiliate and present new information from the discussion, but this is more challenging at an International Congress where different time zones may not permit this.

Delegates attend Congress because they have a vote. Affiliates will not attend Congress if they can submit a proxy vote, and this may make Congress financially unviable. Affiliate Clubs will misuse the privilege and advise that they have experienced an illness or a disaster when they have not in order to have a proxy or advance vote.

Advance and proxy votes should not be allowed for elections because they will be based only on the profile of the candidate circulated before the General Assembly. Delegates cannot meet the candidates in person at the Congress.

ALTERNATIVE A

Proposed Regulations : new clauses

Permitting advance votes at the General Assembly but not proxy votes, including elections

Rationale: members' reasons for including ALTERNATIVE A

Affiliates send delegates to Congress for many reasons, not simply to vote. Sometimes affiliates have not been able to send any delegates to Congress due to wars, local elections, visa refusals, or a death or serious illness in their family.

Advance votes would allow an affiliate who has no delegate attending the General Assembly to record their voting choices and to send them in writing to the Executive Secretary.

However, if significant changes are proposed and accepted to a resolution or a Constitutional Amendment at the General Assembly, a vote cast on the earlier version may not be valid. Also, if there are additional candidates nominated at the Congress, an advance vote for that position would not be valid.

ALTERNATIVE B

Permitting advance votes at the General Assembly but not proxy votes, excluding elections

Rationale: members' reasons for including ALTERNATIVE B

Advance votes for elections are based only on the profile of the candidate circulated before the General Assembly, because the delegates cannot meet the candidates in person at the Congress.

ALTERNATIVE C

Permitting proxy votes at the General Assembly but not advance votes, including elections

Rationale: members' reasons for including ALTERNATIVE C

Proxy votes would allow an affiliate who has no delegate attending the General Assembly to appoint a proxy from another affiliate which has delegates attending the General Assembly to vote for them. The proxy should hold a proxy vote from only one affiliate.

The proxy must hold a completed form signed by the appointing affiliate and stands in for that affiliate at the General Assembly as their accredited delegate.

The appointing affiliate may instruct the proxy to vote

according to written instructions, or may permit the proxy in writing to vote according to their best judgement. Instructions may be different for different votes, and may specify voting requirements where there are changes to a resolution or a Constitutional Amendment or nominations for election accepted at the Congress.

ALTERNATIVE D

Permitting proxy votes at the General Assembly but not advance votes, excluding elections

Rationale: members' reasons for including ALTERNATIVE D

Proxy votes for elections are based only on the profile of the candidate circulated before the General Assembly, because the delegates cannot meet the candidates in person at the Congress.

ALTERNATIVE E

Permitting advance and proxy votes at the General Assembly, including elections

Rationale: members' reasons for including ALTERNATIVE E

Refer to rationale for alternatives A and C

ALTERNATIVE F

Permitting advance and proxy votes at the General Assembly, excluding elections

Rationale: members' reasons for including ALTERNATIVE F

Advance and proxy votes for elections are based only on the profile of the candidate circulated before the General Assembly, because the delegates cannot meet the candidates in person at the Congress.

The motion to withdraw VOTING CLAUSE D and and VOTING CLAUSE F was passed with 98 out of 115 votes cast.

The EXECUTIVE SECRETARY proceeded with voting on the Regulations.

Regulation 1: International Board

This was unchanged.

Regulation 2.1: Election of Executive

(voting separately for Vice President - Membership and Vice President – UN)

"R2.1 The members of the Executive are the officers of BPW International:

President

Vice President – Membership

Vice President – United Nations

Executive Secretary

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."

The election procedure took place at this Congress.

Regulation 2.2: 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."

Point of Clarification

The REGIONAL COORDINATOR – LATIN AMERICA asked whether the requirement to have paid one's dues applied only to BPW International or was also at regional level.

The EXECUTIVE SECRETARY confirmed that the texts related to BPW International: the laws in each country could be different and had to be respected.

VOTING CLAUSE A: experience required for Presidential candidates

Workbook page **EN** 102 **FR** 173 **IT** 210 **SP** 133

- **ORIGINAL** THERE IS NO CLAUSE ABOUT PRESIDENTIAL CANDIDATE EXPERIENCE IN THE CURRENT CONSTITUTION AND BYLAWS
- **ALTERNATIVE A** Candidates for President must have been a member of any prior Executive.
- **ALTERNATIVE B** Candidates for President must have been a member of any prior Executive or a president of an Affiliate Federation.

The EXECUTIVE SECRETARY explained that some Regulations needed 2 votes: one to select the preferred option and the second vote to include it in the draft Regulations.

Regulation 2.2: – Candidates for President required experience

R2.2 – Nominations from the floor would only be accepted where there is no candidate - no change.

The first Regulation requiring a vote was **Amendment A: experience required for Presidential candidates**.

The first vote chose Alternative B: Candidates for President must have been a member of any prior Executive or a president of an Affiliate Federation.

The second vote agreed that the new clause should now be included in the actual Regulations and not simply listed in the Procedure Manual.

Regulation 2.3: Term of Executive

"A term is 3 years.

Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Finance Officer and the Regional Coordinators who may stand for 2 consecutive terms. The Executive may fill a vacancy until the next General Assembly."

During the consultation period prior to Congress, the majority view was that the Executive Secretary, Finance Director and Regional Coordinators could stand for 2 consecutive terms if they were nominated.

DISCUSSION

There was some discussion around the definition of "Term".

- The Regional Coordinator for Europe queried the 3-year period as the time period between Congresses was not actually a full 3 years. The PRESIDENT suggested adding "*until their successors were elected.*"
- PAST INTERNATIONAL PRESIDENT Sylvia Perry suggested the term should be defined as a period between two Congresses. This was further changed to "*two Consecutive Congresses.*"
- Pakistan pointed out that this was not appropriate for some positions, and that the definition should be amended to include "*The Executive Secretary, the Finance Officer and the Regional Coordinators who may be nominated and stand for two consecutive terms.*"
- The PARLIAMENTARIAN pointed out that for clarity, the definition of Term should be inserted into the List of Definitions, as Congress was held every third year rather than every three years.

The text was put to the vote, and accepted.

Regulation 2.4: 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.”

Regulation 3.1: Insertion of the details of the President’s leadership role

“The President has a leadership role including:

- *chairing meetings of the General Assembly, the International Board and the Executive*
- *chairing the International Congress Planning Committee during her term*
- *formalizing appointments,*
- *fostering external relationships with other international organizations and leaders.”*

No vote was required and there was no discussion.

Regulation 3.2: The President is an ex officio member of all Action Teams and Working Groups

This was unchanged.

Regulation 3.3: The Executive has collective responsibility for operational and management matters.

This was unchanged.

Regulation 3.4: 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.”

The International Board could overturn or amend a decision of the general assembly only for serious matters. "Serious matters" were explained in the Definitions. This amendment had become necessary after Mexico Congress, where some Resolutions had required extra finance which had not been approved by Congress. No member submissions had opposed this. No vote was required and there was no discussion.

Regulation 3.5: Quorum

Workbook page **EN** 107 **FR** 181 **IT** 215 **SP** 139

VOTING CLAUSE E: quorum for General Assembly and International Board votes

Regulation R3.5 Quorum Implementation after the post-Congress International Board Meeting

Origin: Submissions to the Constitutional Review Discussion Paper expressed concern that the General Assembly would achieve a quorum if only the Affiliates from Europe attended.

The Constitution and By-laws set a different quorum for decisions of the General Assembly and of the International Board. The draft Constitution and Regulations apply the same quorum to each type of vote and proposes that it require regional representation.

ORIGINAL

Present Constitution / By-laws:

By-laws article XIV Quorum

A quorum for a Congress is one-third of the voting representation but a quorum for a meeting or electronic vote of the Board of Directors is one-fourth of the members of the Board.

Rationale: members' reasons for retaining ORIGINAL

BPW International is based on countries, not regions, so regional representation is inappropriate.

If one region decides that none of their members would attend Congress, there would not be a quorum.

Decisions of a General Assembly where the regional quorum was not reached would have to be confirmed after Congress by an electronic vote of the International Board that did reach a regionally valid quorum.

ALTERNATIVE A

Proposed Regulations: changed outcomes

A quorum is one-third [1/3] of the affiliates from each region.

Rationale: members' reasons for including ALTERNATIVE A

The quorum for a meeting of the International Board should be consistent with the quorum for a General Assembly.

The quorum for a vote of Congress is 1/3 but when decisions were made by postal vote, it was more difficult to attain a quorum of the Board of Directors outside of the Congress, so a lower quorum of 1/4 was set. With effective electronic communication, it should be easier to attain a quorum of 1/3 for an electronic vote of the International Board.

At present if only delegates from Europe attended the General Assembly, and all other regions were absent, there would be a valid quorum. Decisions would then reflect the views of only one part of the world, and not an international perspective.

To ensure that a vote of BPW International is a true reflection of the views of business and professional women worldwide, the quorum should require that the vote includes representation from affiliates from all the regions.

A quorum of 1/3 would require representation from each of 4 African countries, 7 Asia Pacific countries, 11 European countries, 4 Latin American countries and 4 BPW North America countries. This has been achieved at all recent Congresses.

ALTERNATIVE B

A quorum is one-quarter [1/4] of the Affiliates from each region

Rationale: members' reasons for including ALTERNATIVE B

If there is concern about achieving a 1/3 quorum, the quorum should be reduced to 1/4.

ALTERNATIVE C

A quorum is one-third [1/3] of the affiliates from at least 4 regions

Rationale: members' reasons for including ALTERNATIVE C

If there is concern about one region failing to attend the Congress or vote, then the quorum should include only 4 of 5 regions.

The meetings of the International Board would continue to be held at Congress, where the General Assembly was present, so the different quorum requirements seemed illogical. The Executive Secretary confirmed that 1/3 attendance had never been a problem.

Vote 1 R 3.5 Quorum

- **ORIGINAL** The quorum is one-third [1/3] of the voting representation at Congress and one-quarter [1/4] of the Board members at a meeting of the Board of Directors
- **ALTERNATIVE A** The quorum is one-third [1/3] of the Affiliates from each region.
- **ALTERNATIVE B** The quorum is one-quarter [1/4] of the Affiliates from each region.
- **ALTERNATIVE C** The quorum is one-third [1/3] of the Affiliates from at least 4 regions.

The first vote selected Alternative C.

Vote 2 R 3.5 Quorum

- **ORIGINAL** The quorum is one-third [1/3] of the voting representation at Congress and one-quarter [1/4] of the Board members at a meeting of the Board of Directors
- **AMENDMENT** The quorum is one-third [1/3] of the Affiliates from at least 4 regions.

Congress voted to retain the existing quorum structure: one third of voting representation at Congress in General Assembly and one quarter at the International Board, with no regional requirement.

Regulation 4.1: In the event that BPW International acquires property, three Trustees may be appointed.

The EXECUTIVE SECRETARY explained that Trustees were not required to manage property in all countries. However BPW needed the facility to be able to appoint them where necessary, if required by national laws.

Amendment to R4.1

USA requested an amendment to the text, to remove an ambiguity so that it read: "*In the event that BPW International acquires property, three trustees will be appointed where required by law.*"

There was no discussion so this amendment was accepted.

VOTING CLAUSE B: Trustees selling property

Regulation 4.3: Trustees holding and selling property

Workbook page **EN** 103 **FR** 174 **IT** 211 **SP** 134

- **ORIGINAL** Trustees can sell property in accordance with the directions of the Executive or the International Board
- **ALTERNATIVE A** Trustees cannot sell property without the recommendation of the Financial Management Team and the approval of the Executive.
- **ALTERNATIVE B** Trustees cannot sell property without the recommendation of the Financial Management Team and the Executive and the approval of the International Board.

DISCUSSION

The EXECUTIVE SECRETARY explained that the original text was unclear and the amendment would recognize the expertise of the new Financial Management Team. Trustees could not be instructed by anyone.

Friendly Amendment to R4.3 accepted by the Executive Secretary

PAST INTERNATIONAL PRESIDENT and Trustee Sylvia Perry proposed an Amendment, to read: "*Trustees can make the decision to sell property following a recommendation from the Financial Management Team, the Executive or the International Board.*"

Amendment to R4.3

The PRESIDENT requested an Amendment, to read:

"*Trustees can make the decision to sell property only with the recommendation from the Financial Management Team, the Executive or the International Board.*"

The EXECUTIVE SECRETARY thanked Congress for continuing to help tailor the texts to best suit BPW International. She had been working on the proposed Amendments for the past year and had received suggestions and comments from members with expertise all over the world and it was useful to work in this forum, face to face.

Point of Clarification

On Alternative B, the FINANCE DIRECTOR pointed out that the Executive was already part of the International Board so mention of this third body was redundant. The text was modified accordingly.

- **ALTERNATIVE A** Trustees can make a decision to sell property only with the recommendation of the Financial Management Team and the Executive.
- **ALTERNATIVE B** Trustees can make a decision to sell property only with the recommendation of the Financial Management Team and the International Board.

Result of 1st vote on the Amendment to R4.3

Congress voted for Alternative B.

2nd vote on the Amendment to R4.3

- **ORIGINAL** Trustees can sell property in accordance with the directions of the Executive or the International Board
- **AMENDMENT** Trustees can make a decision to sell property only with the recommendation of the Financial Management Team and the International Board.

The REGIONAL COORDINATOR - EUROPE requested time for Discussion.

DISCUSSION

- The EXECUTIVE SECRETARY explained that the Executive and Finance Team were in a position to make a decision based on due diligence but the International Board were not necessarily familiar with the legislation in a particular country and possibly would not take an objective decision.
- The PRESIDENT reiterated that everything was amendable, debatable and required a majority vote at the end of the session.
- The REGIONAL COORDINATOR - EUROPE spoke in favour of retaining the original version, advising that BPW did not have the funds to upkeep a legacy property. The Executive always took the decision on how best to utilize a legacy for the best interests of BPW. Property would not be a sensible option.
- The EXECUTIVE SECRETARY thanked the REGIONAL COORDINATOR and wondered if Congress would like to reconsider the first Vote based on this new information. The PRESIDENT and PARLIAMENTARIANS declined.

Proposed Amendment to R4.3

UK spoke in support of Europe's position, as the Executive had been elected to act in the best interests of BPW International. She proposed that under Trust Law the text should be amended to replace "*directions*" with "*recommendations*." A Trustee could not act on the direction of a third party. The Financial Management team would presumably consult with the Executive. The Parliamentarians were happy with this amendment.

The proposal was SECONDED by PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison.

Point of Order

SWEDEN pointed out that replacing "*directions*" with "*recommendations*" amended the text of the Original article.

The EXECUTIVE SECRETARY agreed, but felt that this was an improvement which made the text clearer. She inserted "*as amended*".

The PRESIDENT requested the insertion of "as amended" in the original text.

The PRESIDENT recognised PAKISTAN.

Proposed amendment by Pakistan

PAKISTAN suggested shortening the wording of the Amendment simply to allow Trustees "*to sell property*", not to "*make a decision*" to sell.

PAST INTERNATIONAL PRESIDENT Sylvia Perry pointed out that the proposed wording indicated that the Trustees could sell property if recommended to do so but they could also refuse if necessary.

The EXECUTIVE SECRETARY decided to accept the expert advice already given.

The REGIONAL COORDINATOR - EUROPE raised the point that the wording now was not consistent in the original and alternative versions.

UK reiterated that a Trustee could not be ordered not to do something: this amendment was deliberately worded and clear.

Point of Clarification

USA asked if Trustees were subject to any By-laws or a Constitution.

UK explained that Trustees were subject to Laws within the country in question, as not every country had Trustee Law. In England, for example, if a member bequeathed property to BPW International, the actions of the Trustees would be governed by the Trustee Act of England and Wales.

Point of Order

AUSTRIA moved that the vote be taken.

The PRESIDENT replied that this was not a valid Point of Order.

The EXECUTIVE SECRETARY stated that the Trustees were also subject to the Procedure Manual, and that BPW Regulations could not contradict the Law. The EXECUTIVE SECRETARY also explained that the Trustees had to consult with the owners of the property, BPW International, before making a decision about land and property sales.

Point of Clarification

AUSTRALIA asked whether property related solely to physical buildings.

The EXECUTIVE SECRETARY confirmed that "*property*" related solely to buildings and land, as defined in the Regulations.

Proposed amendment to R4.3

PAKISTAN raised the point again that the wording should be changed to read: "*Trustees can sell property in accordance with the recommendations of the financial management team and the international board.*"

The EXECUTIVE SECRETARY reiterated that the words "*decide to*" were important in relation to law.

The vote was then taken.

AMENDMENT B – SECOND VOTE 4.3 TRUSTEES SELLING PROPERTY

- | |
|---|
| <ul style="list-style-type: none">• ORIGINAL as amended "Trustees may sell property in accordance with the recommendations of the Executive or the International Board."• AMENDMENT "Trustees can decide to sell property only with the recommendation of the Financial Team and the International Board." |
|---|

The Amendment was passed with 55% of the vote; 54% voting to retain the Original wording.

Point of Order

USA felt that the word "*only*" in the previous clause rendered it illegal as it took away the independence of the Trustees, which would not be allowed in law.

The PRESIDENT suggested that the clause could be amended when the whole document was reviewed at a later date.

The EXECUTIVE SECRETARY recommended that the word "only" should be removed immediately. In other words, Trustees could also sell the property without the recommendation of the Financial Team or International Board.

This was agreed by a show of hands. She added that if BPW were bequeathed property in a jurisdiction governed by Trustee Law, the International Board would also seek expert legal and financial advice.

Final wording for R4.3, as amended

- **AMENDMENT** *"Trustees can decide to sell property with the recommendation of the Financial Team and the International Board."*

Regulations 4.4 and 4.5 did not require votes at Congress.

Point of personal privilege

All the members of the USA delegation approached the dais. Bessie Hironimus presented the PRESIDENT with a certificate proving that a star in Ursa Major had been named after Liz Benham, as the members of the USA Federation saw her as a shining star and looked up to her. They had purchased a star so the whole world could now share the experience.

The PRESIDENT thanked the USA, expressing much gratitude and saying that she was memorably touched.

There was a thirty-minute lunch break.

* * *

SIXTH BUSINESS SESSION

Helsinki Hall

21 June 2011

Chair: Liz Benham

PRESIDENT, BPW INTERNATIONAL

After lunch, the PRESIDENT read out announcements before requesting a Credentials Report, which was not yet ready. Based on the quorum required and on an assessment of the room a quorum was present.

The EXECUTIVE SECRETARY continued the Regulations Session.

Workbook page **EN** 95-112 **FR** 161-190 **IT** 200-220 **SP** 123-149

AMENDMENTS TO THE DRAFT CONSTITUTION AND DRAFT REGULATIONS – SESSION II

Regulation 5: Affiliates

Regulation 5.1: Affiliate Federations

This was unchanged.

Regulation 5.2: Affiliate Clubs

The amendment was to include the requirement to have at least 20 women to form an Affiliate club.

Regulation 5.3: Individual Affiliate Members

This was unchanged.

Regulation 5.4: Removing an Affiliate

The EXECUTIVE SECRETARY confirmed there was no change to the Constitution and By-laws regarding the abrogation of an Affiliate, but clarification had been provided as current practice was that an Affiliate would only be abrogated if its dues were unpaid for a year and it had not contacted BPW International. The specific details would be included in the Procedure Manual and in the Membership Guidelines.

Regulation 5.5: Affiliate Constitutions

The EXECUTIVE SECRETARY stated that the constitutions of all Affiliates had to comply with the model Constitution.

Regulation 6: Languages

This Regulation simply incorporated the official languages of BPW.

Regulation 7: Regions of BPW International

Regulation 7.3 "*Sub-Regional Co-coordinators*" had been added to the By-laws.

Regulation 8: Financial matters

The EXECUTIVE SECRETARY confirmed that financial matters had already been voted on.

Regulation 8.2: Dues

"Affiliates in countries classified by the annual World Bank ranking as low income economies may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual."

This wording was taken from a financial Resolution passed at Lucerne Congress regarding the Annual World Bank Ranking and a 50% reduction in dues.

DISCUSSION

The PRESIDENT recognised EGYPT.

- EGYPT argued that the Sudan was ranked as a low-income economy with the UN, but not with the World Bank, and this caused problems. The EXECUTIVE SECRETARY said that as this was the wording passed by Congress in Lucerne it could not be modified in this forum.
- The PRESIDENT pointed out that the Constitution could be amended. She recognised the CHAIR OF THE ENVIRONMENT STANDING COMMITTEE.
- The CHAIR OF THE ENVIRONMENT STANDING COMMITTEE supported Egypt, suggesting adoption of the term Least Developed Countries (LDC), as used by the Policy Office at the United Nations Development Programme (UNDP).

Motion to use the UNDP ranking

EGYPT MOVED to use this ranking.

PAST INTERNATIONAL PRESIDENT Tuulikki Juusela SECONDED, adding that the World Bank rankings changed annually which would be problematic for our dues, so it would be better to use the LDC published list from the UNDP.

The PRESIDENT agreed that using the World Bank list had been an issue during this term.

Motion to amend the wording

The CHAIR OF THE ENVIRONMENT STANDING COMMITTEE proposed an Amendment to read "*classified by the United Nations as Least Developed Countries*", instead of "*classified by the annual World Bank ranking*". SECONDED by the FIRST VICE PRESIDENT.

The PRESIDENT recognised the FINANCE DIRECTOR.

- The FINANCE DIRECTOR advised that the change could have financial implications, since the list would now change.
- The CHAIR OF THE ENVIRONMENT STANDING COMMITTEE reminded Congress that only one BPW member country was affected.
- The REGIONAL COORDINATOR – EUROPE asked for clarification that UN data was incorporated into the World Bank Data. This was confirmed.
- BRAZIL argued that although a rich country, it was full of poor people, and the EURO exchange rate was prohibitive.
- The PRESIDENT explained that the Executive Board regularly reviewed this issue and exceptions to the rule should be addressed to the Executive Board.

Amendment to Regulation 8.2

"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."

PAKISTAN was satisfied with the Amendment.

Regulation 8.3: Financial structure

The Executive always approved the existing Finance Committee and its structure of five members but now a financial management team would be approved by the International Board.

"There will be a Financial Management Team chaired by the Finance Officer.

It must have 5 members approved by the International Board, including the Finance Officer as chair and:

- *The President*
- *A member who is a qualified accountant."*

The PRESIDENT recognised USA.

Point of Clarification

USA asked for clarification that the PRESIDENT made appointments to the Finance Committee which were then ratified by the Executive before being voted on by the International Board.

The EXECUTIVE SECRETARY confirmed that this was the case.

Point of Clarification

PAKISTAN requested clarification on qualified accountant status.

The EXECUTIVE SECRETARY confirmed that the term "*qualified accountant*" would be clarified in the Procedure Manual and that accountants could only work in the countries which recognised their qualifications.

Proposed Amendment by Canada

CANADA proposed an Amendment that the Executive be able to approve appointments to improve the process. CANADA MOVED to strike "*approved by the International Board*" and replace it with "*the five members approved by the Executive*".

PAST INTERNATIONAL PRESIDENT Sylvia Perry SECONDED.

- The CHAIR OF THE STANDING COMMITTEE FOR ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND WATER stated that approval procedures usually included a two-step process. She queried the transparency, as the Finance Committee included two members of the Executive Board so they were involved in both the nominating and approval or election.
- The EXECUTIVE SECRETARY confirmed that this was an issue and clarified that disapproval by the International Board would be on the basis of a specific objection.
- AUSTRALIA was in favour of the original text, to remove doubt and improve transparency.
- PAST INTERNATIONAL PRESIDENT Tuulikki Juusela supported the Executive and International Board working together in this respect.

Withdrawal of Canada's motion

CANADA asked to withdraw its motion on the basis of new information. The PRESIDENT agreed after querying that there was no objection that the amendment be withdrawn and the original text should remain.

The EXECUTIVE SECRETARY stated that due to concerns about oversight, the Financial Management Team would oversee financial reporting, but would not have an operational role in the day-to-day finances.

Friendly Amendment to Regulation 8.3

NETHERLANDS requested a change to the wording of R8.3 Financial structure to ensure the FINANCE DIRECTOR monitored the financial reporting process: "*The Finance Director will oversee financial reporting and be responsible for ensuring that...*"

Point of Order

The PRESIDENT ELECT pointed out that the FINANCE DIRECTOR was elected to make such decisions on a day-to-day basis, so this Friendly Amendment was not necessary.

The EXECUTIVE SECRETARY replied that this Regulation applied to major decisions.

DISCUSSION

- NETHERLANDS particularly wanted reference to the responsibility of the FINANCE DIRECTOR in these matters.
- The EXECUTIVE SECRETARY reminded the NETHERLANDS that the FINANCE DIRECTOR was Chair of the Financial Management Team so she would be taking responsibility by virtue of this role and the Team was an oversight mechanism.
- PAST INTERNATIONAL PRESIDENT Sylvia Perry suggested the wording should simply state "*the Finance Director is supported by the Financial Management Team.*"
- PAST INTERNATIONAL PRESIDENT Tuulikki Juusela commented that the Finance Officer had an operational role and according to the Constitution the role of the Financial Management Team was just helping or checking.
- PAKISTAN wondered who would have ultimate oversight if the FINANCE DIRECTOR was chairing the team but the President was also overseeing operations.
- The PRESIDENT pointed out that the President had an ex officio role on all committees.
- PAKISTAN was concerned to ensure that anyone who was directly involved in the Financial Operations should not a member of the oversight team because this would remove a degree of transparency.
- The EXECUTIVE SECRETARY advised that the FINANCE DIRECTOR and the PRESIDENT were currently members of the Finance Committee and the Constitution Reform was not authorised by Resolution 26 to change this aspect of the financial arrangements. It was proposed to only change the name of the Finance Committee and give the Financial Management Team a greater oversight role.

AUSTRALIA MOVED that the debate be ended.

The EXECUTIVE SECRETARY suggested that a vote be taken to accept the original wording.

The PRESIDENT requested a show of hands.

Congress voted to keep the original wording of Regulation 8.3.

Regulation 8.4: "*Past Affiliates have no claim on BPW International assets.*"

The EXECUTIVE SECRETARY said this was a necessary and obvious inclusion.

Regulations 8.5 and 9 were not scheduled for voting or discussion.

Regulation 10 General Assembly

Voting at the General Assembly would be dealt with later on.

Regulation 10.2: *"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."*

The EXECUTIVE SECRETARY stated that further work would be needed on the procedure for elections in the event that there was a tied vote, adding that information on voting procedures had been collated in the Procedure Manual.

Regulation 10.3: *"Elections and appointments must comply with the General Assembly guidelines as set out in the Procedure Manual."*

Amendment to R10.3

The CHIEF PARLIAMENTARIAN wanted more Parliamentarians to officiate at Congress and was willing to train them in the future. She added that the post should be throughout the term of the PRESIDENT, not only at the General Assembly.

The EXECUTIVE SECRETARY and CANADA argued that this was not the time to discuss such an appointment: it was not directly related to the current General Assembly section.

The EXECUTIVE SECRETARY suggested it could be an addition to the Procedure Manual since in her experience every PRESIDENT chose a PAST INTERNATIONAL PRESIDENT as Advisor.

Motion to defer discussion to the next Congress

PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison supported the CHIEF PARLIAMENTARIAN and suggested producing a Resolution to be discussed at the next Congress, to define the office of Parliamentarian. NEW ZEALAND SECONDED the deferment to the next Congress.

The CHIEF PARLIAMENTARIAN agreed with the deferment, with the proviso that if anyone were asked to be a Parliamentarian Advisor between now and the next Congress this would be greeted in a positive spirit.

Regulation 11: Voting at General Assembly

Regulation 11.1: *"Only Delegates from Affiliates which are up to date with their dues (and any penalties) can vote at the General Assembly."*

This was unchanged.

Regulation 11.2: Delegates of Affiliate Federations attending General Assembly

"Each Affiliate Federation attending the General Assembly is entitled to vote."

VOTING CLAUSE C: voting entitlements of Past Presidents, Affiliate Federations and Affiliate Clubs

Workbook page **EN** 103 **FR** 176 **IT** 212 **SP** 135

Regulation R11 Voting at General Assembly R12 Voting between General Assemblies Implementation Congress 2014

Origin: This proposal arose from a Constitutional Amendment submitted to the 2008 Congress that was referred to the Constitutional Reform Taskforce. It proposed that Past Presidents and Chairs of Standing Committees should not be permitted to vote, because their vote was the same as that of a whole country with up to 100 members and several Associate Clubs. This was regarded as unbalanced and unfair.

The Constitutional Review Discussion Paper asked whether Past Presidents and Chairs should be able to vote. Members responded that Past Presidents should have a vote, but there was less support for Chairs voting. If Past Presidents retained their vote, then the imbalance between a Past President with 1 vote and a country with 3 or 4

clubs and 90 members sharing 1 vote would remain. The Constitutional Reform Taskforce sought a different solution that did not remove the vote from Past Presidents.

In order to restore a balance it was proposed that:

- Past Presidents have 1 vote
- Affiliate Clubs have 1 vote each, to a maximum of 3 votes per country
- Affiliate Federations increase from a minimum of 3 to a minimum of 5 votes, but retain a maximum of 12 votes.

This balances the voting allocations between Past Presidents and Affiliates, and between Affiliate Clubs and Affiliate Federations, and encourages Affiliate Clubs to form Federations.

ORIGINAL	The number of voting Delegates is:	ALTERNATIVE	The number of voting Delegates is:
500 or fewer members	3	500 or fewer members	5
501 to 1,000 members	4	501 to 1,000 members	6
1,001 to 2,000 members	5	1,001 to 2,000 members	7
2,001 to 3,000 members	6	2,001 to 3,000 members	8
and 1 additional Delegate for every extra 1 to 3,000 members to a maximum of 12 Delegates.		and 1 additional Delegate for every extra 1 to 2,000 members to a maximum of 12 Delegates.	
This means:		This means:	
3,001 to 6,000 members	7	3,001 to 5,000 members	9
6,001 to 9,000 members	8	5,001 to 7,000 members	10
9,001 to 12,000 members	9	7,001 to 9,000 members	11
12,001 to 15,000 members	10	9,001 to 11,000 members	12
15,001 to 18,000 members	11		
18,001 to 21,000 members	12		

The EXECUTIVE SECRETARY explained that at Mexico Congress there had been a Constitutional Amendment objecting to PAST INTERNATIONAL PRESIDENTS and STANDING COMMITTEE CHAIRS having 1 vote – the same voting power as a country with several Clubs. The proposal had been to remove this vote from the PAST INTERNATIONAL PRESIDENTS and STANDING COMMITTEE CHAIRS. However, in discussion, the Members had objected to the PAST INTERNATIONAL PRESIDENTS losing their vote. Therefore the number of votes given to Federations had to be increased.

Point of Clarification

GERMANY asked for comparative figures showing the original voting strength and the new proposed strength.

The EXECUTIVE SECRETARY pointed out that having amended the voting allocation for the Associate Clubs the consequential amendments for the Federations were shown in the Workbook under Voting Clause C. Whereas the original text stated there should be 1 additional Delegate for every extra 3,000 members to a maximum of 12 Delegates, Italy had submitted a proposed Resolution to have 1 additional Delegate for every extra 1,000 members to a maximum of 12 Delegates. This had been rejected as a Resolution, since it was actually a Constitutional Amendment and the Constitutional Reform Taskforce had considered it as such. By way of compromise, the Taskforce proposed 1 additional Delegate for every extra 2,000 members, up to a maximum of 12 Delegates.

DISCUSSION

- The SECRETARY ELECT objected, saying that the Past International Presidents should have an honorary vote for all their years of service to BPW so this should not be compared with the vote of a Club. Also, giving all Clubs a vote would discourage the creation of Federations.
- The REGIONAL COORDINATOR – EUROPE supported the proposed Alternative R 11.3 with a maximum of 3 votes per country, to encourage democratic co-operation between Clubs at international level. Clubs had to remain as Affiliate Clubs until there were 3 clubs in a country.
- GERMANY argued that the solution to the differing opinions of Clubs should not be to give out more votes, but to find a solution together. Being a non-voting observer was equally important, as it still allowed members to learn through the democratic process.

- The CHAIR OF THE STANDING COMMITTEE FOR ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND WATER supported the proposed Alternative R 11.3 with a maximum of 3 votes. Individual officers got 1 vote. Larger Federations gained more as their membership increased, weighting the voting democratically. It was important to strike the balance between the 1 vote for individual expertise and several votes to reflect the views of many members in a democracy.

The PRESIDENT vacated the chair and moved to speak on the floor microphone.

The FIRST VICE PRESIDENT took the Chair.

- GERMANY rejected the comments by the CHAIR OF THE STANDING COMMITTEE FOR ENVIRONMENT, SUSTAINABLE DEVELOPMENT AND WATER, stating that it would provide small Clubs with the same weight as larger Federations, despite the disparity in numbers.

Point of Clarification

GERMANY wondered if the vote would concern simply Regulation 11.2 on Federation Voting, or the rest of the Amendments.

The EXECUTIVE SECRETARY clarified that the vote would cover all the voting Amendments.

Proposed amendment to R11.2

PAST INTERNATIONAL PRESIDENT Tuulikki Juusela suggested also increasing the maximum amount of Federation Delegates from 12 to 15 for Federations, for the purpose of democracy if there was an increase in the number of votes for Associate Clubs.

The PARLIAMENTARIAN suggested making it a friendly Amendment. This was accepted by the FIRST VICE PRESIDENT.

DISCUSSION

- The PRESIDENT spoke against the alternative proposal R11.3 and supported keeping the original voting structure. It was important to understand that Affiliate Clubs worked together for a short period of time in a country because they were encouraged to work towards the creation of Federations. To change the whole voting structure to give Affiliate Clubs more votes in a short period of time while they were working towards Federation status seemed unproductive. The existing structure had worked well. Warm applause followed.
- PAKISTAN wanted to speak against the R 11.3 amendment but protocol dictated that a speaker in favour spoke next.
- NEW ZEALAND spoke for the Alternative R 11.2 and R 11.3 as more votes for Federations and Clubs would increase the number of Delegates at Congress and encourage participation from Federations and Clubs.
- PAKISTAN wanted to keep the present voting structure, thereby voting against the amendment.

The EXECUTIVE SECRETARY clarified the two different vote structures for Clubs and Federations, referring the Delegates to the Amendment page in the Workbook:

Workbook page **EN** 105 **FR** 177 **IT** 212 **SP** 136

Point of Clarification

CANADA wondered if Congress should simply vote on the proposed Motion by PAST INTERNATIONAL PRESIDENT Tuulikki Juusela.

The PRESIDENT wanted to include more discussion as information before addressing the motion.

The CHIEF PARLIAMENTARIAN spoke against the proposed Amendment, arguing that smaller countries such as Bermuda would never be able to produce multiple Clubs in order to become a Federation, but the new vote structure could cause Clubs to splinter just to gain more votes as a Federation. This would dilute BPW.

Motion to close the debate

USA MOVED to close the debate due to time constraints.

BELGIUM SECONDED, with no objections.

PAST INTERNATIONAL PRESIDENT Tuulikki Juusela requested further clarification on the points being discussed as there seemed to be some confusion between Federation and Affiliate club voting.

The EXECUTIVE SECRETARY provided a slide as clarification of the two possible different voting structures, whereby delegates could vote to keep the 3 Original permutations, vote to change to the 3 Amended versions or abstain:

VOTING CLAUSE C – vote 1

1. ORIGINAL

- Executives, Standing Committee Chairs and Past Presidents each have 1 vote
- Countries with 2 or more Associate Clubs share 1 vote
- Federations have between 3 and 12 votes at Congress

2. AMENDMENT

- Executives and Past Presidents each have 1 vote
- Affiliate Clubs have 1 vote but countries with more than 3 Affiliate Clubs share a maximum of 3 votes
- Affiliate Federations have between 5 and 12 votes at the General Assembly

3. ABSTAIN

Motion to increase the maximum number of federation voting Delegates to 15

PAST INTERNATIONAL PRESIDENT Tuulikki Juusela MOVED to increase the maximum number of Delegates per country from 12 to 15.

The PRESIDENT pointed out that the discussion had been closed.

Point of Clarification

GERMANY queried how the total number of voting Delegates would increase with the change in voting structure. She also asked for clarification on the proportional changes as well as the total number of Delegates (not only those attending Congress).

Point of Order

NEW ZEALAND had completed the necessary calculations based on Page 105 of the English Workbook. Under the current Constitution the total for Federations was 129 Voting Delegates and with all the proposed changes (including the proposal to increase the maximum votes to 15), this would rise to 202. For Associate clubs, the total would rise from 44 to 58.

The EXECUTIVE SECRETARY commented that the increase for Federations was considerably larger than for Associate Clubs.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Dr. Livia Ricci commented on the disparity that a Federation with 100 members could now have 5 votes and a Federation with over 9,000 members could now have up to 15 votes.

AUSTRALIA supported the original wording but with a maximum of 15 members instead of 12. This would mean more paying Delegates, so more income for Congress.

The PRESIDENT replied that at this Congress some voting Affiliates had not arrived so this was not a valid benchmark for participation.

The EXECUTIVE SECRETARY called the vote and clarified that voting was only on the increase of Federation voting strength.

Adoption of Amendment to Voting Clause C – vote 1 on Regulation 11

The Amended text now read:

Amendment C – vote 1

1. ORIGINAL

- Executives, Standing Committee Chairs and Past Presidents each have 1 vote
- Countries with 2 or more Associate Clubs share 1 vote
- Federations have between 3 and 12 votes at Congress

2. AMENDMENT

- Executives and Past Presidents each have 1 vote
- Affiliate Clubs have 1 vote but countries with more than 3 Affiliate Clubs share a maximum of 3 votes
- Affiliate Federations have between 5 and 15 votes at the General Assembly

The vote to increase the maximum number of Delegates per Federation from 12 to 15 was passed.

Congress then voted to keep the ORIGINAL status but with a higher maximum number of votes, so Regulation 11.2 now read:

- *Executives, Standing Committee Chairs and Past Presidents each have 1 vote*
- *Countries with 2 or more Associate Clubs share 1 vote*
- *Federations have between 3 and 15 votes at Congress*

Therefore Past Presidents would still have the same vote as a country with more than one club.

Regulation 11.4: Other Delegates attending General Assembly

"Members of the Executive are entitled to 1 vote and may vote only in that capacity.

Past Presidents are entitled to 1 vote and may vote only in one capacity.

Action Leaders and Working Group Leaders are entitled to speak but cannot vote."

This would be addressed later. If Standing Committee Chairs were retained they could vote and would be added in under the new Constitution.

Regulation 11.5: Advance votes and Regulation 11.6 Proxy votes

The EXECUTIVE SECRETARY declared that decisions on Absent Votes would be postponed until the next Congress in Korea.

Regulation 12: Voting between General Assemblies

Regulation 12.1: *"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."*

Regulation 12.2: Affiliate Federations

This was unchanged. The Original was retained.

- **ORIGINAL** Each Affiliate Federation will have 2 votes.
- **ALTERNATIVE** Each Affiliate Federation will have 1 vote, but their vote will have a value between 5 and 12 equal to the votes they are entitled to at the General Assembly.

Regulation 12.3: Affiliate Clubs

This was unchanged. The Original was retained.

- **ORIGINAL** Each country with 1 or more Affiliate Clubs is entitled to 1 vote. The 1 vote must be shared by the Affiliate Clubs.
- **ALTERNATIVE** Each Affiliate Club is entitled to 1 vote. There can be no more than 3 votes in a country with no Federation; where there are more than 3 Affiliate Clubs, the 3 votes must be shared.

Regulation 12.4: Other Delegates

*"Members of the Executive are entitled to only 1 vote each.
Past Presidents are entitled to only 1 vote each."*

Regulation 12.5: *"The President has a casting vote when the vote is tied."*

This was unchanged. The PRESIDENT always had a casting vote.

Regulation 13: Young BPWs

This was unchanged.

Regulation 14: Database

"All members are invited to register their areas of interest and/or expertise on the database."
The database was proposed by Resolution 26 passed in Mexico.

Point of Clarification

The CHAIR of the STANDING COMMITTEE ENVIRONMENT requested that additional guidelines on privacy should be established regarding the database. The EXECUTIVE SECRETARY confirmed this was in the Procedure Manual and she changed the wording to add the text *"The operation and use of the database must comply with the Procedure Manual."*

Regulation 15: Action Teams and Working Groups

Regulation 15.1: Action Teams

*"Action Teams are led by a member of the Executive:
the Gender Advocacy Action Team is led by the Vice President - United Nations
the UN Representatives Action Team is led by the Vice President - United Nations
the Membership Action Team is led by Vice President - Membership
the Young BPW Action Team is led by Young BPW Representative."*

*There are 5 Action Leaders who are members of the Gender Advocacy Action Team and are responsible for:
Health and Work
Personal and Business Development
Responsible Business and Trade
Status of Women
Sustainable Development.*

The Resolutions Working Group Leader is an ex officio member of the Gender Advocacy Action Team.

- | |
|---|
| <ul style="list-style-type: none">• ORIGINAL 13 Standing Committees, 11 Taskforces and 2 committees, not connected• ALTERNATIVE 5 Action Leaders on the Gender Advocacy Action Team connected with the UN Representatives, with the capacity to establish taskforces as needed; retaining 9 Working Groups to replace committees that provide operational support to BPW |
|---|

*The Gender Advocacy Action Team coordinates the advocacy work of BPW International, including:
developing resolutions for voting at the General Assembly
taking action on resolutions passed by the General Assembly
initiating and encouraging BPW International campaigns to benefit business and professional women
informing and monitoring the advocacy efforts of Affiliates
informing and liaising with United Nations Representatives.*

The Vice President - United Nations may require or approve Action Leaders to form taskforces to work on specific issues that are within the BPW Gender Advocacy Framework.

Taskforce members are selected from the database and from recommendations as set out in the Procedure Manual, and appointed by the President.

Action Leaders and UN Representatives must work together so that BPW International's advocacy follows agreed policy and is effective. Action Teams, Action Leaders, UN Representatives and taskforces are selected as set out in

the Procedure Manual and appointed by the President, and must comply with the Guidelines in the Procedure Manual."

Regulation 15.2: Working Groups

*"The Working Groups provide operational support and report to a member of the Executive. They include: Mentoring Working Group, Friends Working Group and Twinning Working Group reporting to the Vice President - Membership
Projects Working Group reporting to the Vice President - United Nations
Resolutions Working Group, Constitutional Working Group, Archives Working Group and History Working Group reporting to the Executive Secretary
Fundraising Working Group reporting to the Finance Officer.*

Working Group Leaders are selected as set out in the Procedure Manual and appointed by the President.

Working Group members are selected from the database and from recommendations as set out in the Procedure Manual, and appointed by the President.

Working Group Leaders and Working Groups must comply with the Guidelines as set out in the Procedure Manual."

The EXECUTIVE SECRETARY explained the following vote to change the structure of Standing Committees to Action Teams and increase delegation by the PRESIDENT. Research had shown that the Chairs of Standing Committees worked well but the actual Committees did not. The internal Taskforces also worked well. The Standing Committees were working too independently from the policy engine of BPW. The proposal was to rename the 4 existing teams and have 5 Action Leaders. The President had 26 Committees reporting to her, whereas she should be allowed to delegate some of this to her Executive Team.

Point of Clarification

PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison asked why UNICEF and UN Women had been omitted from the text.

The EXECUTIVE SECRETARY confirmed the details would be included and went on to use slides to clarify various points of the proposed structure and the new Action Leader roles.

DISCUSSION

- PRESIDENT ELECT Freda Miriklis spoke in favour of the proposals in principle but having run the UN Representatives team she felt that these proposals needed a budget or a committed staff, as it was not acceptable to rely on volunteers, so relying on one UN Chair to do excessive work would not be fair.
- The EXECUTIVE SECRETARY ELECT spoke against such radical changes, declaring that the structural change would lead to a lot of work, without having much noticeable effect. There would be a lot of responsibility on the Vice Presidents in particular. The members should be consulted on how to work more efficiently, rather than undertaking such an extensive reorganization.
- The CHAIR OF STANDING COMMITTEE ENVIRONMENT spoke in favour of the change, provided that one person was appointed to coordinate the restructuring and to start working on it. The change was minimal and necessary to improve Committee function, which had been recognised as a problem since Vancouver Congress.
- PAST INTERNATIONAL PRESIDENT Tuulikki Juusela spoke against. She had been shocked to receive an email declaring that certain Standing Committees had not been working. She felt that some Committees always worked better than others.

The FIRST VICE PRESIDENT took the chair.

- The REGIONAL COORDINATOR - EUROPE spoke in favour of streamlining the structure to improve performance in BPW and to highlight BPW's core business. The structure was necessary to show members in which direction the organization was going.

Motion to postpone the discussion until Congress in Korea

PAST INTERNATIONAL PRESIDENT Dr. Antoinette Rüegg declared that in her experience this was a step in the wrong direction and it would hinder progress because it was adding a further level of organization. She MOVED to postpone the discussion until Korea Congress. As the PRESIDENT was committed full-time to the work, the VICE PRESIDENTS could not be expected to have the same time commitment for their term.

The FIRST VICE PRESIDENT clarified that PAST INTERNATIONAL PRESIDENT Dr. Antoinette Rüegg had made a motion to postpone the Action Teams and Working Groups to Korea.

PAST INTERNATIONAL PRESIDENT Tuulikki Juusela SECONDED.

The FIRST VICE PRESIDENT called for those in favour of voting on it.

Point of Order

PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison asked that the discussion be allowed to continue on the new motion before voting.

The PRESIDENT took the chair.

Point of Order

CANADA pointed out that a motion to defer was debatable.

The PRESIDENT agreed.

Motion to close the debate

The PRESIDENT called for a vote to close the debate.

The vote by a show of hands was unanimous that there would be no further debate.

Motion to postpone the Working Group proposals to Congress in 2014

The PRESIDENT then called for a vote to table the Working Group proposals until Congress in Korea in 2014. The vote was passed by Digi-Vote with 77 out of 110 votes cast.

The PRESIDENT clarified that the current committee structure would now be inserted in the new Draft Constitution.

Regulation 16: Project Participants

The EXECUTIVE SECRETARY explained that non-members engaged in community projects should not be classed as Members. No vote was necessary.

Regulation 17: Resolutions

The EXECUTIVE SECRETARY stated that there would be no change to Regulation 17, but that information confirming the voting rights of Standing Committee Chairs would replace that for Action Leaders and Working Group Leaders.

Regulation 18: Amendments to the Constitution and Regulations

The EXECUTIVE SECRETARY confirmed that minor Amendments to the Regulations could be administered by the International Board at a pre-Congress meeting to free up time at Congress. So this allowed amendments to be effected but referred to the General Assembly for confirmation as necessary.

DISCUSSION

- The PRESIDENT recognised PAST INTERNATIONAL PRESIDENT Dr. Yvette Swan, who spoke against this Amendment, as it would unfairly increase the workload of the International Board at their busiest time just before Congress. Any amendments should be debated at Congress. Perhaps the Congress program should be changed so that Amendments to the Regulations could be considered in parallel with the standard proceedings at Congress.
- The EXECUTIVE SECRETARY called for a vote to decide if all Amendments to the Regulations could be made by the International Board at the pre-Congress Board Meeting or must be brought before Congress in the General Assembly.

- The PRESIDENT explained the consequences of the vote. Voting in favour would mean holding a longer pre-Congress Board of Directors meeting (currently 1 hour) to deal with the additional Amendments, whilst voting against would bring all Amendments directly to Congress.

Point of Order

NEW ZEALAND declared that the PRESIDENT was expressing a personal opinion.

The PRESIDENT apologised if that had been the impression as she was simply attempting to clarify the vote.

- The REGIONAL COORDINATOR - EUROPE queried the wording on the slide, which seemed to conflict with the PRESIDENT's explanation.
- The PRESIDENT pointed out that reference to the pre-Congress Board meeting should have been corrected in the slide, which she could not read as it was behind her.
- The EXECUTIVE SECRETARY said the Rationale behind the proposed motion was to take less time on Regulation amendments at Congress and to consider them at a longer pre-Congress Board meeting.
- FRANCE wanted clarification on what Congress was to vote on, as the explanations had been confusing. She added that moving the amendments to the Pre-Congress board meeting would give Congress more time for workshops, so would arguably be more interesting.

Point of Clarification

FINLAND wondered whether the two alternatives were mutually exclusive.

The EXECUTIVE SECRETARY explained that the words "*can*" and "*must*" were important. Regulation 18.3 would mean that the International Board "*can*" deal with some of the amendments but all amendments "*must*" be voted on and accepted by the General Assembly.

The PRESIDENT called for the vote. There was an equal split for and against so there was not a sufficient majority to carry the vote.

The EXECUTIVE SECRETARY explained that a vote in favour of over 50% was required but it had not been achieved.

The PRESIDENT used her casting vote to decide that all Constitution Amendments had to be made at General Assembly, so this was carried.

Regulation 19: Dissolution

The EXECUTIVE SECRETARY confirmed that this clause had been amended to comply with the requirements of the Swiss Civil Code, as recommended by BPW Switzerland who had been advising on all compliance issues for Geneva registration.

Regulation 20: Name and Logo

These could only be used by paid-up Affiliates, so this was existing policy which was simply confirmed here.

Regulation 21: Procedure Manual

"The Procedure Manual sets out how the Regulations must be followed."

The Executive should be looking at the Procedure Manual and should provide amendments for discussion to the International Board at the pre-Congress Board meeting.

DISCUSSION

- PAST INTERNATIONAL PRESIDENT Sylvia Perry stated that the Procedure Manual had not yet been discussed or produced so talking about Amendments was not feasible, and a deadline had to be set for when the Procedure Manual was to be finalised, even if it had to go the International Board by email. To make the Constitution work, this important document had to be in place and agreed.
- The EXECUTIVE SECRETARY confirmed that the updated Constitution and Regulations document would be made available in its current form within the hour. The vote for adoption of the Constitution and Regulations would be taken after the updated document had been circulated.

- The PRESIDENT asked the EXECUTIVE SECRETARY to do this while Congress continued after this Regulations Session so that Congress could see the finalised version of the new Constitution and Regulations and vote to accept it before the end of Congress.
- The EXECUTIVE SECRETARY agreed to finalize the Procedure Manual based on the Congress's decisions about inclusions in the Constitution and Regulations within three months before submitting it to the International Board for approval.

Point of Clarification

USA had a motion to present to Congress before the amended Constitution was adopted, and as it needed a two-thirds majority she wondered when it would be appropriate to present it.

The EXECUTIVE SECRETARY invited her to do so once all the slides had been presented.

Regulation 22: Relationships

Partnerships had existed for several years in the By-laws but to differentiate, the EXECUTIVE SECRETARY was pleased to highlight the relationship with the UN as a new addition.

Regulation 23: President's Office

No change.

Regulation 24: Principle

BPW's Constitution was a permissive document so omitting the fact that the Executive could do something would not prevent the Executive from working between Congresses. The Executive Board should be allowed to continue their work by implication, without having this stipulated in the Constitution. Also, it was a legal requirement to record the fact that the international English text took precedence, so this had been added.

Conclusion of the Amendments to the draft Constitution and draft Regulations - Session II.

The EXECUTIVE SECRETARY concluded the session.

The PRESIDENT acknowledged everyone's work and particularly that of the Executive Secretary, in producing the document and thanked Congress for their support.

The EXECUTIVE SECRETARY praised Anne Todd-Lambie as Constitution Advisory Chair and Ann Swain's expert knowledge of BPW, plus the assistance of several Past International Presidents. She particularly acknowledged Dr. Pat Harrison's input as she had moderated when Anne and she did not agree, contributing the wisdom of a Past International President. She had received very useful advice on language from Gabriella Canonica. She was also grateful to the Regional Coordinators and especially to those Congress Delegates who had contributed by making submissions and attending regional consultation and had helped to build the new document.

Motion

USA MOVED that the maximum votes for a Federation at Congress should not exceed 12.
SECONDED by PAKISTAN.

USA asked to present this motion which had to be presented before acceptance of the amended Constitution and Regulations. She claimed that a previous Amendment to a By-law had been passed without the two-thirds majority required for an actual change to the existing Constitution. The vote for this Amendment should be taken separately before the overall vote as it had not been duly discussed.

The PRESIDENT consulted with the PARLIAMENTARIANS and responded that the current Constitution had not been affected regarding that point; USA should bring the motion back for discussion when Congress was due to vote on the amended draft Constitution, which was still amendable.

PRESENTATION OF BIDS TO HOST THE XXIX CONGRESS

The PRESIDENT introduced the 3 countries bidding to host the XXIX Congress in 2017: Turkey, Egypt and Brazil.

Turkey

TURKEY had withdrawn its bid to host the 2017 Congress, in the light of the Resolution passed at Mexico Congress on rotating Congresses in the regions within a fifteen-year cycle so that a Congress should not be held in the same region within a 7-year period.

TURKEY was invited to speak and confirmed that its bid was withdrawn, before presenting its candidacy to host the 2020 Congress in Istanbul and the Young BPW thanked the INTERNATIONAL PRESIDENT for her support.

The remaining bids were from EGYPT and BRAZIL.

Egypt

EGYPT presented their bid for candidacy to host the 2017 Congress, representing Africa and Arabic-speaking countries. This would be testimony to Dr. Lena Madesin-Phillips, who had died on her way to Syria. The first Women's Union was established in 1923. Men and women stood side by side in 2011 during the recent Revolution. There were 3 clubs in EGYPT with over 105 members, and EGYPT had hosted several conferences including Women Entrepreneurs and the Global Summit. EGYPT was actively working on women's empowerment and gender mainstreaming. The Egyptian Ambassador had attended this Congress in Helsinki to support the country's candidacy. EGYPT was training women in a business incubator and supported African women to be Nobel prizewinners. Projects were underway in Aswan with BPW Sudan to empower girls and women in rural areas. Holding the Congress in Egypt would attract members from all over Africa. The social program would include night cruises along the Nile and she assured Delegates that Congress would make a significant profit. She then showed a promotional film.

PAKISTAN SECONDED the candidacy.

Brazil

BRAZIL congratulated EGYPT on their presentation before introducing Congress to the north-eastern city of Fortaleza on the coast in Ceará, which members of BPW Brazil and their President Suelli Bautista had chosen to host BPW Congress. Brazil was due to host the World Cup in 2014 so the infrastructure was proven. The President of Brazil was a woman, Dilma Rousseff, and women power in Brazil was increasing daily. There were direct flights from several places in Europe, Africa, Latin America and also the US. There were about 25,000 rooms in the city of Fortaleza. The auditorium at one of the potential congress venues could hold 1,200 participants. There were plenty of leisure and cultural activities in this beach resort which also boasted a variety of restaurants showcasing local specialties. Fortaleza was known as the capital of Joy and the land of the sun, colours, aromas and textures. Many women worked in the handicrafts industry. The presentation concluded with thanks for the opportunity to make the presentation, followed by a video. BPW Brazil presented gifts to the PRESIDENT, PRESIDENT ELECT and REGIONAL COORDINATOR.

RESULT OF THE VOTE FOR HOSTING XXIX CONGRESS

Congress voted for BPW Egypt to host the 2017 Congress in Cairo. The PRESIDENT congratulated BPW Egypt and the Africa region for their successful application and thanked BPW Brazil for their presentation, wishing them success in a future bid.

The PRESIDENT called the meeting to order after all the excitement and handed over to Pat Harrison, CHAIR OF THE RESOLUTIONS COMMITTEE.

RESOLUTIONS SESSION III

The RESOLUTIONS CHAIR provided French and Spanish translations for the Resolutions to be discussed.

Resolution 4: Equal Pay (continued)

Original text on Workbook page **EN** 226 **FR** 247 **IT** 257 **SP** 236

The UK spoke to the amended resolution on behalf of Willy van Iersel of the NETHERLANDS.

There would now be no financial impact on BPW International as all work would be done by the Affiliates at not International.

AUSTRALIA SECONDED.

Amended RESOLUTION 4: EQUAL PAY

The REGIONAL COORDINATOR - EUROPE queried the seemingly excessive number of actions to be implemented by the Affiliates.

Adoption of Amended Resolution 4: Equal Pay

Resolution 4, as amended, was passed.

Emergency Resolution

The RESOLUTIONS CHAIR announced the Emergency Resolution which had been deferred from Day 1 of Congress.

EMERGENCY RESOLUTION: STRATEGY FRAMEWORK

Proposed as a consequence of discussion at the European Presidents meeting in May 2011, after the closing date for BPW International resolutions.

With reference to our founder's vision and words we propose this congress affirm BPW focus on core business of empowering women through participation:

- *participation of women in the economy*
- *participation of women in leadership and decision making roles at all levels in the community*

As required, the call to action and for implementation of this vision is as follows:

During the first year of the triennium the BPW International Executive undertakes to develop an integrated strategy Roadmap with a limited number of components in which BPW members can be empowered to become experts, including consideration of the relevance and role of:

- *Awareness raising with Equal Pay Day*
- *Women's Empowerment Principles WEPS*
- *Advocacy to progress legislative change*
- *The role of mentoring and sponsorship of women in leadership and decision roles.*

During the second year, or earlier, of the triennium the BPW International Executive undertakes to design a simplified reporting tool that will classify BPW activities within the Roadmap Framework.

This reporting Roadmap Framework should allow reporting by Affiliates to BPW International to be simplified by facilitating reporting of achievements to be formatted for European Union, United Nations and other agreed frameworks including Africa Union and Sub Regional Institutions. This will enable all reports to be derived from a single data set and be easily presented in multiple ways without re-working. This agreed standardised reporting framework replaces the current Affiliate reports.

Affiliates will support the integrated strategy Roadmap by addressing the topics in workshops at a national and regional level as the initiative evolves.

During the third year, or earlier, of the triennium the BPW International Executive undertakes to:

Develop tools that can be rolled down from the Integrated Strategy Framework to Affiliates, to empower and support Affiliates and Clubs to be experts in the limited number of areas defined in the integrated strategy Roadmap.

As part of this process the BPW International Executive considers best practice tools and strategies that have already been developed by individual Affiliates.

The agreed core best practice tool kit will be translated into the official languages.

Affiliates will support the integrated strategy Roadmap by addressing the topics in workshops at a national and regional level as the initiative evolves.

Staged implementation by BPW International and Affiliates during the 2011-2014 triennium.

Proposed by FRANCE and the European Presidents. This had arisen during the Presidents' Meeting in May 2011, hence it had not been presented before.

This was SECONDED by TURKEY who did not wish to speak.

Point of Clarification

NEW ZEALAND asked if this had been accepted as an Emergency Resolution.

The RESOLUTIONS CHAIR and the REGIONAL COORDINATOR - EUROPE explained that this had been carried forward to this Congress due to time constraints at the European Presidents' meetings in May and October. The REGIONAL COORDINATOR - EUROPE added that no Resolution had been passed at the European Presidents' meetings. Turkey had tabled a motion to discuss the Women's Empowerment Principles at Congress as this was more an international matter and core business.

Point of Clarification

USA inquired if there would be a financial impact deriving from the translation of the core best practice Toolkits.

The PRESIDENT confirmed there would be no financial impact as the translations would be handled by the in-house translators.

There was no further debate.

The RESOLUTIONS CHAIR called for a vote.

Adoption of the Emergency Resolution

The Emergency Resolution was carried.

Point of personal privilege

The PRESIDENT advised that her Parliamentary-Advisor, Mr. M Carling had to leave and thanked him graciously for his help during Congress. He had been most helpful to many of the delegates and to the President. The Assembly applauded and Mr. Carling left the meeting.

Resolution 2: Sexual exploitation of young women and girls (and boys/young men) through mobile phones and internet interactive mediums

Workbook page **EN** 224 **FR** 245 **IT** 255 **SP** 234

Proposed by AUSTRALIA
SECONDED by NEW ZEALAND.

AUSTRALIA spoke strongly in support of Resolution 2, and confirmed that guidelines would be provided for the toolkit.

There was no Discussion.

Adoption of Resolution 2

The Resolution was carried.

Resolution 8: Senior BPW

Workbook page **EN** 231 **FR** 251 **IT** 263 **SP** 241

Proposed by ARGENTINA
In the absence of ARGENTINA, the Resolution was MOVED by NEW ZEALAND.
SECONDED by NIGERIA.

DISCUSSION

- NIGERIA spoke in favour of the Resolution as everyone would become senior members and would all be given the opportunity for preferential treatment.

- The REGIONAL COORDINATOR - EUROPE spoke against the Resolution. She opposed such categorization of members at International level, arguing that this should be dealt with at Club level to reflect different local practices.
- SWITZERLAND spoke for the Resolution as they had already implemented it nationally as BPW Plus. Older members contributed a great deal as members in their clubs and also had separate activities.
- GERMANY spoke against, stating that focus should be on the energy of Young BPW, rather than on the older members, to ensure the future of BPW.
- PAST INTERNATIONAL PRESIDENT Dr. Yvette Swan spoke in favour of the motion, explaining that the experience and wisdom of Senior BPW was invaluable. Older members such as her were proud to act as mentors.
- GERMANY spoke against the Resolution, declaring that separating Senior BPW would split the organization and make it weaker.

Nobody further wished to speak in favour of the Resolution.

The RESOLUTIONS CHAIR called for a vote.

Loss of Resolution No 8

The Resolution was defeated.

Resolution 10: Adolescents collaborating with BPW

Workbook page **EN** 231 **FR** 252 **IT** 264 **SP** 242

Loss of Resolution No 10

In the absence of ARGENTINA, no-one moved the Resolution.

The Resolution therefore lapsed.

Conclusion of Resolutions Session III

This concluded the session.

Announcement by Young BPW

The YOUNG BPW REPRESENTATIVE thanked BPW for its fundraising support during Congress: 5,500 EURO had been raised from the auction and lottery and would go to Young BPW Japan and the Young BPW International Fund, helping young members attend Congress.

The PRESIDENT thanked the donor, Delance Watches, for its valuable support and the financial gain received.

The PRESIDENT invited Korea to present 2014 Congress.

PRESENTATION BY BPW KOREA ON THE XXVIII CONGRESS IN JEJU, SOUTH KOREA, 2014

The Korean representatives waved red scarves printed with the Korean flag emblem during this presentation. The President of BPW KOREA advised they were in high gear for the Congress in 2014 in Korea, the country of miracles. They invited everyone to attend Congress on the beautiful island of Jeju in the first country to change its status from receiving foreign aid to being a donor country. There were several UNESCO cultural heritage sites on Jeju, which hopefully would become one of the Seven Wonders of the World. KOREA showed a video to conclude the presentation.

The PRESIDENT thanked BPW KOREA for their presentation.

The PRESIDENT invited the FIRST VICE PRESIDENT to the microphone.

Adoption of BPW Douala

The Vice President - Membership confirmed the adoption of the newest Club, DOUALA in Cameroon and welcomed their President, who shook hands with the Executive Team.

Motion

CANADA MOVED to extend Congress by half an hour.

SECONDED by the CHAIR OF THE ENVIRONMENT STANDING COMMITTEE.

The motion was passed.

ADDRESS BY PRESIDENT ELECT, FREDA MIRIKLIS

"Can I first say that our new Executive has been in this Assembly and we have listened to you. We have listened very clearly. The mandates that you have given us from this Congress we will start to implement effectively and we will lead this organization as we move forward.

Can I please acknowledge PRESIDENT Liz Benham for the amazing work that she has done over this past triennium. Liz has worked tirelessly for the organization in this past term and in modernizing the organization. The Executive have really come together and I have appreciated each and every Executive member through our debate and our discussions, through our deliberations: we have worked as one unit and we thank you for the enormous privilege that you have given us to serve during this last term. I've enjoyed working with each and every Executive member and it was a great honour for us.

Can I also say that I look forward to working with my new Executive for this next term and thank all the organizers for this Congress here in this beautiful Finlandia Hall. I know that Liz will do all the official thank you's but can I also just quickly thank Dr. Yvette Swan for her contribution in this Congress as CHIEF PARLIAMENTARIAN. I think for a lot of us - young and old - Yvette serves as a great mentor and can I just say that I am a result of BPW in that I was one of the first young BPWs in 1996. For that I need to acknowledge my home Federation of Australia who have sent a very strong delegation here to Helsinki under the leadership of Marilyn Forsythe and I am extremely grateful for the opportunities that have been afforded to me as a young BPW in what is the great Federation of Australia.

Having gone up through the Federation it really has been an incredible experience that I have had, and I've had a tremendous group of mentors. Likewise, with my Federation I also have an adopted Federation in the Federation of USA. Every year during CSW the USA members have welcomed both myself and the Executive - as has PRESIDENT Liz and her husband Kenny - into their homes and into their hearts and for that we are incredibly grateful. Her generosity has really helped this Executive, it really did... it really was of tremendous value. Thank you.

The Past Presidents are always available for us as members of the Executive and I've really valued each and every one of them. They had a certain belief in me very early on when I didn't really see any qualities of leadership myself and I think that's one of the really great treasures of this organization that we do really nurture our leaders and I feel very much that I'm a product of that. So I'd like to conclude with just a couple of remarks that I'd like to share with each and every one of you.

I would be nothing without my United Nations Representatives. Please stand so that I can acknowledge Susan O'Malley, Michèle Gerber, Lesha Witmer, Liz Vanardenne, Eva Richter and Annarosa Colangelo. Can I just add here that these ladies have worked tirelessly - obviously as volunteers of this organization as we all serve in voluntary capacities - but I just need to acknowledge two people. Firstly, Susan O'Malley has just been elected as the Vice President for the NGO CSW Committee in New York. This Committee was founded by Esther Hymer in the Decade for Women and she served on that Committee for ten years. It is a pleasure to see that BPW will be serving in an official capacity and Susan O'Malley and Eva Richter have both also served as Editors to that Executive Committee. So we're really, really quite proud of them.

So can I just begin by saying over 80 years ago a great American lawyer and civil rights leader promoted the interests and concerns of business and professional women. The national and international organizations that she established advocated economic equality for working women and men.

But, some 80 years later the issues of economic participation and equality between men and women still persist. Eighty-one years later, women only own 1% of the world's wealth, have a 10% share in global income and occupy

only 14% of leadership positions in the public and in the private sector. Eighty-one years later we find of the 1.4 billion people living on less than one dollar a day 70% are women and girls. Women do two-thirds of the world's work but earn only 10% of the world's income.

Of almost 900 million adults worldwide who can't read or write, two-thirds are women. Eighty-one years later, women produce half of the world's food but own just 1% of its land. On December 10, 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights, calling upon all member countries to reaffirm their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women, and determined to promote social progress and better standards of life in larger freedom.

So I stand here today, humbled by the task before us. Grateful for the trust that you have bestowed and mindful of the sacrifices that have been made by our predecessors.

In my address to attendees at the Levin Institute in New York earlier this year I noted that BPW International was founded on the vision of achieving work place equality, the right to vote and equal pay. Eighty 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, so armed with this and with a real unity of purpose through BPW International, BPW Affiliates around the world now have a road map to link and that will lead us to equality in the work place. Never before in history have there been so many forces working for gender equality and for us to get measurable results to mark the progress towards economic equality and equality in decision-making to change the laws, to change standards, values and therefore the quality of life in our communities.

Now is the time to make real the promises of democracy. Now is the time to raise advancing gender equality globally by bringing to business a strong business case of how much women entrepreneurs and women-owned businesses contribute to the economy. Now is the time to empower women, fuelling thriving economies, spurring productivity and growth. Now is the time for reinforcing the realization among leading firms that empowering women is essential to the growth, competitiveness and profits - and yes it is time, it is time to bring the voice of women to business.

We can now demonstrate to business that they are not just doing us a favour by addressing gender balance any longer in their organizations. We can now show that it is a sustainable and profit imperative. We can demonstrate by offering support through the provisions of a proven framework, practical tools and expert guidance on how to navigate the path to increased profits, increased innovation and increased productivity. This is not a step away from social justice commitment: this is in fact a step up. A step-up to making structural changes that will empower large groups of women to advance and empower themselves quickly.

I believe that at this time the major force that can influence and advance the economic empowerment of women is business, as business has become more global. The equal pay standards, the gender equality in recruitment and access to training and development required in the first world can be rapidly transferred to the third world through the reach of business and we can even use the tools to gain women's access to high-paying industries that have always excluded women from the financial dividend. At this moment in time women are under more pressure than ever to step back from their demands of gender equality. They are being asked to consider the effects of their demands in the context of the global financial crisis, the civil unrest in many countries, yet it has been shown that economic empowerment of women is one of the fastest ways for a country to increase productivity and reduce the risk of war and political unrest. By stepping up as the voice of women to business BPW now has a road map and resources and the powerful connections to deliver real and measurable benefits on a huge scale. By way of example in my home country of Australia if we can influence the over 250 mining companies to report on their offshore representation of women vendors in their supply chain and equal pay and gender representation in the workforce for their offshore assets, we can rapidly improve the economic empowerment of women in West Africa and Chile.

In your country there are bound to be similar opportunities to deliver significant economic empowerment to large groups of women if you could focus some of your influence on changing the decisions, standards and practices of business. That is because at this moment, global business practices and standards are describing community values and standards more than any other factor.

Our Lead NGO status with the Global Compact provides us with the tools and the structures to advance the economic empowerment of women not from the outside, knocking onto the doors trying to get into the board rooms and inside the peak bodies, but on the inside through the supply chain. I believe there has to be a reason why at this

moment in time BPW is the only women's organization that has been able to forge the unique relationship with the largest industry organizations in the world. There must be a reason why at this moment of time that relationship has been counted and why it's been cemented. I feel it is the hand of our founder saying "*hold steady, do not back down under this pressure and use this opportunity to step up because we must hold true to the values that we know.*"

It is time and I believe we are ready, we are well-positioned, and we are well credentialed to bring the voice of women to business so I propose to you all our triennium theme "***Empowered women leading business***". So, BPW members, bring your skills, bring your talents, bring your commitment, and bring your expertise to the mission of the BPW because we are ready, we are bold, we are courageous, we are BPW women and we are empowered women leading business. Thank you."

Congress applauded the PRESIDENT ELECT.

The PRESIDENT asked the EXECUTIVE SECRETARY on the status of the document on the new Constitution and was advised that it was still not quite ready. The PRESIDENT reminded Congress that they still had to vote on the new draft Constitution in the amended version which was being printed for approval. It was still amendable. She asked for a Roll Call to ensure there was still a quorum.

In the interests of time, the PRESIDENT gave her outgoing remarks.

EXPRESSION OF THANKS TO OUTGOING OFFICERS by LIZ BENHAM

"Delegates, members and friends, Past International Presidents, this Congress has been all about the "***Power to make a difference***" and clearly to me throughout my triennium I've been seeing how we together can have the power to make a difference. We've delivered you, BPW International, through this triennium's work of the current International Executive Board many of the initiatives that are so important for us to build on now and I thank all the Affiliates and Presidents here who have participated in those initiatives. Your contributions also made that happen and brought that to fruition and we will be able to build on that, moving forward with a new Executive and they have my full support in continuing this important work. Each and every one of them knows very well how we've done that and how we can continue and under the leadership and vision of your new President I can assure you BPW International is moving forward as the leading organization, at the international level, of business and professional women.

As you might have noticed I've had a candle that was lit last night burning all day at the Chairperson's seat, is it there... yes, and I wanted to remind us that in our organization of 80 years we have wonderful traditions. Wonderful traditions that we all believe in and that we all participate in, enjoy and should continue and the candle-lighting ceremony for me last night at the Gala Dinner was just a wonderful example of how we continue those traditions. You've been here in the last few days deliberating on the business at hand and there again I've seen the beautiful engagement of BPW members from around the world, where you've had your differences of opinion but you've respected the outcome and for that I think you all need a big hand for what has been achieved here. Democracy works and this General Assembly has engaged today in very important business and I'm very, very proud of all of you.

As the outgoing President I do have to thank many, many people. Firstly I need to thank my Executive Board who from the beginning I've called the "*dream team*" and I would like them to stand. It's been a joy, an absolute joy. Lots of challenges - as always in leadership positions - but we do take leadership very seriously at International and when we step up to the challenge we have to accept all those that come with leadership. The joys and the challenges are the growth and the development that BPW International gives us in real time on a daily basis as we go along that journey.

I would like to very much thank the PAST INTERNATIONAL PRESIDENTS - each and every one of you. You have been great mentors. You have been a wonderful support to me. I've enjoyed working with you and now I'm going to enjoy playing with you. We're going to have a get together. I'd like to thank the Hostess Planning Committee and BPW Finland for their work in putting this Congress together. They all have their blue scarves. Can the Hostess Planning Committee come forward and the President of Finland, please come forward, Executives of BPW Finland please come forward. Thank you, thank you so much. They have stepped up amidst many challenges in the lead-up to this Congress and each and every one of them came through and you've seen them engaged here, you've seen them working and I know that this General Assembly is extremely grateful to them. But they also have received something out of it, I'm sure, as I promised them when you do this work you will get a return, plenty of

benefits and joys from a Congress like this and I'm sure that you'll be talking about this for a while after. So thank you very much again for your hard work.

I'd like to thank the members of all the Congress Committees who have stepped up also to volunteer and work: the Nominations Committee, the Elections Committee, the Timekeepers, the Tellers, all the Committees that come together at a Congress to participate and volunteer and make it happen. I'd like to thank the interpreters, thank you very much for your patience, your diligence. Such a varied body of languages. Thank you for that and I think last but not least, actually it's not last but not least, I do have one last person to thank. I would like to thank Jeanette Arsenault again for her wonderful inspiration in the beautiful song that she's written for BPW in this triennium that everybody has enjoyed so much. I hope it continues, Jeanette, and that it keeps on inspiring women of the world all over the world all the time. Please come forward. And then lastly of course I have to thank my husband. He may not be here, he may be taking a nap because he's tired. You cannot do this without the support of your husband or your family. It is truly, truly impossible because it is all-consuming and my husband has lost me for a very long time but I know he is very glad to get me back and I'm so going to enjoy my time back with him again. Thank you very much for everything."

The Assembly extended a long standing ovation.

Motion to extend the Session

New Zealand MOVED to extend the Session by another half hour.

Canada SECONDED. A vote was taken.

The motion carried.

Announcements

The PRESIDENT announced that Congress participation certificates were available for all to be collected and photo CDs were available to purchase.

Roll Call

The EXECUTIVE SECRETARY took the Roll Call.

The Chair of the Credentials Committee asked Delegates to remain in the Hall. Some people had answered the Roll Call and then left the forum, which made it difficult to count and monitor Delegate numbers.

The PRESIDENT asked for the doors to be locked for the duration of this session.

The Draft Constitution was distributed to all Delegates for review.

Amendment to Regulation 4.3

USA MOVED that the Regulation be amended to read: "*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 international board.*"

PAST INTERNATIONAL PRESIDENT Sylvia Perry SECONDED.

As this was purely to improve the style without altering the substance of the motion, the change was accepted as a friendly Amendment and passed by a show of hands.

Point of Order

USA MOVED to reverse the previous change due to the lack of a necessary two-thirds majority in the original vote to Resolution 11.2 that maximum votes at a Congress should not exceed 12 votes.

SECONDED by PAKISTAN.

CANADA provided the voting figures as 88 for, 26 against and 2 abstentions, which proved there had been a two-thirds majority to carry the vote.

USA reiterated that there was no objection to the change, only to the intent. It would have no impact only if USA again increased to 100,000 members.

Fifth Report from the Credentials Committee - Sixth Business Session (continued)

The CHAIR provided the Credentials Report:

Executive	11
Past Presidents	6
Standing Committee Chairs	2
Federations	85
Associate Clubs	12

This gave a total of 116, which provided a quorum.

Remaining Amendments

The remaining amendments to the Constitution would lay on the table until the next Congress.

Motion to adopt the new Constitution

The RESOLUTIONS CHAIR moved to adopt this Draft Constitution but wanted to add the fact that the By-laws were now included in the Regulations.

SECONDED by NEW ZEALAND.

PAST INTERNATIONAL PRESIDENT Sylvia Perry pointed out that while the Constitution and By-laws had historically been one document, this motion would change that format. She asked for the motion to state that part of the By-laws would now be accommodated in the Procedure Manual.

The EXECUTIVE SECRETARY clarified that many of the By-laws were in the Regulations. A few of the By-laws had been moved to the Procedure Manual. The Constitution and Regulations replaced the Constitution and By-laws but some of the By-laws had been moved to the Procedure Manual as instructed by Resolution 26.

The RESOLUTIONS CHAIR added that in view of the controversy she would just move for the Draft Constitution and Regulations to be passed. She went on to thank all who had worked in the process.

The CHIEF PARLIAMENTARIAN clarified questions as to the effectivity of the document. The Procedure Manual would be available in 3 months and after the Procedure Manual had been circulated and voted on by the International Board, the Constitution and Regulations would become effective. The EXECUTIVE SECRETARY would circulate the date when everything was in order.

Point of Clarification

The CHAIR OF THE STANDING COMMITTEE OF THE ENVIRONMENT, SUSTAINABLE DEVELOPMENT & WATER commented that at Lucerne Congress a Resolution had been passed whereby as soon as the document forthcoming from the Constitutional Review process was moved at Helsinki Congress, it would be implemented immediately afterwards.

The CHIEF PARLIAMENTARIAN pointed out that the document was not all ready and approved, as part of the text in the Procedure Manual was still missing, which was why the discussion and review had to continue before the document could be finalised and implemented. She reminded Delegates that the Procedure Manual would be submitted to the Board for approval and invited their input.

The PRESIDENT called for the vote to adopt the Amended Draft Constitution and Regulations as presented.

Adoption of the new Constitution

This was passed.

The PRESIDENT thanked everyone for their extensive input in the drafting process.

EXPRESSION OF THANKS

NEW ZEALAND MOVED to express thanks to the team who had worked on the Constitution review: Dr. Jean Murray, Ann Swain, Dr. Pat Harrison and Anne Todd-Lambie.

AUSTRALIA SECONDED and Congress approved this unanimously.

The EXECUTIVE SECRETARY pointed out that all members had been the drafting team.

Installation of the new President

The now IMMEDIATE PAST INTERNATIONAL PRESIDENT formally handed her chain of office to the new PRESIDENT, Freda Miriklis, who was the youngest in BPW history, and invited the new Executive to take their places before Congress.

Motion to destroy the voting records

PAST INTERNATIONAL PRESIDENT Sylvia Perry MOVED the destruction of voting records in accordance with tradition.

PAST INTERNATIONAL PRESIDENT Dr. Pat Harrison SECONDED.

Close of Congress

The IMMEDIATE PAST PRESIDENT declared the XXVII Congress of the International Federation of Business and Professional Women closed and graciously thanked the PARLIAMENTARIANS for their work during Congress.

* * *

The new PRESIDENT called her Executive for the commencement of the 70th Board of Directors' Meeting which began at the closing of Congress at 16h30.

After Congress the Farewell Party was held at the Ravintola Koskenranta restaurant.

* * *

APPENDICES

Appendix 1 – List of Attendees

American Samoa		Margit	Wimpissinger
Merrilee	May	Barbados	
Argentina		Nicole Jo-Ann	Alleyne
Maria Cristina	Cavalli	Jacqueline	Banfield
Graciela	De Oto	Maizie	Barker-Welch
Arlette Blanca	Neyens	Marriane	Burnham
Maria Aurora	Picallo	Sheila	Chase
Australia		Marlene	Hewitt
Linda	Brown	Irene	Shepherd
Andrew	Christy	Mary	Thompson
Patricia	Clifford	Belgium	
Sandra	Cook	Caroline	Couvreur
Bridgette	Engeler Newbury	Mariette	Debou
Anastasia Sheila	Evans	Miette	Dechelle
Liz	Flatters	Yolande	Jennes
Marilyn	Forsythe	Amélie	Leclercq
Rinske	Geerlings	Margaretha	Oosterwijk
Carol	Hanlon	Lieve	Van Eeckhoutte
Patricia	Harrison	Benin	
Barbara	Hunter	Huguette	Akplogan Dossa
Susan	Jones	Reine Agnes Rachelle	Loupeda
Gillian	Lewis (McCarthy)	Nadine	Robert Zehe
Caitlin	Medley	Raissa	Gbedji
Freda	Miriklis	Bermuda	
Ann Marie	Mullaney	Patty-Ann	Flood
Jean	Murray	Tawana	Flood
Sandra	Pugsley	Yvette	Swan
Christine	Robinson	Brazil	
Carole	Shaw	Elisa	Campos
Warren	Stook	Mariza	Bazo
Kimmaree	Thompson	Yara	Blochtein
Judith	van Unen	Sirlei	Braghini
Catherine	Waters	Gladis	Dreizik
Maria	Wesley	Celia	Fortes
Austria		Elisabete	Freitas
Sylvia	Dillinger-Brigl	Jucelia	Hoffmeister
Eva	Frank	Anneli	Majuri
Gabriele	Jirkal	Anajo	Metello`
Marion	Klotzberg	Jussara	Moraes

Valeria	Oliveira	Suzanne	Abrogoua Kouadio
Sandra	Queiroz	Eliane	Ekra
Gloria	Ribeiro	Bernadette	Enokou
Beatriz	Rosa	Dessi Dofissi Sabine	Kone Dossongui
Maryvan	Rossi	Amélie	N'Zi
Maria Elvira	Salles Ferreira	Croatia	
Sueli	Santos	Maria-Luisa	Kumar
Alice	Tamborindeguy	Patrizia	Milani
Aliuda	Tanaka	Alida	Perkov
Celia	Zanetti	Cyprus	
Bulgaria		Areti	Demosthenous
Radka	Stamenova	Alexandra	Galanou
Cameroon		Polyxeni	Paschalidou
Tchokouaha Tchouassi	Epse Kannelon Lisette Denise	Christina	Rodosthenous
Nouck Marlyse Thérèse Sophie	Epse Nyemb	Czech Republic	
Odile	Mbilla Moukouri	Dana	Hlaváková
Lea Eliane	Ngo Dibong	Maria	Kazmukova
Rose	Ngobo Toby	Dagmar	Prajzlerova
Canada		Lenka	Stastna
Vi	Andersen	Ecuador	
Jeanette	Arsenault	Mariana	Muñoz
Joyce	Bell	Egypt	
Frances	Donaldson	Omnia	Ahmed Fahmy
Dormer	Ellis	Amany	Asfour
Sandra	Franke	Maha	Mohyeldin Ali Ashmway
Karin	Gorgerat	Estonia	
Sharon	Graham	Virve	Poom
Teresa	Habs	Pille	Ruul
Sharon	Hale	Finland	
Doris	Hall	Pirjo	Andersson
Maureen	McIntosh	Susanna	Arola
Kathryn	Munn	Marja	Hannikainen
Sharon	Selkirk	Päivi	Heikkinen
Barbara	Wetmore	Tuula	Hirvonen
Jill	Worobec	Paula	Hjelt-Putilin
Chile		Pirjo	Hopponen
Elsa	Gardeweg	Arja	Hukkanen
Luisa	Lucar Figueroa	Tuulikki	Juusela
Elena	Torres	Suvi	Kalela
Congo		Hilkka	Kallio
Jocelyne	Mubegga Itole Tumaini	Raili	Korhonen
Clarisse	Moongo Gamela	Aila	Kyröläinen
Côte d'Ivoire		Tuula	Laaksonen

Ritva	Lahti	Gabriele	Buchner-Stamm
Anita	Laitinen	Chantal	Bussmann
Lahja	Laitinen	Bettina	Clauß-Krüger
Maria	Lauren	Mai	Dang-Goy
Airi	Luukkonen	Monika	Diefenbach
Marjut	Mäenpää	Karen	Ekman-Baur
Sinikka	Mynttinen	Rakshanda	Faizi
Katriina	Pajari	Anke	Froehlich
Pirjo	Parkkinen	Dagmar	Geffken
Marjatta	Parkkinen	Annegret	Hastedt
Aira	Pellinen	Birgit	Hayen
Eija	Peura	Christine	Heinze
Tuulikki	Pulli	Renate	Höpfl
Irma	Reponen	Gabriele	Hucklenbruch
Leena	Roivas	Rita	Jadlowski
Merja	Rokio-Hiltunen	Rita	Jaskolla
Annikki	Ruokonen	Ilse	John
Kirsi	Saari	Anna	Kaib
Sonja	Salo	Sibylle	Kappler-Dragmanli
Marja	Salo	Isinay	Kemmler
Kaisu	Santala	Ulrike	Kessler
Ketlin	Tackman	Agnes	Koch
Ritva	Teriaho	Maria-Elisabeth	Körte-Streitz
France		Carmen	Kraushaar
Sylvaine	Boussuard-Le Cren	Britta	Kueper
Alexandra	Grave	Johanna	Marius
Claire	Kowalewski	Ines	Martin
Marie Claire	Leclerq	Astrid	Matejka-De Jonghe
Gisèle	Nissack	Judith	Mayer
Nicole	Pelletier Perez	Susanne	Mirza
Stephanie	Peter	Ursula	Niemann
Karin	Raguin	Sabine	Osmanovic
Christiane	Robichon	Heike	Rohdenburg
Valérie	Unite	Erika	Romero
Germany		Nicole	Rosenboom
Sabine	Baasch	Sonia	Schadwinkel
Viktoria	Balensiefen	Irmgard	Schlaeger
Ulrike	Bauer	Barbara	Schmitz
Thekla	Bauwens	Anne-Cathrin	Schreiber
Marion	Bergmann	Kathrin	Schulze Horn
Helga	Block	Claudia	Spangenberg-Kintrup
Sabine	Boecker	Brigitta	Tervoort
Petra	Booker	Marion	Volk

Henrike	von Platen	Masako	Hanasaki
Carola	Wetzer-Eder	Masako	Hiramatsua
Eva	Wobbe	Ayako	Hirota
Ghana		Setsuko	Ikeda
Naomi Opoku	Agyemang	Michiko	Kato
Haiti		Katsuko	Kato
Marie Carmelle	Lafontant	Makiko	Kawamura
Iceland		Eiko	Kawata
Sigurveig	Fridgeirdottir	Fukasawa	Kimiko
Thordis	Gudmundsdottir	Toshimi	Matsubara
Rosa	Oskarsdottir	Yuka	Miyazawa
Ingibjorg	Thordardottir	Haniwa	Natori
Indonesia		Keiko	Sakurai
Devi	Kantini	Masami	Shinozaki
Italy		Satoko	Shiozaki
Nellina	Basile	Kaori	Takeuchi
Giuseppina	Bombaci	Masako	Tsuruta
Eugenia	Bono	Michiko	Watanabe
Anna Maria	Cacciami	Machiko	Yanagishita
Anna Maria	Caparotta	Mieko	Yogo
Vera	Chiampan	Yuri	Yonetani
Annarosa	Colangelo	Jordan	
Antonia	D'Addato	Meisa	Batayneh
Marcella	Desalvo	Haifa	Najjar
Lucia	Emmi	Abeer	Qumsieh
Maria Teresa	Fazio	Kenya	
Cristina	Gorajski Visconti	Mary	Kariuki
Eufemia	Ippolito	Susan Chepkurui	Kimosop
Rosa Maria	La Scola	Nzula	Kitaka
Luisa	Monini	Jane	Mburu
Anita	Palmieri	Korea, Republic of	
Pia	Petrucci	Yinohk	Han
Maria	Rao	Anne	Hilty
Caterina Erina	Salvo	Eunmee	Hwang
Livia	Samaestri Ricci	Aeduck	Im
Giuseppina	Seidita	Dentsoonguk	Kim
Jamaica		Joung Hee	Lee
Monica	Burgess McNeil	Sun Hwa	Lee
Essene	Lewis	Insil	Lee
Japan		Hui-Cha	Pak
Kazuko	Demura	Catarina	Park
Youko	Fujii	Young Hai	Park
Hiromi	Fujita	Kwang Sun	Shin

Kihee	Song	Mojisola Abiola	Alabi
Mali		Ayo	Alaga
Fatoumata Diarra	Traore	Oluyemisi	Aluko-Olokun
Malta		Obioma May	Aruh
Stephanie	Falzon	Moradeke	Atanda
Mary	Genuardi	Bukola	Ayeni-Amu
Tania	Mercieca	Tinuade Nimota	Bambe
Mexico		Alice Ada	Bisng
Yasmin	Darwich	Olusola	Bode-Oke
Sandra	Velez	Bolatito	Boladale
Mongolia		Oluwayemisi	Coker
Tsevegrash	Erdenechuluun	Rosemary Chinelo	Edeh
Selenge	Ulziisukh	Onyinye Mary	Edeh
Battsetseg	Yadmaa	Ngozi Vivian	Egwuonwu
Nepal		Adedoyin	Erinle
Ambica	Shrestha	Oluwakemi	Eyeh
Netherlands		Tiwalade	Fapohunda
Wikje	Alink	Blessing Onofe	Gbadebo
Willy	Van Iersel Jones	Nchedo	Ifebuzor
Marta	Moraza	Ngozi	Igwe
Lesha	Witmer	Samira	Jibir
New Zealand		Ajoke Abimbola	Jimoh
Anita	Devcich	Helen	Johnson Owen
Faye	Gardiner	Omotayo	Kareem
Angela	McLeod	Ema Oluseun	Kitoyi Empress
Carolyn	Savage	Olusola	Ladokun
Sandra	White	Chidi Vera Isioma	Maha
Niger		Patience Okosi	Ngene
Mariama Daouda	Coulibaly	Lilian	Noli Aidaobi
Nigeria		Justina	Obehi Ogbeh
Agnes Agrin	Adama	Chinenye Jane	Okwonkwo
Kikelomo	Adeegun	Yetunde Omolara	Oladehinde
Christie	Adejoh-Onucheyo	Modupe	Onabanjo-Obazee E
Margaret	Adejugbe	Bolanle Oluseyi	Oshikanlu
Oluwafunmilola	Adelugba	Christiana Yemisi	Owoseni
Adenike	Adeyanju-Osador	Fidela	Oyefeko
Titilola	Adia	Pam	Rahila
Aarinola Ajoke	Afolabi	Patience	Nwagwu Nze
Chinyelu Thelma	Agbalaka	Oluyemisi	Sanni
Angela	Ajala	Abosedo Oluwatoyin	Veracruz
Yinka (Moyosore O)	Ajibola	Adeyinka Alaba	Williams
Tayo	Akamoh	Pakistan	
Temitope	Akinnawo	Salima	Ahmed

Nushra	Ajmal	Claudine	Hansdotter
Mukhtiar	Kazi	Britt-Inger	Hedqvist
Nasreen	Mahdi	Amelie	Hjelmstedt
Nadia	Munawar Siddiqui	Karin	Persson
Nasreen	Zafar	Solveig	Staffas
Russian Federation		Maud	Sundin
Tatiana	Gorich	Anette	von Walden
Natalia	Zelenskaya	Laila	Widberg
Singapore		Switzerland	
Irene	Chia	Sabine	Baerlocher
NG	Hong	Astrid Irene	Bäriswyl-Schönbacher
Lim	Jasmine	Mariann	Baschnonga
Shu	Liang	Judith	Baumberger
Tricia	Ng	Ruth	Behr
Triena	Ong	Elisabeth	Bosshart
Slovakia, Slovak Republic		Catherine A.	Bosshart-Pfluger
Maria	Karlubikova	Katrin	Brader
Katarina	Orolinova	Erica	Braendle
Spain		Kerstin	Büchel
María-Jesús	Alonso	Michelle	Bühler
Olga Elena	Cabrera Santacana	Marlies	Burckhardt
Enrichetta	Bellini Fornera	Elisabeth	Burkhard
Susana	Binder	Gabriella	Canonica
María José	Mainar Puchol	Anna	di Giacomo Alvarez
Blanca	Marín Ferreiro	Regina	Dubach
Empar	Martinez Bonafe	Roswitha	Eichberger
Mª Elena	Mora	Susanna	Eicher
Marta	Pérez Dorao	Lielo	Fahr-Bernheim
Anna	Puntonet	Isolde	Fritsch-Albert
Mª Loreto	Solanas	Ursula	Fussnegger
Eva	Turanzo Gimenez	Tatjana	Gaspar
Sudan		Michele H.	Gerber
Khadiga	Eltazi	Monica	Glisenti
Hanadi	Hussien	Véronique	Goy Veenhuys
Zainab	Mohamed	Sonja	Grosjean-Blank
Tagwa	Salih	Karin	Grütter
Samira	Salih	Annemarie	Gugger Berthel
Sweden		Liz	Heer
Britta	Alin Åkerman	Lydia	Heimberg
Lena	Andersson	Kunz	Helen
Monica	Einegren	Verena	Hofstetter
Gunilla	Englund	Sara Ellen	Hübscher
Anita	Hammargren	Jutta	Iten

Björg	Jakob-Marum	Andrea	Voellmin
Andrea	Kennel	Anne-Rose	Walther
Karin	Klapproth	Martina	Walther
Elsbeth	Kluker	Marianne	Wildhaber
Stephanie	Kochendörfer	Karina	Wisniewska
Brigitte	Krattinger	Margrit	Wullschleger-Schmidlin
Esther	Landert	Nicole	Wydler
Elisabeth	Markstaller-Pruner	Céline	Zosso
Giger	Marlis	Taiwan	
Lea	Martinez	Shirley L.	Chang
Natalia	Martinez	Joanne J. L.	Chang
Roch	Mathilde	Yaya	Chang
Silvia	Mathys	Shu-Hua	Chen
Heidrun	Matthäus	Su-Ling	Chen
Rosmarie	Michel	Chun-Mei	Chen Yeh
Erna	Naegeli	Yu-Chun	Chien
Irene	Nold	Herlin	Chien
Marialuisa	Parodi	Irene	Huang
Regula	Peter	Wen Chun	Huang
Marianne	Plattner	Ellen	Huang
Bettina	Plattner-Gerber	Sharon	Hwang
Doris	Ponato	Penny	Liao
Stephanie	Rielle	Han-Jung	Lin
Cornelia	Riep	Fang Ying	Lin
Brigitte	Rindlisbacher	Hsiu-Lien	Lu
Christa	Rohrer	Shu-Mei	Lu-Chen
Antoinette	Rüegg	Yen-fei	Su
Giselle	Rufer	Mei Ling	Tsai
Monique	Ryser	Hsiu-lan	Tseng
Anne	Saito	Fang-Fen	Tu-Huang
Cathy	Savioz	Hsiu-Ling	Wu
Sabine	Schmelzer	Mei-Nu	Yu
Sandra	Schönenberger	Thailand	
Kornelia	Schultze	Pornsiri	Dirabhatana
Liz	Schürch-Peyer	Narudee	Kiengsiri
Marlies	Segenreich	Punika	Kitaphanich
Ursula	Spleiss	Pailin	Pailee
Sabine	Spross	Soipetch	Resanond
Mirjam	Stein	M.L. Preeyapun	Sridhavat
Sandra	Strazzarino	Chonchanok	Viravan
Ingrid	Suenderhauf	Rachanee	Watchareewong Na Ayudhaya
Susanne	Tiedtke	Thitinan	Wattanavekin
Anna	Tschaut	Anyamane	Wongkasit

Turkey		Margaret	Eriksson
Selda	Alemdar Dincer	Carolyn	Grady
Muge	Eryilmaz	Kenneth	Herman
Ezgi	Es	Dave	Hironimus
Arzu	Özyol	Bessie	Hironimus
Efsa	Sabit	Marjory	Hopper
Ukraine		Barbara	Howie
Iryna	Dorozhkina	Heidi	Hunton
Anna	Filatova	Michelle	Husby
Lyudmyla	Gorova	Althea	Johnson Vannoy
United Kingdom		Hilda	Kelley
Marjorie	Bumphrey	Cynthia	McCabe
Elizabeth	Burden	Michelle	Miller
Rachel	Burden	Susan	O'Malley
Christine	Nendick	Anne	Parlapiano
Abiodun	Obakin	Kathleen	Ray
Sylvia	Perry	Eva	Richter
Linda	Poole	Virginia	Russell
Jean	Scott	Noreen	Ryan
Ann	Swain	Anastasia Victoria	Safarian
Jane	Tatchell	Mary Kathleen	Telban
Athena	Tracoshas	Sandra	Thompson
Judith	Webb	Elizabeth	Vanardenne
United States		Sonia	Wolf
Sujey	Albert	Cathryn	Zambetti
Manjul	Batra	Zambia	
Elizabeth	Benham	Chiara	Chiumya
Juelle Ann	Boyer	Gertrude	Mampwe
Francesca	Burack	Sylvia	Mwansa
Kathryn	Ciccolini		
Keachea	Dixon		

Appendix 2 – List of Workshops

CONFERENCE DAY: SATURDAY 18 JUNE 2011

LEADERSHIP PLENARY	A NEW BREED OF LEADERS.
Saturday 09.00 -10.30	<p style="text-align: center;">DAY ONE PLENARY</p> <p>WOMEN ON BOARDS: WHAT WILL HAPPEN WHEN WOMEN FINALLY GAIN CRITICAL MASS AT THE HIGHEST LEVELS?</p> <p>Breaking through the infamous ‘Glass Ceiling’ to secure a place on International Boards is a well-known obstacle for women. Though progress can be slow, in 2011 we can celebrate numerous successes as we see more women emerge in prominent positions at the top of multi-nationals. In this session, high-level speakers who have experienced this road will share insights, advice and practical ways that you can position yourself for the journey to the top.</p> <ul style="list-style-type: none"> • Exploring the obstacles you still face and what opportunities you can maximize to advance yourself to boardroom success • Discussing what we need to as a collective voice to contribute, change and shape the next era of boards; and what will happen to society and business when the tipping point occurs • Reviewing the present status of government and company quotas on women in leadership and debating how these quotas might change the landscape over the next decade • Sharing personal insights on the corporate journey and practical strategies for women on their way up <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Eija Ailasma, CEO, Sanoma Media ➢ Sari Baldauf, Former VP, Nokia ➢ Arni Hole, Director General, Norwegian Ministry of Equality and Social Inclusion ➢ Irene Natividad, CEO, Global Summit
WEPS TRACK	EQUALITY MEANS BUSINESS. PRINCIPLES INTO PRACTICE: FOCUSING ON THE FACTS.
Saturday 15.00 -16.00	<p>WORLDWIDE EQUALITY FOR WOMEN: FACT OR FICTION? WHAT ARE THE BENCHMARKS TO DECIDE?</p> <p>The empowerment of women is a topic that is gaining increasing attention on the global stage; through the media, governments and corporate publicity. This session will step away from the buzz to look at the facts: What does equality for women genuinely look like? How can we quantify it? Is it truly achievable?</p> <ul style="list-style-type: none"> • What are the key areas where women are still struggling to achieve equality and what can we do to improve those areas? • Celebrating successes to date and exploring how we can all keep driving progress • How can we fast-track this process, with the realization that the achievement of the Millennium Development Goals (MDGs) will be a critical factor? <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Niklas Bruun, Professor, University of Helsinki, Chairperson, Equality Board of Finland, Chairperson, Revision of Gender Equality Act, Finland ➢ Linda Brown, Swinburne University ➢ Elena Fedyashina, The Committee of 20

<p>Saturday 16.30 -17.30</p>	<p>THE GENDER AGENDA: DATA PROVES RETURN ON INVESTMENT (ROI). BUILDING A SOLID BUSINESS CASE FOR THE WEPs.</p> <p><i>“Equality Means Business:”</i> In 2010, UN Global Compact and UN Women (previously UNIFEM) launched the Women’s Empowerment Principles (WEPs) with this subtitle emphasizing the business case for women’s empowerment. The implementation of the 7 principles is a worthwhile goal for organizations and there is an increasing wealth of data to prove the financial benefit to companies to engage and realize the WEPs. This session will arm you with tools to prove your case:</p> <ul style="list-style-type: none"> • Examining why business, organizations and governments should integrate the WEPs for increased ROI • Discussing the trends around implementing the WEPs: which establishments are signing on and what is the incentive for them to do so? • Offering best-practice examples of organizations and governments that have built initiatives around WEPs to great success • Anticipating how this increase in data will impact the way businesses are run <p>PANELLISTS:</p> <ul style="list-style-type: none"> ➢ Elizabeth Vazquez, WEConnect ➢ Anke Domscheit-Berg
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<p>LEADERSHIP TRACK</p>	<p>A NEW BREED OF LEADERS. CULTURE & SUCCESS: DEVELOPING AN ENVIRONMENT THAT EMPOWERS.</p>
<p>Saturday 15.00 -16.00</p>	<p>CORPORATE AND ORGANIZATIONAL CULTURE: A FRESH LOOK INTO BREAKTHROUGH WORKING ENVIRONMENTS.</p> <p>Over the last decade there has been a deep shift in the way that organizations view their internal culture; from something that just ‘is’ to something that can be created through well articulated values and standards of behaviour. This session will explore how a corporate culture can be created to empower women and what you can do to help move your organization towards more empowering attitudes and beliefs.</p> <ul style="list-style-type: none"> • Cutting-edge insights into the latest thinking on creating cultures that energize, enthuse and retain employees • Exploring how and where employees can contribute to the design of their own culture • Understanding what needs to happen to allow for real change to attitudes, patterns and behaviours of people within team settings • Hearing best-practice examples of where culture works and what impact this has on the business overall <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Roxana Wales, Google ➢ Terhi Koipijarvi, Stora Enso
<p>Saturday 16.30 -17.30</p>	<p>LEGACIES OF WOMEN FORUM: MODELS OF ACHIEVEMENT</p> <p>The Legacies of Women Forum is presented by professional and business leaders whose careers provide models of achievement. These women have acted as leaders both inside and outside the business to effect change within the community. In this session we will examine lessons that these women learned in their own successful careers. We will explore the legacies of these women to better understand how we can have a positive impact on our careers, in our workplaces and in our communities.</p> <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Irene Natividad, CEO, Global Summit ➢ Ainomaija Haarla ➢ Johanna Ikaheimo ➢ Marina Vahtola

ACCESS TRACK	ACCESS MEANS BUSINESS. COMMUNICATING A NEW BRAND OF WOMEN FOR INCREASED OPPORTUNITIES	
Saturday 15.00 -16.00	<p>COMMUNIC-ACTION: CREATING EFFECTIVE BRANDING & COMMUNICATIONS FOR SUCCESSFUL ACTIONS & OUTCOMES</p> <p>Attend this session to gain a hands-on view of branding. Learn the value of establishing a consistent brand and the positive impact it can have on communications and engagement with associates, staff, clients and communities.</p> <ul style="list-style-type: none"> • What's in a brand? Looking at the elements that make up a brand; much more than a logo, the brand involves everything we do to develop our work and reach our goals • Building brand awareness: Analysing the importance of strengthening a brand based on what you do, and how you want to be recognized • Learn about the relationship between brand image and communications; creating consistent messaging in what you say and do to make your audience trust you and the organization <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Anneli Majuri, PR Director, BPW International ➤ Suvi Kalela 	
Saturday 16.30 -17.30	<p>RECLAIMING OUR IMAGE: RESHAPING VIEWS OF WOMEN IN WORK, IN LIFE & THE MEDIA FOR SUSTAINABLE SHIFT</p> <p>Fact: In children's media, the number one attribute that women characters are valued on is their appearance*</p> <p>It has been proven repeatedly that the media is a key reflector and driver of social structures, expectations and belief systems. While we have made significant progress reshaping the image and role of women, media reports around the world indicate the work we still have to do to create fundamental shift in the way women and girls are viewed. It is up to each of us to vote with our buying power and to reshape the image of women in our society. This session explores how we can achieve this. (*Source: <i>Geena Davis Institute on Gender In The Media</i>)</p> <p>Discussing a new vision of women in the media: what has to change before we can call ourselves empowered?</p> <p>Debating the hyper-sexualisation of women in fashion and entertainment and the social impact that this has on professional and business women trying to build careers based on their intellectual capacities</p> <p>What would renewed visions of women in fashion, television, movies, news look like? What can we all do to change the portrayal of women?</p> <p>Exploring the impact of news media on the image of women who have been victims of gender violence; how does the portrayal of these women as victims shape perspectives?</p> <ul style="list-style-type: none"> ➤ Mildred Espinoza, South-South West News 	

BPW TRACK	ACTIONABLE ADVOCACY HARNESSING YOUR LEADERSHIP & MENTORING SKILLS FOR MAXIMUM IMPACT	
	OPTION A	OPTION B
Saturday 15.00 -16.00	<p>POWER TO MAKE A DIFFERENCE AWARDS</p> <p>Successful Stories Of Leadership, Advocacy & Action</p> <p>In this session, worldwide winners of the BPW 'Power To Make A Difference' awards have a platform to share successful stories of leadership, advocacy and initiative. Learn from the accomplishments of your fellow members and go back to your country with practical ways to improve your own projects and campaigns.</p> <ul style="list-style-type: none"> ➤ Francesca Burack, Moderator 	<p>WORLD CAFÉ: The Value of BPW</p> <p>The World Café is an approach for engaging conversations that matter and accessing collective intelligence in groups of all sizes.</p> <p>This form of communication provides the opportunity for each BPW to become an active participant in creating insights and ideas about the topic 'The Value of BPW'.</p> <p>In a World Café dialogue people participate in small intimate conversations</p>

<p>Saturday 16.30 -17.30</p>	<p>THE POWER OF MENTORING</p> <p>Points to Ponder Mentoring is a powerful instrument for BPW. It uses the resources of members for members in sharing professional and personal experiences in business and leadership. Mentoring also stimulates the dialog between generations and makes BPW attractive for new members.</p> <p>Presented by the Mentoring Taskforce:</p> <p>Maureen McIntosh, Canada, Chair, Taskforce Mentoring BPW International Marianne Plattner, Switzerland, Chair, Taskforce Mentoring BPW Europe Carla Laura Petruzzelli, Italy, Member, Taskforce Mentoring BPW Europe</p>	<p>at small tables in an atmosphere similar to a European Coffee house. As the conversation unfolds, people move between groups, cross-pollinating their ideas around questions that really matter to their lives or work. The network of new connections increases and knowledge sharing grows and enables new perspectives to emerge, creating both mutual respect and innovative possibilities for action.</p> <p>FACILITATORS: Sabine Schmelzer, President, BPW Switzerland Anne Schreiber, BPW Germany</p>
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CONFERENCE DAY: SUNDAY 19 JUNE 2011

<p>07.30 -09.00</p>	<p>Registration</p>
<p>ACCESS TRACK</p>	<p>ACCESS MEANS BUSINESS.</p>
<p>Sunday 09.00 -10.30</p>	<p align="center">DAY TWO PLENARY</p> <p>SMART ECONOMICS: MORE WOMEN IN THE GLOBAL SUPPLY-CHAIN</p> <p>Globalized supply chains are increasing the reach of market opportunities every day. This session will look at how the landscape is changing, with a specific focus on exciting progress being made through the <i>Chongqing Platform For Action on Sourcing from Women Vendors</i>, of which BPW International is a founding partner. This Platform aims to increase the share of corporate and institutional procurement secured by women vendors, for the ultimate purpose of bringing greater economic benefit to women and their communities. Find out how – as a BPW member – you can benefit from global value chains.</p> <ul style="list-style-type: none"> • Discover what companies and governments are doing to promote women-owned businesses and how this is likely to change the landscape of supply and access over the next decade • Learn how organizations are measuring responsibility and access in supply-chains • Find out what you can do as a businessperson and consumer to help drive positive changes for women in the supply-chain • Chongqing Platform For Action – What exciting changes are taking place? Who is driving these changes? How are corporations responding? What does it mean to me? • Hear from BPW partners – ITC [International Trade Centre], a joint agency of the World Trade Organisation (WTO) and WEConnect International, a non-profit trade support organisation, representing over US\$700 billion in annual purchasing power – and how you can benefit from attending the meeting this September in Chongqing, China. <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Patricia Francis, Executive Director, International Trade Center Geneva (ITC) ➤ Meg Jones, Women in Trade Program Director, International Trade Center Geneva (ITC) ➤ Li Shirong, Deputy Director General, Chongqing Foreign Trade & Economic Relations Commission (COFTEC) ➤ Virginia Littlejohn, Director, Quantum Leaps ➤ Paula Kyro

<p>WEPs TRACK</p>	<p>EQUALITY MEANS BUSINESS 2015 COUNTDOWN: UTILIZING THE WOMEN'S EMPOWERMENT PRINCIPLES TO FAST-TRACK THE REALIZATION OF THE MILLENNIUM DEVELOPMENT GOALS (MDGs)</p>
<p>Sunday 15.00 -16.00</p>	<p>THE POWER OF WORKING WITH BUSINESS LEADERS & CEOs FOR WORLD-CHANGING IMPACT Chief executives representing diverse global and national companies are expressing their commitment to advancing equality between men and women, the foundation of the WEPs. More than 180 CEOs have already signed The WEPs CEO Statement of Support as a commitment to using the seven principles as guide posts to advance and empower women in the workplace, marketplace and community. This session will give you insights into how these signatories are changing the business landscape, and the opportunities that the CEO Statement of Support provides for all of us to advance our careers and network.</p> <ul style="list-style-type: none"> • Gain an update on the CEO Statement of Support: Which companies have signed on? Where are they located? Which sectors are they in? What is happening after they sign? • Sharing up-to-the-minute research on how these signatory companies are implementing their promise; what demonstrable changes are happening and what challenges and successes are already being reported? • What can you personally do to increase and expand the impact of the CEO statement of support? Learn about the IWD challenge and how to lead consultations and advance your own career by advocating for signatories • Sharing future visions of how the CEO Statement of Support could change the way the private sector approaches women forever <ul style="list-style-type: none"> ➤ Pii-Noora, Kauppi-Federation of Finnish Financial Services ➤ Kenneth Herman ➤ Marcio Fortes
<p>Sunday 16.30 -17.30</p>	<p>HEALTH COMES FIRST: Overcoming Obstacles Of Access For Women To Build A Platform For True Empowerment</p> <p>Health needs for women vary significantly from those of men. In order to provide the best health access to both women and men it is important that we recognize these differences and that we accommodate the actual needs of the community. There are three MDGs directly related to health: the reduction of child mortality, the improvement of maternal health, and the combating of disease. Each of these has a direct and significant impact on the lives of women worldwide, and subsequently their professional aspirations and possibilities. Despite a global commitment to these goals there are still many obstacles women face gaining access to health programs for both themselves and for their families. This session will examine some of these persistent challenges women face and explore strategies to overcome these obstacles as identified by BPW in its consultative status with the World health Organization (WHO)</p> <ul style="list-style-type: none"> • From the board room to the factory floor – Learn about why the health focus for BPW International and BPW Affiliates around the world in the next triennium will be on <i>ensuring the health, safety and well-being of all women and men workers</i> [3rd Principle of the WEPs] <p>SPEAKER:</p> <ul style="list-style-type: none"> ➤ Dr. Luisa Monini

<p>LEADERSHIP TRACK</p>	<p>A NEW BREED OF LEADERS. PERSONAL DEVELOPMENT: OPTIMIZING YOUR STRENGTHS & OPTIONS FOR INCREASED SUCCESS</p>
<p>Sunday 15.00 -16.00</p>	<p>EMOTIONAL INTELLIGENCE: DEEPENING YOUR SELF-AWARENESS FOR EFFECTIVE ENGAGEMENT & COMMUNICATION AT WORK</p> <p>In business and the professions one of the most important skills we can master is the ability to communicate effectively. Communication is multifaceted and expressed in many different ways. We can communicate verbally and non-verbally, through our words and through our actions, in what we do and what we do not do. Another important element of communicating effectively is emotional intelligence or the ability to accurately perceive, manage and express emotions. In this session we will examine the relationship between effective communication and emotional intelligence. We will also explore ways to develop our emotional intelligence to ensure that we are effective communicators as business and professional women.</p> <p>SPEAKER:</p> <ul style="list-style-type: none"> ➤ Dr Antoinette Rüegg

<p>Sunday 16.30 -17.30</p>	<p>TALENT DEVELOPMENT: CONSCIOUSLY INCREASING THE POOL OF WOMEN LEADERS</p> <p>We have come a long way. What's next? While the past century has been transformative in creating development opportunities for women, we are at a junction where we need to ensure that we are constantly growing and increasing the pool of women talent; from those that access higher education to those poised for senior leadership positions. This session will ask leading individuals focusing on talent development where we should be investing our time and resources to ensure that we leverage the world's most under-tapped resource: women.</p> <ul style="list-style-type: none"> • Key challenges facing senior-level women: what are the specific development areas that you should be working on to prepare yourself for the road to the top? • What got you here won't get you there: Pre-empting your own development needs through personal awareness, assessments, mentors and advice before you reach development stumbling blocks • How can we cultivate leadership and business skills in the next generation of young women? • Discuss: What are the key challenges still facing us with the development of women across all levels? <ul style="list-style-type: none"> ➤ Graciela de Oto ➤ Perveen Shaikh ➤ Giselle Rufer
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<p>ACCESS TRACK</p>	<p>ACCESS MEANS BUSINESS. ENTREPRENEURIAL ACCESS: UNDERSTANDING HOW TO INNOVATE TO MAXIMIZE NEW OPPORTUNITIES IN THE SUPPLY LANDSCAPE</p>
<p>Sunday 15.00 -16.00</p>	<p>HOW TO GAIN ACCESS TO INCREASED OPPORTUNITIES FOR WOMEN IN THE GLOBAL SUPPLY CHAIN.</p> <p>Following on from the <i>Access Means Business</i> Plenary, this session will examine supply-chain opportunities for women in more detail and offer practical, actionable ways to access new channels opening up through the ITC (International Trade Center). Through this more focused discussion, you will have the opportunity to ask specific questions around your industry and how you can prepare your business to be approved for international trade. This is a not-to-be-missed session for members running businesses in the areas of textiles and clothing, agriculture including coffee, construction and real estate development, clean and green technologies, automotive and motorbike parts and Information Technology and Business Process Outsourcing</p> <ul style="list-style-type: none"> • Chongqing Platform For Action: What are the emerging opportunities and how can you prepare businesses to take advantage of them? • Find out what initiatives already exist that will drive and change the supply-chains landscape. • Prepare businesses for the risks and opportunities associated with working in the global supply-chain • Learn what you can do as a business person and consumer to help drive supply-chain access for women in the next decade <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Meg Jones, Women in Trade Program Director, International Trade Center Geneva (ITC) ➤ Rupa Ganguli, President, Spinna ➤ Virginia Littlejohn, Director, Quantum Leaps

<p>Sunday 16.30 -17.30</p>	<p>ENTREPRENEURIAL INNOVATION: LEVERAGING YOUR CREATIVITY AND FLEXIBILITY TO TAP INTO EMERGING OPPORTUNITIES</p> <p>In a constantly changing world, one of the most important assets for a business or professional woman is innovation. Through innovation we can anticipate trends and market needs before they arise. This is particularly important for entrepreneurs. Find inspiration in a group of successful women innovators who have turned their ideas into thriving businesses. These entrepreneurs will share their own stories and insights about the power of innovation.</p> <ul style="list-style-type: none"> • Identify the key factors that go into turning a vision into a successful business • Learn what you can do to tap into your creativity and trust your intuition when making key business decisions • Discover new skills to understand consumer needs and develop solutions to problems before they arise • Hear a discussion from women entrepreneurs on whether the idea of an “entrepreneur” has changed – is there a new type of innovator out there? <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Pirkko Saarikivi, FORECA ➤ Nancy Gomez, Eve-olution ➤ Tara Dawood, Fin. Innovation Leader
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<p>BPW TRACK</p>	<p>ACTIONABLE ADVOCACY ADVOCACY TIPS & TOOLS: LEARNING ADVOCACY SKILLS AND CAMPAIGN BEST-PRACTICE FROM BPW CLUBS AROUND THE WORLD</p>
<p>Sunday 15.00 -16.00</p>	<p>RAISING YOUR VOICE FOR CHANGE: PRACTICAL ADVOCACY STRATEGIES</p> <p>Our voices are our power. It is easy to forget what an important and influential asset we have as women. When we have the strengths to raise our voices for change, one voice can become hundreds, one voice can become thousands. The power of BPW is working collaboratively to achieve common goals. We see how advocacy can reach across oceans and continents to effect change. This session focuses on the recently launched BPW WEPs [Women’s Empowerment Principles] Toolkit which is a worldwide advocacy initiative. As a major stakeholder in the development of the WEPs, BPW is leading WEPs consultations and events around the world. Learn why BPW has the power through its international network to advocate for the empowerment of women.</p> <p>What makes for an effective advocacy strategy?</p> <ul style="list-style-type: none"> • Gain global perspectives on how to leverage this powerful tool of advocacy • Learn effective advocacy techniques and latest research: what works and what doesn’t • Discuss how to maximize the benefits of running your own BPW consultations or event. • New to advocacy: start using your voice to drive change, transform communities and unite your club to make a real difference <p>➤ Nancy Gomez, Eve-olution</p>
<p>BPW TRACK</p>	<p>EQUAL PAY IS THE ONLY WAY</p>
<p>Sunday 16.30-17.30</p>	<p>REGIONAL SUCCESS STORIES: LEARN HOW TO RUN YOUR OWN EPD CAMPAIGN</p> <p>We’re in the second decade of the 21st century and women across the globe continue to earn less than their male counterparts. This has a damaging effect on women and their families and also on the ability of businesses to capitalize their employee talent and grow their leadership. The Equal Pay Campaign works to eliminate the pay gap through advocacy among BPW International affiliates worldwide.</p> <p>In 2009, President Benham launched the BPW International Equal Pay Day Awareness Campaign calling on all Federations to start their own campaigns. Since then, over 40 countries have heard this Call to Action and are standing up for equality! Join us to find out about the progress BPW is making and hear about the latest trends from around the world.</p> <ul style="list-style-type: none"> • Hear the latest research on the pay gap and the consequences not just for women and their families but on business competitiveness • Learn from members who have run successful EPD Campaigns: How did they get started? What has worked well? What barriers and challenges have they faced? • Strategize on how you can start your own campaign: What resources can you count on? Who will be your allies? Where will you begin? <p>➤ Véronique Goy Veenhuys, Equal Salary</p>

CONFERENCE DAY: MONDAY 20 JUNE 2011

WEPs PLENARY	EQUALITY MEANS BUSINESS.
Monday 09.00 -10.30	<p align="center">DAY THREE PLENARY</p> <p>WEPs FUTURE VISIONS: FROM THE CHANGE MASTERS MAPPING THE FUTURE</p> <p>It is happening. With a wealth of data supporting the business imperative behind the Women’s Empowerment Principles (WEPs), corporations, governments and NGOs are stepping up to drive policy change. The media is increasingly reporting on topics related to women’s empowerment and small businesses focused on tapping into the power of the female market are emerging. In this exciting session, a dynamic panel of leading women will share their visions of how these changes will impact the future.</p> <ul style="list-style-type: none"> • Hear leading figures sharing insights into how the WEPs will change and shift global perspectives over the next decade • Discuss the impact that gender parity will have on the greater world: Will other prejudices also decrease? Will the overall way the governments and corporations interact look different? Will women shape a different landscape altogether? • Listen to top-level perspectives on what choices women might make differently when they have true freedom to choose <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Annette Lu Hsiu-Lien, Former Vice President of the Republic of China (Taiwan) & DPP Presidential Nominee for President of the Republic of China (Taiwan) in 2012 ➢ Kati Ihamaki, Finnair ➢ Jeong-Hee Song, Korea Telecom ➢ Martha Metz, Author

WEPs TRACK	EQUALITY MEANS BUSINESS ACTION & IMPLEMENTATION: BRINGING THE WEPs TO LIFE. YOUR LIFE.
Monday 15.00 -16.00	<p>PRINCIPLES TO PRACTICE: HOW TO MAKE WOMEN’S EMPOWERMENT A REALITY IN YOUR WORKPLACE & LIFE</p> <p>Every day, new businesses are signing on to the Women’s Empowerment Principles [WEPs]. We all know that signing is the easy part.</p> <p>This session focuses on a key challenge in realizing the WEPs: implementation. With increasing numbers of organizations, governments and individuals committing to the WEPs, how do we ensure that these Principles translate into change?</p> <ul style="list-style-type: none"> • Examining real-world case studies of large and small businesses that have successfully incorporated the WEPs into their work: What plans did they lay out? What are the successes and challenges they are facing along the way? • Learn the positive results for women and for the business and what frameworks and tools exist to measure success • Identify best practices for achieving implementation in your business; what key areas should you be focusing on upfront to gain buy-in from people at all levels? <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➢ Helena Ranta, UN Women, Finland ➢ Warren Stook

<p>Monday 16.30 -17.30</p>	<p>CORPORATE SOCIAL RESPONSIBILITY: WORKING TOWARDS SUSTAINABLE BUSINESS FOR A POSITIVE IMPACT</p> <p>Corporate Social Responsibility (CSR) is increasingly seen as a fundamental element in sound business strategy. A long time considered function of Communications/PR [Public Relations], Philanthropy or Legal departments, CSR is becoming an integrated practice in all lines of business – simply <i>how we do things</i>. This session will ask key questions about how and why organizations are adopting CSR activities;</p> <ul style="list-style-type: none"> • Learn what it means to have a strategy for CSR • Explore what being a responsible business is really about – are corporations doing enough? • Discussing why corporations are really taking CSR seriously; is it driven by business imperatives, PR [Public Relations], or an actual sense of responsibility around their impact? • Discover how companies are measuring their social impact and how organizational change can impact the global landscape <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Kirsi Sormunen, VP Sustainability - Nokia ➤ Liisa Jauri, Nordea Bank ➤ Leena Vainio, IBM Finland ➤ Siv Hellen, Nordic Investment Bank
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<p>LEADERSHIP TRACK</p>	<p>A NEW BREED OF LEADERS. SOCIAL CHANGE: WHAT WILL HAPPEN WHEN WOMEN LEAD WORLD DECISIONS?</p>
<p>Monday 15.00 -16.00</p>	<p>10 FEMALE PRESIDENTS RULING THE WORLD TODAY: THE POWER OF PRESENCE & PERSISTENCE</p> <p>In the past few years we have seen a group of exceptional women leaders at the highest levels of government driving positive change nationally and internationally. However, women still comprise a small percentage of legislators worldwide. With government playing a critical role in the empowerment of women worldwide, this session addresses key questions: Why don't more women pursue careers in government? What are the deciding factors for the women who do choose this route? How are women leading and changing governments?</p> <ul style="list-style-type: none"> • Discussing the real life work of women political leaders and identifying common factors that have encouraged them to follow those paths • Examining the choice between joining government and influencing government from the outside and hearing real-life stories from both sides of the story • Learning what we can do to promote more women as politicians and influence policy yourself <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Annette Lu Hsia-Lien, Presidential Candidate, Taiwan ➤ Martha Mertz, Author ➤ Beatrice Castellane
<p>Monday 16.30 -17.30</p>	<p>THE POWER OF WOMEN FOR PEACE: HOW CAN YOU STEP UP TO CHANGE THE WORLD?</p> <p>Peace is more than a lack of war. Peace represents a commitment to justice, equality and freedom from conflict, violence and fear. Simply declaring peace does not make it a reality. Instead, achieving peace requires dedication, commitment and hard work in the face of obstacles. Women are increasingly answering the call to face these challenges head on. Women are taking the lead to promote peace-keeping strategies around the world. In this session we will consider what we really mean and are seeking when we talk about a peaceful society. We will examine the challenges peace-makers and peace keepers often face. Lastly, we will explore roles that women can and do play to make peace a reality.</p> <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Areti Demosthenous ➤ Elisa Campos

ACCESS TRACK	ACCESS MEANS BUSINESS. TECHNOLOGY IS THE FUTURE: WHAT DOES THAT MEAN FOR YOU?
Monday 15.00 -16.00	<p>KEEPING UP WITH TECHNOLOGY: WORKING OUT WHAT TO LEARN & WHAT TO LEAVE BEHIND EVER-CHANGING TECHNOLOGY: HOW TO KEEP UP?</p> <p>We hear it every day: technology has fundamentally changed the way we do business. With the accelerating speed of change it can be challenging to keep up with the latest developments, and even more so to identify what’s relevant to you. This session will provide the tools to:</p> <ul style="list-style-type: none"> • Keep up with developments in technology strategically – empower yourself by gaining a sense of the technology landscape • Learn to recognize a good opportunity from a passing trend to maximize your time • Master the changes happening and develop a sense of how technology is going to change your business • Make technology work for you and your business <ul style="list-style-type: none"> ➤ Heidi Forbes Oste-Global Social Strategist ➤ Kimmaree Thompson, BPW Australia ➤ Jeong-Hee Song, Korea Telecom
Monday 16.30 -17.30	<p>TO TWITTER OR NOT TO TWITTER? A FRESH LOOK AT COMMUNICATIONS IN THE DIGITAL ERA</p> <p>In the digital era, we as women and professionals find that an ever-growing number of opportunities and tools are within our grasp. We must work hard to maximize the benefits these opportunities will afford. Presented by representatives of Young BPW, this session will examine the value of assessing the intellectual property of a company, organization or government entity, branding of the entity and its assets, and properly communicating with the public to achieve market growth. We will use BPW as a case study examining the need for local, regional and international growth in membership and the development of a sisterhood among all women in our organization.</p> <p>SPEAKERS:</p> <ul style="list-style-type: none"> ➤ Keachea Dixon, Young BPW ➤ Kathryn Ciccoli, Young BPW ➤ Anastasia Safarian, Young BPW

BPW TRACK	ACTIONABLE ADVOCACY AWARD-WINNING PROJECT LEADERS SHARE ACTIONABLE INSIGHTS ON SUCCESSFUL PROJECTS
Monday 15.00 -16.00	<p>THE POWER OF PROJECTS: MAKING A DIFFERENCE THROUGH ACTION</p> <p>BPW women around the world are establishing projects to actively make positive change in their communities. In this session, women who have overcome obstacles to achieve successful outcomes will provide insight into successful project management.</p> <ul style="list-style-type: none"> • Hear what project leaders determine are the key ingredients to launching and leading successful projects through your club • Learn how to develop a solid plan that addresses challenges and unites people for successful outcomes • Best Practice: Be inspired by real-life case studies where women have made positive change through initiative and creativity <ul style="list-style-type: none"> ➤ Dr. Salima Ahmed
Monday 16.30 -17.30	<p>PERSONAL EMPOWERMENT PROGRAM: USING KEYS TO ACHIEVEMENT TO UNLOCK YOUR FUTURE</p> <p>Keys to Achievement (K2A) is a personal and professional development program that has been designed to encourage BPW members discover existing skills and develop new ones. The Program was designed by BPW Australia, Young BPW, Alicia Curtis, and provides a great mentoring tool for clubs aimed at developing members’ self confidence and knowledge of BPW activities. Come and hear why so many clubs around the world are now using the Keys to Achievement program and how members can use these skills to become involved in practical ways by having an impact on local issues and those in the wider community. Presented by BPW Australia & BPW Germany.</p> <ul style="list-style-type: none"> ➤ Marilyn Forsythe ➤ Dr. Pat Harrison, Moderator ➤ Britta Kueper

Appendix 3 – Resolutions Report and complete texts

XXVII BPW INTERNATIONAL CONGRESS

HELSINKI FINLAND 17-21 JUNE 2011

RESOLUTIONS REPORT

The following Resolutions were considered by the General Assembly:

Resolution No	Topic	Proposed by	Result
1*	Implementation of the revised Constitution and Regulations	Executive Board	Withdrawn
2#	Sexual exploitation	BPW Australia	Passed
3#	Blood donation	BPW Argentina	Passed
4#	Equal pay	BPW The Netherlands (for Europe)	Amended and passed
5*	Centralised communications	BPW International Executive	Passed
6*	Membership dues increase	BPW International Executive	Amended and passed
7*	Extending the Friends category	BPW International Vice President Membership	Passed
8*	Senior BPW	BPW Argentina	Lost
9*	BPW Teenager	BPW Argentina	Lost
10*	Adolescents collaborating with BPW	BPW Argentina	Not presented
11*	Selection of Congress	BPW International Executive	Amended and passed
12*	BPW International branding	BPW International Executive	Amended and passed
* Emergency Resolution: Strategy Framework		BPW Europe	Passed

* Resolutions related to BPW International operations

Resolutions related to BPW International advocacy

Affiliates are responsible for implementing resolutions at the national level and reporting progress annually to BPW International.

RESOLUTION 2: SEXUAL EXPLOITATION OF YOUNG WOMEN AND GIRLS (AND BOYS/YOUNG MEN) THROUGH MOBILE PHONES & INTERNET INTERACTIVE MEDIUMS

Mindful that action to stop and prevent violence against women and girls is a BPW International priority policy;

Mindful that women take the major responsibility for family wellbeing and health including the protection of their children;

Mindful that the aim of BPW is to support the development of girls and women to their full potential and to achieve equity and justice for them:

Recognising that the workplace and educational institutions are environments where sexual harassment and bullying is often situated

BPW International:

Notes with concern the significant and growing emotional and mental assault occurring in many countries across the globe through the targeting of girls and young women (and boys/young men) through the misuse of modern forms of technology such as mobile phones, social networking sites and other on-line media.

Further notes with grave concern the potential of these technologies being misused to sexually exploit women and girls by people who, for example, share images of these women/girls without their consent and in contexts for which they were not intended. This can amount to sexual abuse and exploitation, and is an assault on the emotional and mental health of the victims, leaving them feeling isolated, shamed, and besieged. This can cause serious long-term damage to the emotional, mental health and personal safety of those affected, including through self-harm and suicide;

Further notes that schools, tertiary education institutions and the workplace are all environments where this abuse occurs and notes the effects of the abuse of increased anxiety and depression, diminished self-esteem and fearfulness due to the intimidation undermining the capacity of victims to achieve their potential in education and careers.

BPW International resolves to address this issue as a policy priority by including the misuse of technology for sexual violence against women and girls in the work of the BPW International Health Committee and End Violence against Women and Girls Campaign by:

- advocating for the eradication of sexual abuse and intimidation of women and girls through the abuse of interactive technology as a standard requirement of educational and workplace safety
- working through UN Representatives to promote the inclusion of “sexual violence and modern technology” in UN debates and resolutions on violence against women and girls, and to monitor responses to the problem through the UN system
- empowering affiliates worldwide by providing concise, accurate information on this issue, and a ‘toolkit’ of guidelines and strategies for individual clubs and members to pursue action and advocacy at national levels.

Implementation by BPW International and Affiliates during the 2011-2014 triennium.

RESOLUTION 3: BLOOD DONATION

To support the Millennium Goals 5 and 6 and the policies of WHO and the Pan-American Health Organization (PAHO) on safe blood donation by increasing awareness in the global community about the importance of blood safety, encouraging each country to establish a national blood program and approve legislation on blood safety to achieve a supply of adequate and safe blood for all citizens to allow the achievement of:

Development Goal 5: Improve Maternal Health by reducing by 75% the maternal mortality

Development Goal 6: Combat HIV/AIDS, malaria and other diseases –

6a – by halting and beginning to reverse the spread of HIV/AIDS

6b – by achieving universal access to treatment for HIV/AIDS for all those in need

6c – by halting by 2015 and beginning to reverse the incidence of malaria and other major diseases

Implementation: by all Affiliates during the 2001-2014 triennium.

RESOLUTION 4: EQUAL PAY

Noting: the Universal Declaration of Human Rights in 1948, which article 23 already says “everyone has the right to equal pay for equal work”; and is dealt with in the European Social Charter in article 4.3.

Noting the provisions of the International Labour Organisation's (ILO) 1994 Part-Time Work Convention, which requires countries to incorporate into their public procurement contracts a labour clause, including the issue of equal pay

Noting Article 11(1)(d) of the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly by Resolution 34/180 of 18 December 1979

Recalling the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) (3) states that the principle of equal pay for equal work or work of equal value is an essential and indispensable part of the *acquis communautaire*.

Noting the EU Lisbon Strategy for Growth and Jobs, and the European Commission's campaign for reducing the pay gap (2010 - 2015)

Recalling the resolution on Women's economic empowerment of the CSW 54 in 2010 [ii]

Whereas:

- implementation of the principle of equal pay for the same work and for work of equal value is crucial to achieving gender equality
- the pay gap has a serious impact on the economic and social status of women throughout their working life and beyond
- in spite of the significant body of legislation in force for more than 30 years and the actions taken and resources spent on trying to reduce it, the gender pay gap still persists, women earning on average at least 4 – 8.5% less than men for which no objective reason can be found and this gap does not show any sign of significantly narrowing [iii]; the pay gap is even more pronounced among immigrant women, women with disabilities, women belonging to minorities and unqualified women
- women now achieve a higher pass rate at school than men all over the globe (and especially in all EU Member States, USA and a number of Asian countries) and account for the majority of graduates, without a comparable pay gap reduction
- the pay gap results from direct and indirect discrimination, as well as from social and economic factors, labour market segregation and the overall wage structure and is, moreover, linked to a number of legal, social and economic factors, which go beyond the single issue of equal pay for the same work
- professions and jobs in which women predominate have a tendency to be undervalued in comparison with those in which men predominate, without necessarily being justified by any objective criteria – e.g. the gender-based digital divide that exists clearly impacts on pay
- the pay system, whereby length of service is taken into account in setting the level of pay, is unfavourable to women who have (repeatedly) to interrupt their career because of external factors and contributing to society by means such as child-related employment breaks and care-taking for the sick and elderly
- gender-specific data and a new gender-aware legal framework, enabling the causes of pay discrimination to be tackled, are essential
- (vocational) education can and must contribute to eradicating gender stereotypes from society
- unjust pay differences should not be allowed, the law must be upheld; a legal framework regarding equal pay as belonging to good corporate governance, as good for business, helps.

BPW International urges all affiliates to:

- 1) lobby governments, UN Institutions and other relevant bodies too develop and implement gender sensitive policies and programmes aimed at promoting women's economic empowerment including enhancing access to full and productive employment, decent work for all and equal pay for equal work or work of equal value
- 2) adopt and effect measures to promote this by continuing and expanding the Equal Pay Day Campaign and to make Equal Pay Day an annual event in each country
- 3) report progress on the implementation of this resolution to BPW International within 2 years of this Congress.

Implementation: by BPW International and by all Affiliates during the 2011-2014 triennium

i In 2011, women are 52% of the world's population and e.g. in the USA 63% of them are single

ii Recognizing that the full integration of women into the formal economy, and in particular into economic decision-making, means changing the current gender-based division of labour into new economic structures where women and men enjoy equal treatment, pay and power, including sharing of paid and unpaid work
http://www.un.org/womenwatch/daw/beijing15/outcomes/L%205%20_%20Ec%20empowerment_Advance%20unedited.pdf

iii In 2011 women earn 15% less than men in the European Union and up to 25% less in the private sector; whereas the gender pay gap varies between 4% and more than 25%; evidenced by data pointing to extremely slow progress (in the EU from 17% in 1995 to 15% in 2005; women in the north need to work on average 3 months more in order to earn as much as men do in a year.

RESOLUTION 5: COMMUNICATIONS STRATEGY

Whereas BPW International is represented in 96 countries across five continents

Whereas institutional communications now include many platforms

Recognizing that these communication platforms transmits the identity and image of the organization

Aware that standardization of transmittals is very important on the international stage

BPW International therefore resolves to address this issue by ensuring that communication from the president's office to the members and external audiences is consistent with a policy and plan that takes full advantage of new opportunities in electronic communications but maintains a consistent image across all communications.

A clear policy and action plan should be developed by the Executive Board, informed by communications from the Affiliates, with the following primary goals:

1. Branding – consistent use of the logo and name
2. Public Relations – constant management and evaluation of contacts and relationships among BPW International, its affiliates and external public such as sponsors, agencies, governments and other organizations
3. Media Relations – increased visibility through developing productive relationships with media channels by providing information about the organization, updating and maintaining the website and engaging through use of social media.

Implementation by the BPW International Public Relations Team

RESOLUTION 6: MEMBERSHIP DUES INCREASE AND ANNUAL COST OF LIVING ADJUSTMENT

Mindful that from 1998 to 2004 Congress approved an annual increase in dues whereas since 2005 dues have not been increased;

Recognising that membership has stabilised at approximately 25,000 members, with no substantial increases foreseen;

Mindful that low income affiliates only pay 50% of dues and that our budget is based on approximately 95% of membership dues;

Recognising that BPW International fixed costs increase annually and this increase needs to be acknowledged and accommodated;

Recognising that BPW International needs to operate in today's economy with realistic budgets for financial sustainability;

The BPW International Executive Board proposes a membership dues increase of €5 and an annual cost of living adjustment of €1 to accommodate rising operational expenses.

Implementation by BPW International for 2013 membership dues.

RESOLUTION 7: EXTENSION OF FRIENDS CATEGORY

Aware that many women who are not BPW members, and have no intention to join, want to show their support for the aims and ideals of BPW

Recognising that women will not achieve full equality with men unless men also support our efforts

Recognising that many men support the ideals of BPW International and want to show their support

BPW International resolves that:

- Friends of BPW be extended to include women who are not members and men, who want to support the aims and ideals of BPW International and to be included in celebratory events
- these women and men pay the standard Friends fee plus €25
- all friends are invited to Friends functions held at Congress.

Implementation by BPW International

RESOLUTION 11: SELECTION OF INTERNATIONAL CONGRESSES

Mindful that intensive demands are made on an affiliate hosting an International Congress

Recognising that the affiliate leadership at the time of a Congress may have changed along with the hosting federation's capabilities.

Aware that the financial responsibility of the Congress lies with the Executive Board and is a key factor in the success of any congress

Aware that in 2008 Congress agreed that International Congresses will be rotated in the regions

Recognising that due diligence should be applied to any application to host an International Congress of BPW International and that an analysis of the capacity of the Affiliate to host a Congress must be properly assessed

BPW International resolves that the BPW International Executive will be responsible for selecting the Congress after all bids have been fully reviewed and it has been determined that the host affiliate has in place all the requirements to be selected.

Implementation by BPW International for Congress in 2020

RATIONALE:

The practice has been that Congress selects the hosting country without knowledge of the affiliate's capabilities and capacity. Too often, the BPW International Executive Board is placed in the position of having to provide a Congress of international standing and working with a hosting country that is not any more able to meet all the requirements.

BPW International should learn from this experience and implement a process of due diligence to assure the viability of future Congresses.

IMPLEMENTATION:

To take effect immediately.

Congress bids will be sent to the Executive for assessment in line with the guidelines, eg rotating around the regions, financial viability, visa requirements etc. The Executive Board will short-list viable candidates and bids that fail to meet the criteria will be rejected. The Executive Board will recommend viable candidate bids and the International Board will be asked to either vote, if more than one bid fits the criteria, or to endorse if there is only one candidate country.

The Executive Board must retain the right to change the location of a Congress if circumstances materially change and the viability of a planned Congress becomes questionable.

FINANCIAL IMPACT on BPW International:

A very big risk of deficit for the organization.

RESOLUTION 12: BPW INTERNATIONAL BRANDING

Mindful that in 1999 BPW International agreed on a universal logo to be used by all affiliates

Believing that BPW International needs to further strengthen our brand

Recognizing that colour is a critical component of a powerful brand strategy and contributes to building brand recognition

BPW International agrees to establish a Brand Taskforce to consult on the development and implementation of an integrated brand strategy that: communicates who BPW is; specifically addresses ways to standardise the use of colour in all marketing and communications materials; and clearly communicates our brand proposition.

The strategy must allow for a staged implementation of the agreed strategy with timelines for adoption through to complete implementation. It will enable the development of optional forms of the logo to allow for practical 'localised' use of the brand where deemed appropriate, and will consider the opportunities for Intellectual Property assets to be developed globally.

EMERGENCY RESOLUTION: STRATEGY FRAMEWORK

Proposed as a consequence of discussion at the European Presidents meeting in May 2011, after the closing date for BPW International resolutions.

With reference to our founder's vision and words we propose this congress affirm BPW focus on core business of empowering women through participation:

- participation of women in the economy
- participation of women in leadership and decision making roles at all levels in the community

As required, the call to action and for implementation of this vision is as follows:

During the first year of the triennium the BPW International Executive undertakes to develop an integrated strategy Roadmap with a limited number of components in which BPW members can be empowered to become experts, including consideration of the relevance and role of:

- Awareness raising with Equal Pay Day
- Women's Empowerment Principles WEPS
- Advocacy to progress legislative change
- The role of mentoring and sponsorship of women in leadership and decision roles.

During the second year, or earlier, of the triennium the BPW International Executive undertakes to design a simplified reporting tool that will classify BPW activities within the Roadmap Framework.

This reporting Roadmap Framework should allow reporting by Affiliates to BPW International to be simplified by facilitating reporting of achievements to be formatted for European Union, United Nations and other agreed frameworks including Africa Union and Sub Regional Institutions. This will enable all reports to be derived from a single data set and be easily presented in multiple ways without re-working. This agreed standardised reporting framework replaces the current Affiliate reports.

Affiliates will support the integrated strategy Roadmap by addressing the topics in workshops at a national and regional level as the initiative evolves.

During the third year, or earlier, of the triennium the BPW International Executive undertakes to:

Develop tools that can be rolled down from the Integrated Strategy Framework to Affiliates, to empower and support Affiliates and Clubs to be experts in the limited number of areas defined in the integrated strategy Roadmap.

As part of this process the BPW International Executive considers best practice tools and strategies that have already been developed by individual Affiliates.

The agreed core best practice tool kit will be translated into the official languages.

Affiliates will support the integrated strategy Roadmap by addressing the topics in workshops at a national and regional level as the initiative evolves.

Staged implementation by BPW International and Affiliates during the 2011-2014 triennium.

Appendix 4 – Constitution and Regulations



INTERNATIONAL FEDERATION OF
BUSINESS AND PROFESSIONAL WOMEN

known as

BPW INTERNATIONAL

CONSTITUTION AND REGULATIONS

As adopted at

27th CONGRESS, HELSINKI, June 2011

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 programs and projects around the world.

Email: presidents.office@bpw-international.org
www.bpw-international.org

Registered address:
Rue de Saint-Jean 26
1203 Geneva, Switzerland

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
- R10 General Assembly
- 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, 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

BPW International consists of:

- Affiliate Federations
- Affiliate Clubs
- Individual Affiliate Members

The International Board may remove an Affiliate.

C6 Fiscal Year

The fiscal year is from the 1st January to the 31st 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 decision-making sessions of the BPW International Congress, including 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 Chairpersons.

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 Congress.
- 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
- 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 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 has a leadership 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.

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 Model Constitution.

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 and the Spanish-speaking Caribbean
- North America and the non Spanish-speaking Caribbean.

- R.7.2 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 authorised 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 Finance Officer. It must have 5 members approved by the International Board, including the 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 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 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 the same 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 and 1 alternate 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 clubs 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 Database

All members are invited to register their areas of interest and/or expertise on the database.
The operation and use of the database must comply with the Procedure Manual.

R15 Standing Committees

R15.1 The following Standing Committees are formed:

Agriculture	Arts and Culture	Business, Trade and Technology
Development, Training and Employment	Environment	Health
Legislation	Membership	Projects
Public Relations	United Nations - Status of Women	Young BPW

Each Standing Committee in addition to the Chairperson has between 4 and 6 members.

R15.2 Appointment of Standing Committee Chairpersons and members
Standing Committee Chairpersons are elected by Congress, except that the First and Second Vice Presidents is the Chairperson of either the Standing Committees on Membership or the United Nations - Status of Women and the Young BPW Representative is the Chairperson of the Young BPW Standing Committee.
The members of the Standing Committees are formally appointed by the President. No Standing Committee Chairperson 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 Chairperson, 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 Chairperson 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 Chairperson, with the exception of the 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 Chairpersons 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 and Regulations 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.

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 logo

The name and logo of BPW International can be used only by paid-up Affiliates of BPW International and must not be used for personal benefit or profit.

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.

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.

Member

An individual woman who joins BPW and whose dues have been paid to BPW International.

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 congresses.

Urgent resolutions

An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

Appendix 5 – Minutes from 69th Pre Congress Board Meeting

MINUTES OF 69th BOARD MEETING, BPW XXVII CONGRESS, HELSINKI, FINLAND

Held at 14h00 on 17 JUNE 2011

1 President's Opening Remarks

The President welcomed everyone to Helsinki and an exciting and challenging program for Congress.

2 Roll Call of Board Members

The Executive Secretary took the Roll Call. It was later noted that delegates from Africa arrived after their Regional Meeting.

3 Observers

The presence of some delegates who were also UN Representatives, Ad Hoc Committee and Taskforce Chairs was noted.

4 Apologies for absence

There were no apologies.

5 Adoption of Standing Orders

Adoption of the Standing Orders as written in the Workbook was proposed by Yvette Swan, Past International President, seconded by Willie Jones, Past International President and agreed.

6 Appointment of Tellers for the Board Meeting

6.1 The following tellers were appointed: Sandy Thompson, BPW USA, Margaret Erikksen, BPW USA.

6.2 The following timekeeper was appointed: Stephanie Falzon, BPW Valetta, Malta.

7 Appointment of Parliamentarians

The appointment of Yvette Swan as Parliamentarian for the Board Meeting was proposed by Elizabeth Benham, International President, seconded by Tuulikki Juusela and agreed.

9 Adoption of the minutes of the 67th Board Meeting was proposed by Carolyn Savage, BPW New Zealand, seconded by Chonchanok Viravan, Immediate Past International President and agreed.

Adoption of the minutes of the 68th Board Meeting was proposed by Sylvia Perry, Past International President, seconded by BPW Brazil and agreed.

10 Membership

10.1 Notification of new Affiliates

10.1.1 Federations

The federations of EPW USA and BPW Turkey were formed during the triennium

10.1.2 Associate Clubs

The Membership Chair reported that 17 Associate Clubs had been affiliated during the triennium and were listed in her report in the Workbook. A more recent affiliate was BPW Bassam Imperial in Côte d'Ivoire.

10.2 Abrogation of membership
During 2010 13 affiliates were abrogated for non-payment of dues and lack of response to communication over a considerable period of time.

10.3 Suspension of membership

No affiliates were currently suspended for non-payment of dues within the time limits set by the Constitution.

All remaining affiliates appeared to be active and functioning so no further problems were foreseen in the near future.

11 **XXVII BPW International Congress**

11.1 Announcement of Congress Committees

11.1.1 Credentials Committee

Chair: Ann Swain

Members: Gillian Lewis, BPW Australia, Enrica Bellini, BPW Italy, Francesca Burack, BPW USA.

11.1.2 Elections Committee

Véronique Goy Veenhuys, Switzerland

11.1.3 Nominations Committee

Regions were asked to nominate 1 member from their region.

11.2 Parliamentarians

The President announced that she had arranged for Mr M Carling, a licensed parliamentarian, from Australia to attend. The President advised that he was an adviser to the President.

Tuulikki Juusela proposed Yvette Swan as Chief Parliamentarian, seconded by Bessie Hironimus, BPW USA. Both positions were confirmed.

11.3 Confirmation of Tellers

Volunteers to act as Tellers were requested.

11.4 Confirmation of Timekeepers

More volunteers were required.

12 **Congress Business**

12.1 Constitutional Amendments

The clauses currently highlighted in boxes in the draft as printed are those where submissions to the Constitutional Advisory Committee indicate there is no agreement.

Parliamentary advice was that the whole constitution must be voted on clause by clause. Implementation of the new constitution if adopted could not start during Congress. Lasha Witmer, Standing Committee Chair (Environment), asked which parts would not be implemented immediately as this could be contrary to the Resolutions passed at the previous Congress. The Executive Secretary pointed out the problems associated with electing Standing Committee Chairs only for them not to be required after Congress if the new Constitution was adopted. The Chair announced that elections would take place on the last day.

12.2 Resolutions

Resolution 1 would be withdrawn.

13 Bids for XXIX Congress

The President of BPW Egypt asked for time for Congress bids for 2017 to be presented and voted upon as the new Constitution, if adopted, could not be implemented during Congress.

14 Any Other Business

There were no items under Any Other Business .

15 Announcements

Past President Chonchanok Viravan asked that posters for the Power to Make a Difference Awards were to be given to her.

BPW Australia reminded the Board that a previous resolution had said that Congress could not be held more than once in a region in 15 years – this would prevent Turkey and Brazil from presenting their bids (subsequently clarified that only Turkey’s bid was invalid under the Resolution).

BPW Japan thanked everyone for the messages after the earthquake, tsunami and radiation disasters. BPW Japan was involved in the reconstruction work that had started.

BPW Haiti had sent a message of thanks for the help received and were trying to rebuild.

BPW Pakistan had managed to attend Congress despite the disastrous flooding in their country.

The President invited everyone to the Opening Ceremony and Reception.

16 Post Congress Board Meeting would be held in Finlandia Hall on Tuesday 21 June at 16h00.

* * *

Appendix 6 – Minutes from 70th Post Congress Board Meeting

MINUTES OF 70th BOARD MEETING, BPW XXVII CONGRESS, HELSINKI, FINLAND

Held at 16h30 on 21 JUNE 2011

70th Post Congress Board Meeting

The IMMEDIATE PAST PRESIDENT called the incoming Executive to the dais to commence the first International Board of Directors meeting and the 70th post Congress Board meeting. Any voting would be by show of hands, as the Digi-Vote handsets were being collected. She invited the PRESIDENT to take the chair.

The EXECUTIVE SECRETARY took the Roll Call. A quorum was present.

Executive Board:

President - **Freda Miriklis**

First Vice President - **Huguette Akplogan Dossa**

Second Vice President - **Jill Worobec**

Executive Secretary – **Dr. Yasmin Darwich**

Finance Director - **Geva Murano** - apologies

Young BPW Representative - **Anastasia Safarian**

Immediate Past President – **Liz Benham**

Regional Coordinators

Africa - **Adenike Adeyanju-Osador**

Asia Pacific - **Susan Jones**

Europe - **Sabine Schmelzer**

Latin America & the Spanish-speaking countries of the Caribbean - **Maria Elvira Ferreira**

North America & the non Spanish-speaking countries of the Caribbean - **Bessie Hironimus**

Past Presidents

Dr. Chonchanok Viravan - apologies

Dr. Antoinette Rüegg

Dr. Pat Harrison

Sylvia Perry

Dr. Livia Ricci

Dr. Yvette Swan

Tuulikki Juusela- apologies

Rosmarie Michel - apologies

Standing Committee Chairs

Agriculture

Art & Culture

Business Trade and Technology - apologies

Development Training and Employment

Environment – apologies

Health

Legislation

Projects

Board Members

Africa

Benin

Cameroon

Congo

Côte d'Ivoire

Egypt

Kenya

Mali

Niger

Nigeria

South Africa

Sudan

Togo

Zambia

Asia Pacific

American Samoa

Mongolia

Australia
Indonesia
Japan
Korea

Nepal
New Zealand
Singapore
Thailand

Europe

Austria
Belgium
Bulgaria
Czech Republic
Cyprus
Estonia
Finland
France
Germany
Iceland
Italy

Latvia
Malta
Netherlands
Poland
Russian Federation
Slovakia
Spain
Sweden
Switzerland
Turkey
UK
Ukraine

Latin America

Brazil
Chile

Ecuador
Mexico

North America

Barbados
Canada

Jamaica
USA

Observers

UN Representatives – Michèle H Gerber, Annarosa Colangelo; Eufemia Ippolito
Outgoing International Executive Board; Vice President; Outgoing Chairs of Standing Committees

Immediate Past Officers

Immediate Past Executive Secretary
Immediate Past Second Vice President

Immediate Past Regional Co-ordinators

Africa
Latin America
North America

Apologies for absence

Bermuda
Kenya
Immediate Past Regional Coordinator - Asia Pacific.
Zambia

Adoption of Standing Orders

The PRESIDENT MOVED to adopt Standing Orders. This was SECONDED by REGIONAL COORDINATOR - AFRICA. The vote was carried.

Timekeeper

Kimmaree Thompson, Australia

Teller

Sandy Thompson, USA

Parliamentarian

Dr. Yvette Swan, Bermuda

The minutes of the 69th Board of Directors meeting were shown. (See Appendix 6).

Amendments to the minutes of the 69th Board of Directors meeting.

Two names were corrected: Dr. Yvette Swan and Carolyn Savage.

New Zealand pointed out that the Board of Directors had voted for a Parliamentary Advisor and a Parliamentarian. The President confirmed that the minutes of this meeting would be amended to clarify that M. Carling was a Parliamentarian but he had been appointed as Parliamentarian Advisor for this Congress.

Adoption of the minutes of the 69th Board of Directors meeting

The PRESIDENT moved to accept the minutes of the previous meeting. New Zealand SECONDED. The vote was carried.

Matters Arising

Motion

The REGIONAL COORDINATOR - NORTH AMERICA MOVED that the Parliamentary Authority should be Roberts Rules of Parliamentary Procedure and this should be referred to the Constitution Committee. She suggested this should be inserted in the international Constitution before Dissolution so that a Parliamentary Authority should be specified when not in conflict with the Constitution or Regulations of BPW International. This would resolve a lot of questions during meetings. Young BPW SECONDED.

DISCUSSION

- The REGIONAL COORDINATOR - NORTH AMERICA explained that the procedure did not necessarily have to be Roberts Rules and that the Constitution should specify which rules were being used. Previously, there had been questions about Parliamentary procedure and this would provide a higher authority and allay doubt. The specific method to be used was debated.
- NEW ZEALAND pointed out that Roberts Rules were not used in every country and above all BPW adopted Standing Orders at each meeting.
- The REGIONAL COORDINATOR - NORTH AMERICA pointed out that she was simply using Roberts Rules as one example.

Point of Order

The CHIEF PARLIAMENTARIAN confirmed that it would be good to refer this point to the Constitution Committee as there were occasions when items were not covered by the Constitution or Standing Orders. A long time ago Roberts Rules had been adopted by BPW. This could be researched by the Committee.

NEW ZEALAND referred to parliamentary proceedings in her country, pointing out that in case of doubt in Parliament the presiding speaker took the decision.

GERMANY felt that the Rules had to be applicable to all countries.

FRANCE suggested that the Constitution Committee should discuss this to find the best solution.

Amended Motion

The PRESIDENT MOVED that this should be referred to the Constitution Committee. The motion passed. She added that a report would be given at Congress in Korea.

The IMMEDIATE PAST FIRST VICE PRESIDENT joined the meeting.

Any Other Business

AUSTRALIA asked for it to be minuted that the President would be taking the Presidential gavel and stand back to Australia. These items were originally from Australia.

The PRESIDENT announced the Congress bulletin would contain information on the newly elected officers.

The PRESIDENT advised that the annual Leaders' Summit, as instigated by IMMEDIATE PAST PRESIDENT Liz Benham, would continue each year. This was for national Presidents and Vice Presidents. Dates would be circulated when available.

The Roster needed to be updated.

The Emergency Resolution was to be actioned with a framework shortly.

The WEPs framework would be constructed.

Date of next Congress

The PRESIDENT confirmed that the XXVIII BPW International Congress would be held in Jeju, South Korea on 23-27 May 2014.

The PRESIDENT added that the Post Congress Executive Board meeting would take place at 09h00 the next day, followed by the Standing Committee meeting at 13h00. She asked the Helsinki International Planning Committee and Hostess Planning Committee to meet the Hostess Planning Committee for Korea for a handover at 11h00 the next day.

Date of next Board Meeting

The next Board Meeting would be held in Jeju, South Korea on 22 May 2014.

The Immediate Past President made announcements for the evening Farewell Party.

Close of meeting

The PRESIDENT closed the 70th post Congress Board of Directors meeting.

Jeanette Arsenault ended the session with the "*Women of the World*" song.

Appendix 7 – English Workbook



THE XXVII
EPPW INTERNATIONAL CONGRESS
HELSINKI FINLAND 17-21 JUNE 2011

WORKBOOK



THE XXVII
BPW INTERNATIONAL CONGRESS
HELSINKI FINLAND 17-21 JUNE 2011

The XXVII BPW INTERNATIONAL CONGRESS
POWER TO MAKE A DIFFERENCE
Helsinki, Finland
17-21 June 2011

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1. AGENDA FOR 69th BOARD OF DIRECTORS MEETING

Helsinki Hall, Congress Wing- Finlandia Hall,Helsinki Finland
Friday 17 June 2011 at 14:00 hrs.

1. President's Opening Remarks
2. Roll Call of Board Members
 - a. International Executive Board
 - b. Standing Committee Chairpersons
 - c. Past International Presidents
 - d. Federations / State Federation (2 Delegates per Federation)
 - e. Associated Clubs (1 Delegate per country)
3. Observers
 - a. Representatives to the United Nations and other Agencies
 - b. Ad Hoc Committee Chairpersons and Task Force Chairs
 - c. Others
4. Apologies for Absence
5. Adoption of Standing Orders
6. Appointment of Tellers and Timekeepers for Board Meeting
7. Appointment of Parliamentarians
8. Minutes of the 67th and 68th Board Meetings
9. Matters Arising
10. Membership
 - 10.1 Notification of New Affiliates
 - 10.1.1 Federations
 - 10.1.2 Associated Clubs
 - 10.2 Abrogation of Membership
 - 10.3 Suspension of Membership
11. XXVII BPW International Congress
 - 11.1 Announcement of Congress Committees
 - 11.1.1 Credentials Committee
 - 11.1.2 Elections Committee
 - 11.1.3 Nominations Committee (procedures only)
 - 11.2 Parliamentarians
 - 11.3 Confirmation of Tellers
 - 11.4 Confirmation of Timekeepers
12. Congress Business
 - 12.1 Constitutional Amendments
 - 12.2 Resolutions
13. Bids for XXIX Congress Announcement of Bidders
14. Any Other Business
15. Announcements
16. Post Congress Board Meeting: Congress Wing Hall A ,Finlandia Hall
Tuesday 21 June 2011 at 16:00 hrs

MINUTES OF 67th BOARD OF DIRECTORS MEETING

Melia Hotel, Mexico City, Mexico

Friday 24 October 2008 at 13:40 – 15:40 hrs

1. President's Opening Remarks

The President Chonchanok Viravan welcomed the Board to Mexico City Congress.

2. Roll Call of Board Members

The Executive Secretary Freda Miriklis took the Roll Call.

3. Observers

The Executive Secretary noted the attendance of the Trustees, Representatives to United Nations and Ad Hoc Committee Chairpersons and Task Force Chairs.

4. Apologies for Absence

These were recorded in the Roll Call.

5. Adoption of Standing Orders

The adoption of Standing Orders as printed in the Program was agreed.

6. Appointment of Parliamentarian, Timekeepers and Tellers for Board Meeting

- *Parliamentarians:*
 - Yvette Swan (Chief Parliamentarian)
 - Pat Harrison
 - Joan Bielby
- *Timekeepers:*
 - Thordis Guomundsdottir
 - Mary Thompson
- *Tellers:* None.

7. Minutes of the 66th Board Meeting

These were proposed by the President, seconded and adopted unanimously.

8. Matters Arising

None.

9. Membership

9.1 Notification of New Affiliates

New BPW Associate clubs were founded in Chad, Bahrain, Yemen, Morocco, United Arab Emirates, Hungary, Slovakia, Turkey, El Salvador, Russia and Cambodia.
New federations were founded in Egypt, Sudan, Spain, and Taiwan.

9.2 Abrogation of Membership

The Board voted to abrogate the following clubs:

- BPW Agadir – Morocco,
- BPW Colon – Panama
- BPW Kpalime – Togo
- BPW Saime Plus – Latvia
- BPW Ulannbaatar – Mongolia

Although BPW Afghanistan has lost communication with BPW International for the past two trienniums, the Board of Directors decided against abrogation in hope of reviving the club.

10. XXVI BPW International Congress

10.1 Announcement of Congress Committees

- *Credentials Committee*
CHAIR: Dr Gayle Haines, USA
- *Elections Committee*
CHAIR: Mary Thompson, BARBADOS
- *Nominations Committee*
Each Region shall nominate a representative and they will elect their own chair.

10.2 Parliamentarians

- *Chief Parliamentarian:* Dr. Yvette Swan, BERMUDA
- *Parliamentarians:* Joan Bielby, NEW ZEALAND
Sharon Selkirk, CANADA

10.3 Confirmation of Tellers

- *Chief Timekeeper:* Thordis Godmundsdottir, ICELAND

10.4 Confirmation of Timekeepers

- *Chief Teller:* Courtney Villani, USA

11. Congress Business

The Chair of Constitution Advisory Committee, Freda Miriklis announced the list Constitutional Amendments. The Chair of Resolutions: Resolutions announced the list of resolutions.

There was a call for members to participate in the workshop on *Modernising the BPW International Constitution*, which was schedule to be held on 25 October 2008. The President proposed a new way to process Resolutions, but decided to withdrawn this after a lengthy debate within the Board.

12. Bids for XXVIII Congress Announcement of Bidders

Bids had been received from Egypt, Korea and Italy.

13. Bids for Member Services Providers

The President announced that this matter would be taken up at the Post-Congress Board of Directors meeting as this matter was dependent on the results of voting during Congress.

14. Any Other Business

None.

15. Announcements

The President informed the Board of Directors about arrangements for the Opening Ceremony and President's Reception which was scheduled to be held in the evening of 24 October 2008.

16. Venue and Date of Post Congress Board Meeting:

The 68th Board of Directors meeting was scheduled to be held at the Melia Mexico Reform Hotel on Tuesday 28 October 2008 at 16:30 hrs.

There being no further business the President declared the Meeting closed.

BPW INTERNATIONAL CONGRESS XXVI MEXICO CITY 2008
68TH (POST CONGRESS) BOARD OF DIRECTORS MEETING
28 October 2008 16.30hrs

1. President's opening remarks

The President opened the meeting and welcomed attendees

2. Rollcall of Board members

The Executive Secretary took the rollcall

3. Observers

The Executive Secretary noted the attendance of Sylvia Perry in her role as a Trustee, and Michele Gerber, BPW Representative at the World Health Organisation in Geneva.

4. Apologies for absence

Apologies were recorded in the rollcall. In addition, apologies were received from UN Representatives Clare Fulcher and Eva Richter.

5. Adoption of Standing Orders

Adoption of Standing Orders as printed in the Congress Workbook was agreed.

6. Appointment of Timekeeper

Timekeeper:

Didi Thordisdottir

7. Appointment of Parliamentarians

Parliamentarians:

Yvette Swan (Chief Parliamentarian)

Joan Bielby

Sharon Selkirk

8. Minutes of previous Board of Directors meeting

The minutes of the pre-Congress Board of Directors meeting are not yet available. These will be circulated prior to the next Board of Directors meeting.

9. Matters arising from the previous Board of Directors meeting

Consideration deferred to the next Board of Directors meeting.

10. Membership Services

The Immediate Past President advised there would be a three month period of overlap between the New York and Thailand offices. It was agreed the Executive Board will work on a model for Member services, based upon discussions at Congress. The model will include outsourcing individual functions and long distance provision of services. The President will communicate with members calling for bids for providing different aspects of Membership Services once the model is agreed.

- a. Newsletter: The President alerted members of the Board of Directors to the BPW International newsletter issued at the end of Congress that includes the announcement of the new Executive Board and Standing Committee Chairs.
- b. Presidents' Seminar: The President announced that a Presidents' Seminar would be conducted in New York in March 2009 to enable Presidents to share best practices. She advised that the dates are provided in the newsletter and a flyer will be distributed to all Presidents and through BPW online with full details.
- c. Communications: The President asked Board of Directors members to ensure that they sign all their communications with the President's Office with their name, position and term of office.
- d. Translations: Regional Coordinator Latin America, Dr Yasmin Darwich, asked about the inclusion of translated versions of materials on the website, including the BPW News International newsletter, in all four of BPW International's official languages. Immediate Past President, Chonchanok Viravan, advised that translations are progressing gradually as resources permit. She pointed out that this is a large undertaking as there are about 1000 documents to translate, and that priority is being given to recent material. The President affirmed that the aim will be to translate all BPW International documentation.

Previous Regional Coordinator Africa, Dr Amany Asfour, advised that she has translated forms, policies and other documents into Arabic, and that such translations need to be continued. Amany agreed to provide the President with a list of what she had translated, and the President agreed to appoint an Arabic translator.

- e. Procedural motion: A procedural resolution was put to the Board of Directors based upon By-Law Amendment 12 which was debated at Congress but not voted on and was referred to the Constitution Reform Taskforce and lain on the table pending the next Congress. The resolution was proposed by Faye Gardiner, Chair of the Health Standing Committee, and seconded by Lesha Witmer, Chair of the Environment and Sustainable Development Standing Committee. It was carried by a vote of hands.

The text of the motion is provided as Attachment 1 to these minutes. It provides for voting between Board of Directors meetings on matters related to the redrafting of the BPW International Constitution. This motion should be drawn to the attention of all affiliates.

- f. IDP: BPW Australia sought advice about the IDP (Individual Development Program) and whether those members who had completed the Program in New York could provide it to members in their federation. The President advised that BPW USA will no longer be conducting the IDP, and that members who have completed the course in New York can provide training sessions in their own country but cannot train other trainers. She stressed the importance of maintaining the quality and integrity of the IDP. First Vice President and Membership Chair, Gabriella Canonica, offered to produce and distribute guidelines to underpin this policy.

The President advised that BPW Canada and BPW Italy have also developed similar leadership programs. The President will follow up with BPW Canada, but advised that their course will not be ready in time for March 2009.

- g. Volunteers: Immediate Past President, Nok, asked that BPW Mexico convey her thanks to the young volunteers who helped with the Congress
- h. Spare change: BPW Mexico asked that members be made aware of the 'spare change' receptacle at the hotel reception desk for foreign delegates to drop their spare Mexican coins and notes, and also any from other countries they have travelled through. The receptacle will be left at reception until all delegates had checked out. The proceeds will go towards BPW International projects or to the Congress Fund as determined by the Executive Board.
- i. Ballot papers: A motion was put to destroy the ballot papers, and was carried.

.11. Any other business

- a. Newsletter: The President alerted members of the Board of Directors to the BPW International newsletter issued at the end of Congress that includes the announcement of the new Executive Board and Standing Committee Chairs.
- b. Presidents' Seminar: The President announced that a Presidents' Seminar would be conducted in New York in March 2009 to enable Presidents to share best practices. She advised that the dates are provided in the newsletter and a flyer will be distributed to all Presidents and through BPW online with full details
- c. Communications: The President asked Board of Directors members to ensure that they sign all their communications with the President's Office with their name, position and term of office.

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12. XXVII Congress

The Executive Secretary announced the venue and date of the next Congress as Helsinki, Finland, 16 to 21 June 2011.

13. XXVIII Congress

The Executive Secretary announced the venue and date of the following Congress as Jeju, Korea, September or October 2014.

14. Announcements

The Executive Secretary announced that the Post-Congress Executive Board and handover meetings would be held in Room Alameda 2 from 10am to 4pm, with time allocated to a handover meeting of the Mexico and Finland Host Planning Committees scheduled for 12 midday.

The Parliamentarians' appointments were dissolved for both the Board of Directors meeting and the Congress.

There being no further business, the President closed the meeting.

ATTACHMENT 1 PROCEDURAL RESOLUTION Board of Directors Meeting, 28 October 2008, Mexico City

Proposed by Faye Gardiner, Chair of the Health Standing Committee, and seconded by Lesha Witmer, Chair of the Environment and Sustainable Development Standing Committee

CARRIED by a vote of hands

BE IT RESOLVED THAT

- a. In the event of a vote between Board of Directors meetings relating to the rewriting of the Constitution, voting rights of Affiliates shall be:
 - i) Presidents of Federations and State Federations shall cast 2 votes per person.
 - ii) Presidents of Associate Clubs may each cast a vote and these shall be weighed and counted as one vote.
- b. In the case of voting online, voting e-mails of presidents of BPW affiliates shall be as specified in BPW Roster Online.
- c. Decisions will be made by a simple majority of the votes cast.

This resolution will take effect immediately after the XXVI BPW International Congress and last for the triennium 2008-2011.

2. STANDING ORDERS

A Voting

1. At Congress only Delegates, Executive Board Members, Past Presidents of the Federation, Chairpersons of Standing Committees (hereinafter referred to as "Voting Members") may vote.
2. (a) Each delegate shall have one vote.
(b) Each Officer shall have one vote.
(c) In accordance with Article VI of the Constitution, each Past President of BPW International, each Chairperson of a Standing Committee and each Executive Board member shall have one vote providing she does not already hold a vote in any other capacity.
3. Decisions of the Congress shall be made by a simple majority of the voting representation present and voting. Except for Amendments to the Constitutional and By-Laws which shall require a two-thirds majority. – No account shall be taken of those who abstain.
4. Voting will be by electronic voting or by manual voting where appropriate.

B Open Discussion

1. After reports have been presented and seconded, discussion is open to Voting Members and Chairpersons of Ad Hoc Committees.
2. Observers shall only speak on the presiding Officer's stating that the meeting is open after she has ascertained that no more Voting Members or Chairperson's of Ad Hoc Committees wish to speak.
3. No Speaker may speak to the same discussion more than once except to establish a point of order or ask a question.
4. Apart from the presentation of reports no one may speak for more than three minutes.

C Motions

1. For the purposes of these Standing Orders, motions shall also include Resolutions as referred in Article XII of the By-Laws and Amendments to the Constitution and By-Laws as referred to in Article XIII of the Constitution and Articles XV of the By-Laws.
2. Only Voting Members may propose and second motions.
3. Parts of a motion may be voted on separately at the request of any Voting Member unless the proposer or seconder of the motions objects. If there is an objection, the Voting Members will decide by majority vote.
4. When an amendment to a motion revises, adds to or deletes from the proposal, the amendment shall be put to the vote first and, if it is adopted, the amended proposal shall become the substantive motion and be put to the vote. Every amendment to a motion shall be handed, in writing to the Presiding Officer before being moved and seconded and shall be made available to all voting members. Amendments to motions are to be submitted in writing on the Official Motions Forms.
5. The proposer of a motion shall not exceed three minutes in length, and that of the seconder, two minutes and each subsequent speaker two minutes.
6. (a) the proposer of the motion but not the proposer of an amendment, shall have the right of reply to the discussion upon the matter, provided she does not introduce any new matter. If an amendment to the motion is proposed she may exercise this right either before the amendment is put or before the vote on the motion.
(b) In all other cases, no one may speak more than once and no delegation may speak more than twice to any one motion or an amendment except to raise a point of order or ask a question.
7. After the mover and the seconder have spoken, speakers will be taken alternately against and for the motion until there are no further speakers on one side, at which point the motion shall be put after the mover of the motion has exercised her right of reply.

3. PROGRAM: CONGRESS BUSINESS SESSIONS

Saturday 18 June 2011

Registration opens: 08:00 hrs.

Credentials Desk opens: 08.00 hrs.

11:00 hrs First Business Session: President Elizabeth Benham

Opening remarks	President
Roll call	Executive Secretary
Apologies	Executive Secretary
Minute of Silence	Executive Secretary
Approval of Standing Orders	Executive Secretary
Adoption of Programme	Executive Secretary
Adoption of Parliamentarians, Tellers and Time keepers	Executive Secretary
Announcement of Congress Officials and Committees	Executive Secretary
Credentials Committee	
Elections Committee	
Constitution Advisory Committee	
Resolutions Committee	
Call for Nominations Committee and instructions on operation	Executive Secretary
Adoption of Proceedings of XXVI Congress	President
President's Report: Chaired by First Vice-President, Gabriella Canonica	President
Questions	
First Credentials Report	Credentials Chair
Report of First Vice President and Membership Chair	Gabriella Canonica
Report of Second Vice President and UN Status of Women Chair	Freda Miriklis
Report of Finance Director and Presentation on Accounts	Sujey Albert
Report of Immediate Past International President and Mexico Congress Account	Dr. Chonchanok Viravan
Report of Executive Secretary and Constitution Advisory Chair	Dr. Jean Murray
Report of Resolutions Chair	Dr. Pat Harrison
 <u>Resolutions - 1st session:</u>	 Dr. Pat Harrison
 Resolution 1 Implementation of the draft constitution and Regulations	
Resolution 5 Communications Strategy	
Resolution 7 Extension of Friends Category	
Resolution 12 International Branding	

13:30 hrs Lunch Break

Sunday 19 June 2011

Credentials Desk opens: 08:00 hrs.

11:00 hrs Second Business Session: President Elizabeth Benham

Opening remarks	Elizabeth Benham
<u>Reports of Regional Coordinators: Updates</u>	
Africa	Huguette Akplogan Dossa
Asia Pacific	Dr Young Hai Park
Europe	Amelie Leclerq
Latin America and Spanish speaking countries of the Caribbean	Dr Yasmin Darwich
North America and Non-Spanish speaking countries of the Caribbean	Jill Worobec

Report of Young BPW Representative
Adoption of reports of UN Representatives
Second Credentials Report

Nadia Munawar
Credentials Chair

Resolutions – 2nd session
Resolution 6 Membership dues increase and annual cost of living adjustment
Resolution 4 Equal Pay
Resolution 11 Selection of International Congresses
Resolution 3 Blood donation

Dr. Pat Harrison

Amendments to the Draft Constitution and Draft Regulations (Bylaws) - 1st session

Closing Announcement

13:30 hrs Lunch Break

Monday 20 June 2011

Credentials Desk opens: 10:30 hrs.

11:00 hrs Third Business Session: President Elizabeth Benham

Opening remarks Elizabeth Benham
Adoption of Standing Committees, Ad hoc Committees and Task Forces reports
Third Credentials Report Credentials Chair

Amendments to the Draft Constitution and Draft Regulations (By-laws) – 2nd session

Resolutions – 3rd session
Resolution 9 BPW “Teenager” Program
Resolution 2 Sexual exploitation of young women and girls (and boys/young men
through mobile phones and internet interactive mediums
Resolution 8 Senior BPW
Resolution 10 Adolescents collaborating with BPW

Dr. Pat Harrison

Report of Nominations Committee
Nominations from the Floor

Nominations Chair

Remarks by Nominees for President
Candidates for Office introduce themselves
Arrangements for Voting

Election Chair

Closing Announcements

13:30 hrs Lunch Break

Presentation on 2014 Congress
Closing Announcements

Tuesday 21 June 2011

Credentials Desk opens: 08:00 hrs.

08:30 hrs Fourth Business Session: President Elizabeth Benham

Opening remarks Elizabeth Benham
Fourth Credentials Report Credentials Chair

Amendments to the Draft Constitution and Draft Regulations (By-laws) – 3rd session

Presentation on Triennium Budget / Budget Policy Sujey Albert

Presentations of Bids to host 2017 Congress

BPW Egypt
BPW Turkey
BPW Brazil

11:00 hrs Morning Break

11:30 hrs Fifth Business Session: President Elizabeth Benham

Fifth Credentials Report Credentials Chair

Amendments to the Draft Constitution and Draft Regulations (By-laws) – 4th session

Voting for President
Voting: Executive Board Members and Standing Committee Chairpersons
Vote on Triennium Budget

13:30 hrs Lunch Break

14:30 hrs Sixth Business Session: President Elizabeth Benham

Sixth Credentials Report Credentials Chair

Results of Voting: Executive Board Members and
Standing Committee Chairpersons Election Chair
Any outstanding business
Impression of Triennium 2008-2011
Thanks by Outgoing President
Installation of Incoming International President
Introduction of new Executive Board
Remarks of new International President
Presentation on 2014 Congress
Closing Announcements

16:00 hrs 70th Post-Congress Board of Directors Meeting (See Agenda on page 295)

4. REPORTS

4.1 Congress Report—President

Elizabeth Benham

Leading our international organization over the last 3 years has been a great honor. It has been a very special privilege to serve as the 21st President and to represent my country, the USA, as it has been 28 years since a USA president has led the organization. It has also been very challenging in updating the many layers of operations. Much has been accomplished but there remains still more to be done. The Power to Make a Difference, the theme for this triennium has been extremely relevant and important for BPW. In my term as your President I have had the opportunity to visit over 40 BPW countries which reinforced again the value of the direct contact that enriches the relationship with BPW International and it's members. It provided the opportunity to see the needs, expectations and performances of the members while continually recognizing the reality of our international organization in its limitations and potential.

I wish to express my deep gratitude to our members for their kindness, respect and hospitality in the countries visited.

So much work has been done this term with many accomplishments to be proud of and leaving BPW International stronger, more visible, more efficient and financially secure. For this I wish to extend my sincere appreciation to my Executive Board who in each of their mandates have contributed to the successful outcome of this triennium. In addition my heartfelt thanks and gratitude is extended to the Finance Director Sujey Albert and 2nd Vice President Freda Miriklis who have worked tirelessly together with me on the many systems needed to upgrade financial operations and our United Nations systems and partnerships. In addition 1st Vice President Gabriella Canonica contributed to our expansion in growth and executive secretary Dr Jean Murray worked diligently on the constitution reform. The regional coordinators were an asset to their regions with Africa leading the way in regional growth and engagement of the affiliates.

My action plan for 2008-2011 concentrated on 3 main issues:

1) Improving the functionality of the organization through a complete review of systems and processes to ensure efficiency and continuity, validating and reviewing all legal documents, requirements and issues of the organization.

2) improving communications and organizational knowledge and leadership through real time information platforms such as the website, electronic news (E-news), an annual Presidents seminar (later renamed leaders summit) which when all combined, would provide visible and real value to the members.

3) increasing the visibility on the international platform within the core focus of our organization which is about women in the economy and decision making roles through the United Nations and other strategic partners,

All the above were based on creating a strong financial base through membership growth and operating within the budget.

Executive Board

The Executive Board had our (3) annual meetings in New York and in 2009 and 2010 we were able to combine them to follow up in the Presidents Seminar and the United Nations Commission on Status of Women (CSW). Having the Executive Board meeting followed by the Leaders Summit and the CSW all back to back added much strain to the limited capacity of the President's office. Additionally in 2010 an 80th Anniversary dinner event was included in the work of the President's office. Presenting high level and professional events requires much more than a few volunteers and the perception that it is done

easily and can all be delegated is far from realistic. For that reason the 2011 Executive Board meeting was conducted earlier and separated from the Leaders summit and CSW to allow the Presidents office to manage with its limited capacity of 1 full time staff member.

Although at least 5 days of 10 hour meetings were scheduled for the Executive Board meetings, it is still was not enough to maximize on the face to face value of the executive meetings. This is clearly not enough to manage an international organization and my recommendation is for the consideration of 2 annual meetings. This will contribute greatly to the working of the board and strengthening of the relationships. Of course funding is an issue which requires ongoing focus. Regional meetings were also used to maximize on executive meetings but not all are able to attend due to minimal travel budgets and so this lost opportunity exists. Skype and WebEx meetings were conducted with the officers and regional coordinators on day to day issues and urgent matters. Although computer communication is cost effective as a tool, it still remains inconsistent in quality due to internet issues which adds to the length of the meetings and raises frustrations.

Presidents Office and Organizational Services

The handover process was complicated in that member services had been handled by the past President's office and as the incoming President this was not established. This prompted the establishment of the organization services model that will serve leadership transitions more efficiently. In addition finances were incorporated so that Congress accounts and operating accounts were not separated. To establish easier transitions a permanent congress account has been implemented so that the outgoing President and finance director can continue after congress to reconcile the accounts, and when completed can hand them over to the current President and finance director.

The President's office has operated with one full time director. The organizational services model was established with the President's office as the nucleus. It is based on remote outsourced staff assigned to important components of operations and has proven to be successful in the goal of having permanent staff that provide continuity, and ongoing knowledge to support the President and Executive.

The (9) permanent positions are: director member services, UN administrator, public relations director supported by a website coordinator and a news coordinator, congress organizer and congress coordinator, coordinator of committees and taskforces and director of Fundraising. The congress approved budget line item for past member services were split into these positions. The design, job criteria, contracts and implementation of this model and learning curve along with training of the staff has taken extensive time and effort by this President but will be much rewarded by the ongoing functionality and continuity.

The staffs are all BPW members working with annual contracts as outsourced providers. They are paid a small salary in relation to the work they do. This needs to be addressed as it will not be sustainable. As an international organization this model of services is the minimum that we should have but financially it must be adequately supported. The Executive Board has proposed an increase in dues that will further support this component of operations.

Another addition to the sustainable operations is the virtual office platform called WebEx / Weboffice (a subsidiary of Cisco systems)that has been set up with a mapped framework of working files accessed by the executive and staff which is password protected and backed up each day. This is a fail proof system for BPW International's knowledge and archive storage and provides for easy, immediate transitions and continuity when leadership changes. The President and finance director work closely with the director of the President's office and member services in maintaining communications tools such as the roster, group emails and databases to accommodate affiliates leadership transitions ensuring proper communications and annual dues invoicing.

The director of the President's office manages the day to day communications and support of the President. Unfortunately the President's office was left without a director since March 4, 2011 due to illness. This was a great loss 3 months before Congress when the heavy preparations for Congress are in effect and to get a replacement director was not possible. Therefore operations have continued with the help of interns and local BPW Members. Communicating with affiliates is an ongoing challenge as Presidents and leaders constantly change, emails are changed and BPW International is not notified. BPW International has no direct connection to the members. This is always a difficult challenge as many times information is not distributed or passed along in a timely manner. Languages are still an issue as there are many Presidents that are not proficient in English and can only communicate in their mother tongue. Affiliates are not "aware" of their responsibilities and connection to BPW International such as the annual report filing, which is very much needed to view membership and activities and for planning visits by executives. Databases are problematic and require a sustainable system to manage.

Over this triennium, our focus on communications has been of utmost importance and it has steadfastly improved between President's office and affiliates. Many communiqués have been sent out to collect needed information like constitutions, annual meetings, changes of leadership, the international liaisons, and pr chairs. Databases of all affiliate Presidents and the Board of Directors are always up to date and ready for communications and voting at any time.

Internships

I am most grateful to the ongoing commitment of BPW Korea in sending an intern to the BPW International President's office each summer. We have maximized on this in this triennium and could not have accomplished as much without this help. The President's home has been the accommodation for all the interns and this has been a joy and a challenge in keeping up with all the arrangements.

BPW Taiwan also requested to provide interns for the President's office and this has prompted the establishment of an ongoing official internship program. With the limited capacity of staff in the Presidents office due to budget constraints this is a great benefit and very much appreciated.

Many thanks go to all the hard working interns from Korea, Taiwan and locally who have helped so willingly in the huge workload.

Communication Platform

The website is our main communication platform providing real time access to news, information, events, executive activity, the member's community, committee and taskforce forums and online registrations for events and Congress. It was newly launched in 2009 with an operating system that allowed for member input into the community and forums, and online payments for multiple requirements. This has taken a major effort on the part of the public relations director, the web administrator and Presidents office. I am most grateful to Ari Canonica our web administrator who works diligently with the team to keep this very professional and innovative. He works many hours and has always been available for updates and changes that required urgent input. The overwhelming positive feedback from members on the quality and user friendly layout of the website has been very much appreciated and endorses the view that we are on the right track in providing value to our members.

Quarterly News

The quarterly news /printed newsletter that was previously used, was considered to be time consuming and unable to provide news in real time which then became old news very quickly.

It was therefore replaced with the bi weekly E-news and in between the bpw news which is posted on the website. That means news is fresh weekly and continually updated.

Bi Weekly Electronic E-news

The E-news is integrated into the website so that all our members who register on the website are automatically subscribed to it. This is supported by the staff team of the public relations director, website coordinator and news coordinator who collect news from the executive, affiliates and members edit and post the finished components on the website in the relevant categories and then distribute the E-news by email.

Annual Report

Based on a resolution from the Mexico Congress we are proud to have produced the 2009 and 2010 annual report that was distributed to the board of directors, affiliates, members, corporations and partners. The very professional document highlights achievements and incorporates a message from the President and activities of all the Executive Board members. Many thanks go to our Executive Secretary and Wikje Allink from BPW Netherlands who produced them in the format that will now be established as an ongoing annual publication.

Roster

The roster has served us well but it is a separate software that is now outdated and needs to be replaced with an integrated component of our website which has better security and privacy protection.

The tool supports our affiliates in real time member status for the finance director and communications.

Woman of the Week

The woman of the week is another feature maintained by the President's office using an ongoing working list of member candidates evenly distributed by regions. This highlights accomplishments of our members, raising their visibility and that of BPW International. It has been well received and is updated bi-weekly. The process involves identifying candidates and then collecting a photo, CV, bio and a signed consent form to allow BPW International to feature the member on the website. This is an ongoing process, and at any time there are about 10 members on the waiting list. Executives contribute to the prospect list with the main scout being the President as she travels and meets up with all the accomplished members.

Business Pages

The business pages were previously a standalone software, and in 2010 they were updated and integrated into the website to attract more of our business members and to make it easier and more user friendly. As a business member myself, I believe in and fully support this tool but am disappointed by the lack of subscriptions and activity of our business members. I am still not satisfied with the tool as it needs more work to attract the full activity and usefulness that would be desirable.

It is clear that our members use external products such as Linked In much more and this is also the case with Facebook. After much deliberation as to the procedural management and sustainability, I decided that BPW International could no longer stay isolated and therefore also created a BPW International Facebook page. This has been very successful with hundreds of BPW Friends engaging on the platform. This also adds to the social media and communications tools that we now use commonly.

Regional Web Pages

This was also a separate standalone system that required training for the regional coordinators to be able to update. This was integrated into the website and the website coordinator now posts the news etc in the regional pages based on instructions from the regional coordinators. This is a better model for continuity as the Regional Coordinator's time is best spent on more direct activities with the members in the region and collecting the photos and news for posting, and not learning the technology.

Video Messages

I am most grateful to our Public Relations chair; Mary Scott who luckily lives on Long island and through her expertise, was able to provide many video messages to affiliates for their functions when I was not able to attend. As it is impossible from a budget and time perspective for the President to be everywhere, I utilized this opportunity and to further connect with the members. This does require technical expertise in order to be professional, and in the future perhaps can be addressed with a budget allocation for a local expert to support the President.

Finances

Currency and bank account streamlining was a major goal to facilitate operations, income, expenses and service to members. This was successfully accomplished. Our operating accounts are separated from Congress accounts for ongoing better management during leadership changes.

Income increased with membership growth, supported by the essential dues collections systems with increased contact and communications. The Finance Director is congratulated for having a collection rate of 94% in 2009 and 96% in 2010. Our own very secure credit card system has also been implemented and reduced the costs of the previous PayPal system, which was troublesome to European members. We have operated within budget while implementing all the upgrades. A resolution from Mexico had to be recalled (3% retention of the budget) as there were no funds allocated to the Constitution review and reform committee that was voted to receive one. This was an oversight of Congress and therefore all resolutions with budget impacts must be decided before the financial budget is approved to avoid this in the future.

Online payments

BPW International formerly used PayPal as the website payment process but ongoing logistical issues and increased costs prompted us to obtain our own credit card processing through Saferpay.

This is a highly secure system for our members and now allows for our members in all countries to pay dues, make donations, business page payments, friends payments, conference registrations and event payments easily online.

Seminars

With the annual Presidents seminar (renamed the Leaders Summit) has come further innovation and support systems. The online registration and payment system for these and other regional /national events has provided efficiency to the members and the finance director in managing the income and expenses which has been very beneficial to reducing the risk of loss.

Congress

A new registration tool was integrated into the website for the congress registrations and also future regional conferences to support the regional coordinators. It is multi functional and tracks different components of the conference including dinners, workshops, visa requirements and accompanying persons

Donations

A more systematic approach was needed to offer opportunities for our members to provide support by individual donations to our sister members that have been affected by devastating natural disasters as exemplified in Haiti, Pakistan and Japan. A system was established for the website. This has worked very well as BPW International can monitor the donations and provide the funds to the recipients in a formal manner for rebuilding projects. This is more sustainable, transparent and easier for the donors.

Accommodation has also been made for donors who wish to contribute in kind services or products such as airline miles or office supplies. This is still new and needs to be promoted more.

Legacies

A formal legacy process is now on the website for members to view and implement if they wish. It allows BPW International to have knowledge in the case of legacies which in the past have only been announced by lawyers of the estate. BPW Members can view and download choices in how they wish to support BPW International through a legacy or in memory of a loved one.

Membership

Membership growth is improving and is still the main component of our foundation and financial strength but retention and functionality of new clubs and federations are still problematic. The new Federation of USA was established in June 2009 with the filing of a new legal name EPW USA (Enterprising and Professional Women USA) due to compliance because the BPW name was trademarked by the BPW USA and it's Foundation in the USA. The new EPW USA Federation was established after BPW/USA (a non member of BPW International since 1993) closed due to financial difficulties. The EPW federation is known as BPW - USA at BPW International and continues on a new path after functioning for many years as individual state federations. The long process of reconciliation with BPW USA did not come to fruition and essentially prevented a new federation of forming in the USA.

We have established only one other federation in this term in Turkey but that will not remain so for long with all the new and many associate clubs that have been formed. Our website and promotional collateral have served us very well in gaining more members.

Legal Issues

Complete reviews of all the organization's legal issues have been addressed regarding past and present contracts and partnerships. All staff now have contracts as outsourced providers which are reviewed and renewed annually according to performance. Outstanding issues like the organization's legal registration, which did not exist, was completed and I am happy that BPW International is now registered in our birth city of Geneva, Switzerland as a nonprofit, nongovernmental organization (NGO) Ownership of all website domain names, recurring accounts, memberships and partnerships are all under BPW International and connected to the Presidents office generic email for continuity. Our registration now allows us to also move forward in registering our International Trademark which is a more in depth and costly but very much needed component.

80th Anniversary

2010 Marked our 80th anniversary year and all year long we had many programs for this big occasion.

An anniversary logo, new brochures and promotional materials were created and distributed to all affiliates to raise the visibility worldwide. A large 80th logo button was created and used by all members attending the CSW in New York, which created a high sense of importance and visibility for BPW.

Travel

Having previously served as Vice President with extensive direct contact with our affiliates and members my goal was also to improve on the internal and external perceptions of our international network. I worked closely with the regional coordinators and fully participated and supported them in all 5 regional conferences including the Young BPW Conference held in Las Vegas. In addition I attended many BPW national conferences and major events of Federations and associate clubs. I was fortunate to visit over 40 countries this term. The personal interaction with the members was so important and their strong support and trust was very much appreciated. My schedule also entailed many non BPW

venues and conferences with speaking engagements and high level round table participation requirements with our partners such as APEC WLN and Business Summit in Singapore and Tokyo, the United Nations Global Compact in New York (MDG Summit and Global Compact Business Leaders Summit) and Turkey (LDC IV), the International Trade Center (ITC) in Geneva and China (The World Export Development Forum) and the Global Platform for Action, the US State department in Washington, DC and the European Parliament.

NEW YORK

The United Nations in New York is the venue for the annual commission on the Status of Women (CSW)

This is of high value as a benefit of membership in BPW International provides accreditation for our members to attend. In the last 3 years the number of members participating has risen to a high of almost 300. This provided the opportunity to offer the annual Leaders Summit prior to the CSW, maximizing the opportunities for travel efficiency and an added New York experience.

The highlight for 2010 was the celebration of BPW International's 80th birthday. The anniversary dinner held in conjunction with the CSW, Leaders Summit and Leadership training, was celebrated by almost 200 worldwide members and I am most grateful to the support of my home club of BPW Long Island especially Virginia Russell, Pat Giancontieri, Barbara Howie and Eileen Brennan for their support and work that made this a great success. The anniversary dinner was combined with the annual Claire Fulcher dinner (named in 2009) in recognition of her nearly 30 years of service as the BPW International UN representative in New York. 2nd Vice President Freda Miriklis served as the mistress of ceremonies and 1st Vice President Gabriella Canonica presented the 80th anniversary video in collaboration with the five regional coordinators. We had the honor of 4 past international Presidents for the occasion, Yvette Swan, Sylvia Perry, Pat Harrison, Antoinette Ruegg, with messages from Tuulikki Juusela and Livia Ricci. It was a joyous and memorable occasion.

Committees and taskforces

After the Mexico Congress apart from the elected chairs of the standing committees the database of members willing to work on committees and taskforces was almost nonexistent. The chairs were left with few members and so a collaborative effort to establish their action plans were much delayed until members could be found that were regionally representative. A great deal of time was spent in mapping out more specific guidelines and application forms so that more information about the members could be available to assess their expertise and interests in order to connect them to the respective committees and taskforces. This process took almost one year. It became very clear that the committees and taskforces did have not enough support. They do not know each other having never met and being introduced by email makes this process difficult. Once established there was no real ownership or accountability to the chairs. Although group emails were set up for all the committees and taskforces the learning curve in utilizing this was too slow and long and therefore it was not used enough. It seems also that there is a perception of the work not contributing or having much relevance.

In our organizational services a permanent position was created to support the projects, committees and taskforces. This new model was also groundbreaking and the first staffer resigned after only 6 months. Time was taken to find a replacement and our new person Sheila Evans has made every effort to communicate with the chairs and members providing the much needed contact and support for the President and Executive. There are some committees who under good leadership and with passionate members, have performed very well and must be commended. This is the Twinning taskforce and the leadership and lifelong learning taskforce. The President as ex officio was always copied in on the communications and though this may seem to be a negative it is quite the opposite as that engagement yields more awareness and collaborative support through communications and knowledge. The committees and taskforces who operated outside of that model are then almost invisible unless the

chair is proactive with regular updates. In this term it was my and the Executive's desire to try to change and improve on the work of our committees. I do see them as extremely relevant to the organization and a professional development pool from where future leadership is identified and made visible. It is my sincere regret that we have been unable to accomplish this due to time constraints and the very slow start up process. My recommendation is that committees should be selected by BPW International as being relevant to our aims and goals, and BPW International should provide many more tools and clear guidance for the work aligning them to the initiatives that are new and exciting. This was the case with the Equal Pay Day taskforce and the Women's Empowerment Principles taskforce where members became engaged through personal selections and after having direct contact with the initiative. The issue was fresh relevant and exciting and the focus from international gave it further motivation. Therefore the outcome of this is clear that without the back end support tools and focus the committees and taskforces are not set up for success. It is my sincere recommendation that we should have less committees and taskforces, so that they can be more focused and they must be armed with the complete knowledge and tools as to the relevance and eventual outcome of the work.

Partnerships and Initiatives

In keeping with the goal of strengthening BPW International's relevance and visibility on the international platform, strategic partnerships were forged with the United Nations Global Compact (UNGC) in New York, the International Trade Center (ITC) in Geneva and We Connect International in Washington DC. The 2 main initiatives launched in this term namely the Equal Pay Day Campaign (EPD) and the Women's Empowerment Principles (WEP's) aligned with BPW International's aims of Women in the Economy and Women in Decision making roles and have gained the desired results and traction because they are so well connected to the United Nations Global Compact, UN women and with ITC. It has spring boarded BPW International into the position of a leading International NGO and because of the hard work in our advisory role and engagement, this has more than raised our visibility and credibility. But the challenge is to deliver on our position now with results. Visible gains in our advocacy to change policies are key to maintaining our leading position whereby BPW International should be consulted as the expert in these areas. Much work has been done at this level but now more focused efforts have to be maintained so that we can truly maximize on our strengths as an international network without diluting efforts in all areas where we are not well aligned and gains are slow and immeasurable. These efforts will support our platform for gaining funding in the future that can generate reports and educational awareness on our main issues. Building on existing partnerships and working on new strategic alliances are key to our image and future. BPW International has long been a best kept secret. Our new image is high level professional and credible. The ongoing focus on our promotional materials, website and outward image are critical and must be fully funded.

Constitution Review

Our mandate from the Mexico Congress through resolution 26 was to review and modernize our constitution. Our organization with 80 years of entrenched traditions, systems and values spread across 96 countries and five continents with various cultures and languages is a very large entity and obtaining collaboration and engagement in this process was a very big undertaking. Our executive Secretary Jean Murray and the committee must be highly commended for the huge work that was undertaken in the process. Many do not understand nor wish to engage in constitutional matters but it is critical as this foundation of the organization is paramount to our future.

Presentations of the review took place at the regional conference in Africa in October 2009 and Latin America in May 2010. The first draft of the new constitution was released in September 2010 and presented in at the North America regional Conference in Las Vegas in the same month. A very fruitful full day of engagement and workshop took place at the European Presidents meeting in Vienna in

October 2010, followed by a presentation requesting feedback in a session at the Asia Pacific Regional meeting in Singapore later in the same month of October. Many documents have been made available to all on the website and to the board of directors. Translations have also been provided. The Presidents of Latin America convened on skype and made a submission to the committee. Various members, past international Presidents and executives also contributed. A small group of committed members worked very hard on the process and are sincerely thanked for their efforts. Many members and leaders still were not comfortable with their knowledge nor felt they have the expertise to contribute to the written submission process. This will now become the work of the congress in the debate and decision making process where discussion will be heard from both the positive and negative sides translated into the official languages simultaneously for good understanding of all the delegates. As of this report 60 countries will be represented at the Congress.

Our immediate past President Dr. Chonchanok Viravan in her report at the Congress in Mexico wrote "The Resolution on Organization Review and Funding Strategy" called for a "modern" constitution. During this triennium, the strength of the constitution was put to the test when we had to deal with many challenging situations and tried to introduce reform measures. I was impressed by the strength and flexibility of the current constitution. While it was recommended that some procedural details of the Constitution should be placed into other policies or procedural documents that can be changed by the Executive Board or Board of Directors in a timely manner, EXCO decided that such changes shall be voted on at Congress in 2011 instead of 2008 – as there are many amendments required from the proposed reform for this congress already. The scope of what it means to modernize the constitution should be defined carefully, as we do not want to weaken the constitution in the process".

In my past term as Vice President I used the constitution extensively and also through this term as President and found it to be a good working document which served me well. The current draft of the new constitution will be voted on at this congress. It has been shortened to a one page document with all the bylaws incorporated and presented now as regulations. There is a power shift due to structural and governance changes and the clear role of President has been reduced. Therefore I share Past President Viravan's sentiments that our structural changes and governance must be carefully reviewed so as not to alter or weaken our constitution.

One of the challenges and concerns (due to lack of time) is that the procedure manual which has been written to underpin the constitution and regulations providing the 3rd integrated layer has been released only 3 weeks before congress. This has resulted in leaders advising that there has been insufficient time to review and engage with the members, as most of all the affiliates general assembly's have already taken place. Congress is the highest decision making body of the organization and therefore maximum time will be dedicated for these draft documents to be decided on by the assembly. My trust and faith lies in the leadership of the organization that will determine the outcome.

Conclusion

While my previous career and life experiences prepared me well for the role of President, the experience has however added dimensions which one could never envision. I have worked very hard to leave the organization with an improved and better foundation for the next Presidents to carry forward and build on. I wish to personally again give my Executive Board my heartfelt thanks for all their work that has contributed to the success of this triennium. My deep appreciation is extended also to the past Presidents, Presidents of all affiliates, our UN representatives, committees, taskforces, leaders, members and staff and who have supported, encouraged, motivated and shown much kindness during this term. The HPC committee who stepped up after many challenges to work for our Congress, the Presidents of BPW Finland past and present and all the volunteers with special thanks to Paula Hjelt Putilin for her support in my many trips to Helsinki and to past President Tuulikki Juusela who has never ending energy and who knows the most people in the world that I have ever come across.

Last but not least, my deepest gratitude goes to my husband Kenny for having his life completely altered for that last 6 years, for his unending financial support of BPW, his tolerance and patience in "losing me" for the last 3 years, and his never ending encouragement and moral support.

4.2 Report: 1st Vice President and Membership Chair

Gabriella Canonica, Switzerland

I set a personal high level of achievement for this triennium as Membership Chair: Retaining and Increasing Members! As Regional Coordinator for BPW Europe 2005–2008 it provided me with extensive experience in direct collaboration with Members in Federations and Associated Clubs, not only in Europe but also during my travels to other regions. The best contact is always the personal contact, face to face, listening and taking part in the daily life of our Members in different countries, and enjoying the different cultures.

I was privileged to visit all the Regional Congresses: Africa, Asia Pacific, Europe, Latin America and North America, and as special highlight, the Young BPW Congress. Participating actively with presentations, discussions, initiating workshops about recruitment of Members and retention, brought me very close to our Members. This was an invaluable experience for my lifetime.

Three goals were on my plan to achieve: my three point Program: 1 + 1 / Open Eyes / Face Lifting

From the outset Members throughout the world have willingly embraced these Membership programs. All 5 Regional Conferences and many Federations and Associated Clubs took up usually 2 and often all 3 points in their yearly program. The fundamental underpinning of the 3-pronged program is “... **promoting the professional, leadership and business potential of women on all levels**”.

Members' encouraging letters, emails and verbal confirmations in support of the program deepened my commitment to engaging with our Members, promoting them to leadership, encouraging them to take responsibility in all fields and supporting them to re-energize their own club and retain their Members. Members took up issues such as the gender pay gap, gender budgeting and more women in decision-making, accepting new strategies and integrating them into the Club life. This was very rewarding.

1 + 1

The 1 + 1 campaign started at the end of 2008. Clubs and Federations were challenged to double their reported Members between 31.12.2008 to 31.12.2010. The results of the 1 + 1 program are overwhelming! Not only because 10 Clubs, 1 Federation and 1 Young BPW group reported the doubling of their Members, but because so many Clubs worked really hard and conscientiously to make their meetings attractive and relevant to Members and potential Members. They understood that if BPW lose more Members, the organization is at risk.

Reported results Federations and Clubs for the 1 + 1 Competition

Name	Initial	Increased	Total
BPW Athens, Greece	20	41	61
BPW Australia, Sydney	14	17	31
BPW Belgium, Waregem	20	20	40
BPW Cyprus, Nicosia	56	115	171
BPW Cyprus, Pafos	20	32	52
BPW Germany, Düsseldorf	22	29	51
BPW Germany, Hildesheim	10	18	28
BPW Johannesburg, South Africa	20	48	68
BPW Spain, Barcelona	24	24	48
BPW Spain, Tarragona	21	21	42
BPW Taiwan	200	205	405
Young BPW Cyprus	20	23	43
	447	593	1040

Open Eyes and Face Lifting

I recognize that the slogan 'Open eyes' is now embedded in our language, and that many Clubs and Federations were “open” to new ideas, challenges and learning processes to grow their Clubs and worked on their 'Face lifting' to make BPW visible in their location. This will energize BPW, not only at the international and regional levels but also at the grass roots.

Travels

American Samoa: Pago Pago; Argentina: Buenos Aires; Australia: Harvey, Perth; Belgium: Brussels, Waregem; Benin: Cotonou; Bulgaria: Sofia; California: Las Vegas, Los Angeles; Canada: Toronto; Denmark: Copenhagen; Germany: Munich; Greece: Athens; Italy: Rome, Vicenza; Jordan: Amman; Kuwait; Malta: La Valletta; New Zealand: Auckland; Nigeria: Abuja; Singapore; Switzerland: Basel, Berne, Fribourg, Geneva, St. Gallen, Zürich; Ukraine: Donetsk, Kiev, Chernigov; USA: Long Island, New York

New Clubs and Federation

Besides examining all the application forms and reviewing the Constitution for each new Club and Federation, my daily communication with the Presidents was very important for supporting, encouraging and empowering Members in their new roles. To my great joy, I have encouraged many new Clubs to start their BPW journey.

2009: Asia Pacific: Kuwait; Pago Pago, American Samoa. **Europe:** La Valletta, Malta; Adana, Turkey; Kurzeme, Latvia. **Latin America:** San José, Costa Rica. **North America:** Federation EPW USA. **Individual Associate Members:** Vietnam, Tunisia, Lebanon, Syria, Saudi Arabia, Germany and Switzerland (while travelling)

2010: Africa: Johannesburg, South Africa; Lusaka, Zambia; Bamako, Mali; Yaoundé, Cameroun. **Europe:** Athens, Greece; Nis, Serbia; Praha II, Czech Republic. **Individual Associate Member:** Vietnam, Tunisia

BPW Fellow Member: Dr. Gayle Haines, USA

2011: Africa: Niamey, Niger; Nakarou, Kenya; Harare, Zimbabwe; Edea, Cameroun. **Asia Pacific:** Ulaanbaatar, Mongolia. **Europe:** Federation: BPW Turkey. **Individual Associate Member:** Tunisia, India

Re-Birth of: BPW Sofia, Bulgaria in April 2011 and BPW Ramallah, Palestine in May 2011

Women of the Week / Friend of the Week

The “women of the week” resulted from the earlier “one of us” on the website www.bpw-europe.org, which was a great success during my term as European Regional Coordinator. It became a “must” for BPW International and achieved great success in these three years.

The *Community* and the Forum on www.bpw-international.org

Starting our own Facebook in the member section of our webpage meant we needed to motivate Members worldwide to register on the Webpage. However with the help of Past International President Tuulikki Juusela we contacted registered Members, integrated pictures and established regular use of our Community platform.

Again thanks to Tuulikki, the Forum on the BPW International website quickly became an important tool for regular online discussions amongst Members from across the world, and opened the possibility of language-based connections to better involve our Members.

Business Pages (presented the first time in 2003 in Rome, BPW Europe Congress and redesigned in 2010)

Together with Henrike von Platen, member of the Membership Committee, we contacted in the early years over 300 Members to renew their Business Pages and supported them by integrating photos, text and logos. Sincerely, the Business Pages should be more used by Members: we have so many Members active in business and the professions but they are missing the opportunity to promote their expertise and experience through the BPW website. The clear intent when the Business Pages were created was that the income would be used to cover website expenses. It was expected to be self funding, however, unfortunately that has not resulted.

The roster www.bpw-roster.info

The roster (installed since 2004) provides a helpful tool for all Federations and Associated Clubs to register online their executive Members, contact information and member numbers. New logins and passwords are sent regularly to support affiliate Presidents to keep their part of the roster up to date. The tool has a great value and is invaluable also for the President’s Office, Member Services, Finance Director and Coordinators.

Worldwide communication

I produced regular updates for Members on the E-news, which is circulated to all Members who are registered on the website. In this triennium the group emails for all 5 Regions (Presidents of Federations and Associated Clubs) were updated, as well as the Group Mails for Standing Committees and Taskforces. This is an important tool for our communication.

Connections for the benefit of BPW International

I am member of the European Institute of Women’s Health, representing BPW International. This allows regular exchange of inputs and recommendations on European level.

I am also a Member of the European Commission Network, representing BPW International in the context: “More women in decision making”. This requires attendance at two annual meetings in Brussels and to report on BPW programs. This Network enabled me to invite Belinda Pyke, Director for Gender Equality and Non-Discrimination, European Commission to participate in the BPW panel and workshop in New York during CSW 2009/2010 and 2011. I was able to arrange that the Swiss Mission sponsored and hosted the BPW Gender Budgeting side event in 2009 and to invite Dr. Brigitte Schnegg, Interdisziplinäres Zentrum für Geschlechterforschung of the University of Berne Switzerland to be our speaker.

Presidents' Seminar

I attended the 2009 and 2010 Presidents' Seminars where I delivered presentations on Membership and Communication and conducted break-out sessions. My Membership workshops at the BPW Asia Pacific Regional Congress and the BPW Australia National Conference in Perth, Australia achieved overwhelming results, generating an increase in Members after applying the program. I am grateful to Manjul Batra, BPW California, for sharing her Membership renewal documents which I adapted for a worldwide audience.

Activities with the BPW International Executive Board

I attended all Executive Board Meetings in New York, Long Island, and other ad hoc meetings where Executive Members gathered at regional meetings. For me personally teamwork is very important.

At Executive Board level we enabled good practice by working together, respecting each other's viewpoint and seeking the best solution for the benefit of our Organization. We were able to get to know each other better thanks to the great hospitality of President Liz and her neighbors where we could stay 'in house' and share thoughts particularly after official BPW meetings.

Travelling with the President to many countries meant that we could discuss concerns and ideas and work closely together. Regular contact with the Finance Director enabled us to follow up on outstanding dues, advise low Income countries about dues reductions, and keep account of goods sold on travels.

I worked closely with the Executive Secretary to confirm the regulations, official wordings, and checking all application forms for the creation of new Clubs and Federations. My language skills were of great benefit to the Constitution Reform work, as I could advise on the meanings of terms in different languages.

The support and teamwork of the Regional Coordinators was very important, especially when new Clubs were created. Meeting new Club Members at the Regional Congresses was a highlight since face-to-face meetings helped to clarify and sort out so many points.

DVD 80th Birthday of BPW International

The DVD for the Celebration of the 80th Birthday of BPW International was presented the first time in New York 2010 at the first celebration in this occasion. My personal sponsoring of the production of this DVD, was an honour for me. The DVD was given in exchange for 'donations' to many Members worldwide and was shown at various 80th Birthday Celebrations of BPW International. The donations went to the Helsinki Congress Fund. I am proud that the history of the 80 years is visualized on this DVD, as important promotional tool for future BPW Members.

Conclusion

My six years experience working at the forefront of BPW International on the Executive Board was for me a great privilege and honour that I would not have missed in my lifetime. It made for sure "my power to make a difference" for the future. I thank all the Members worldwide for having taught me indulgence, patience, wide horizons and tolerance towards all human beings that allowed me to grow for the benefit of our wonderful organization.

As wonderful as all the experience was, the highlight of my time with BPW International was my active participation in the fulfillment of the official registration of BPW International in Geneva, my home country, and to become an Honorary Member of BPW Australia in 2010 was a tremendous honour for me which added to an awesome conclusion of the past six years.

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4.3 REPORT - Second Vice President Freda Miriklis, Australia

I came into my role with a clear purpose - to improve communication flows between UN Representatives, Regional Coordinators and members by working collaboratively with them and to develop new partnerships bringing us closer to UN Agencies and uniting affiliates through common focus in relation to our aims and objectives.

It was an ambitious aspiration but a necessary one. I have served BPW during one of the most exciting periods of the United Nations witnessing landmark decisions like the creation of UN Women - the organisation dedicated to gender equality and the empowerment of women. The reworking of the United Nations called for proper positioning of BPW International. At a time where a new level of international cooperation is being addressed, I have seen first hand the benefit of governments, civil society and the private sector, working together for a collective global good. These times demand a new definition of leadership - global leadership and this is now firmly in place for BPW International under the leadership of Liz Benham. What this could mean for BPW Federations around the world is equally exciting.

One of the wonderful opportunities afforded to me in the office of Vice President UN was the opportunity to travel around the world and speak to so many BPW women about the real impact of building closer relations between the UN Agencies and BPW. At least 2 in 3 of the members I spoke with told me that they joined their local BPW club because of BPW International's consultative status at the United Nations. I know that you value the rich association we share with the United Nations and the results of this term enable BPW clubs and federations to further enhance their membership and profile in their own countries through the newly established UN framework and BPW International architecture.

My intention right from the start was to leave this role with a stable foundation in place, a foundation that delivers results to federations and individual members in a sustainable and meaningful way; empowering my successor to quickly move into action and make her own unique contribution. With the ultimate goal of delivering real value to the membership, changes were made early on to improve efficiencies and streamline processes. While much has been achieved and reported there still remains a lot to be done.

The BPW UN architecture that I have put in place, allows us to reclaim the clear focus of representing: women in the economy and women in power and decision making roles and offers a simple structure that is refreshingly modern and innovative while building on our rich history. It is based around the following 3 BPW policy lead initiatives:

Women's Empowerment Principles: Equality Means Business (WEPs)
BPW International Equal Pay Day Awareness Campaigns
The Global Platform for Action on Sourcing from Women Vendors (MoU with ITC)

Taking a commercial approach, we embarked on the WEPs journey by identifying what the opportunities and challenges were and defining deliverables, to measure against [see WEPs Taskforce Report: WEPs Vision & Mission statement].

Because we were quick to identify the benefits, we strategically positioned BPW International to take advantage of early consultations that were organised in Australia during 2009 with leading companies and industry bodies, securing BPW International an advisory position, in a year long multi-stakeholder process. The crowning moment as a result of all our hard work culminated in BPW International being one of the few NGO voices at the table advising on the establishment of the WEPs and being acknowledged in the official UN booklet that has been translated in seven languages and distributed throughout the world. BPW International has also addressed international stakeholders at the official WEPs launch in 2010 and one year after their launch, President Benham and I were invited to address participants at the WEPs event in New York, officially opened by the Secretary General Ban Ki-moon. BPW International has formed a close working relationship with the initiators of the WEPs - UN Women and UN Global Compact (UN GC - the business arm of the United Nations). The first Under Secretary General and Executive Director of UN Women, Ms Michelle Bachelet, and the Executive Director, UN GC, Georg Kell, personally conveyed their gratitude on behalf of UN Women and UN GC to President Benham and I - a few weeks ago - at the Private Sector Track of the Fourth UN Conference on the Least Developed Countries (LDC-IV) in Istanbul, Turkey.

Today, BPW International enjoys a strong partnership with UN Women and UN GC and our role as a leading NGO has allowed us to follow in the footsteps of our courageous pioneering founders. We are now recognised as the lead voice for women and gender working with the major international corporates and Industry stakeholders around the world. Indeed we are the only women's NGO voice in this domain. BPW is again in pioneer mode, being way showers for other women's organisations. The enormous challenge for us all is in finding a systemic and sustainable way to leverage all the opportunities. It is up to us now, as astute business women, to make sure we benefit from our first mover advantage. At least BPW is back in the lead role and we have a unique positioning that places us at least two years ahead of the curve.

In addition to the strategic move to reclaim a unique voice for BPW International in the business domain there have been a number of other initiatives during my time in the Vice Presidents role that I believe have delivered real benefits to you as BPW Members and some of these include;

The CSW Handbook resulting in BPW members being some of the best briefed and best able to leap straight into the BPW advocacy role during CSW; other organisations have requested copies and new BPW members have reported that they felt empowered to participate due to the depth of the briefing.

The CSW Record Form resulted in a number of BPW members raising their profile in their local region by posting very professional reports on the outcomes of the events they attended – positioning and profiling their own expertise as well informed experts in this area.

The streamlined structure of reporting by our UN representatives and members attending UN meetings; The formalisation of UN Rep Strategy meetings and BPW Caucus Meetings during CSW have already delivered tangible benefits.

The hard yards of establishing new initiatives and putting in place the systems and processes that add value to the membership are now in place. While these initiatives have all been communicated to the membership, it is equally important that they be conveyed to members directly through “business sessions” of BPW regional, national and local conferences over the successive terms.

To engage members in international initiatives, it is imperative to educate and communicate the benefits that these can bring to our members. I strongly recommend that the major BPW International initiatives including the WEPs, the Equal Pay Day Campaign and the BPW and International Trade Centre (ITC) Survey be continued and featured during national and regional conferences and at international congresses so that members are fully aware of how they can influence the independent political, social and economic environment. It is only when members around the world are unified by purpose that we can show the significant impact of our work.

I have worked to full capacity during my term and relied very much on strong support mechanisms now in place to ensure a successful term in office. Not all of the initiatives introduced worked initially but they did give birth to new ways of doing things which supported the work of the UN Standing Committee, enabling me to make a significant contribution to BPW’s brand, profile and standing in the UN community.

From an operational perspective, I would like to thank the Finance Director for her professionalism, efficiency and ongoing support in maintaining the budget with our President and for putting in place significant systems that have served us well and that will ensure our organisation’s ongoing sustainability. The financial position restricts the organisation’s capabilities and will continue to struggle if members fail to see the significance of authoritative investment by way of dues increase. For BPW International to function it must [at minimum] be able to keep up with the cost of living. An annual, modest, rise in dues will place BPW in a more desirable financial position and able to achieve its aims without depending on the generosity of members of the Executive and the staff. It is neither businesslike nor professional to require staff to work at rates we would take exception to if corporations or governments were paying the same rates. I believe it is sound financial policy to build in a dues increase each year to cover, at least, rising costs and inflation over time. This is imperative to the ongoing viability and sustainability of BPW International.

Many members around the world have contributed to the work we have achieved and what has been built has been built together. In closing, I would like to acknowledge the support and leadership of the President, her office staff, support in New York, my fellow Executive Board members, UN Representatives, Past Presidents and members of the Australian Federation that have afforded me their willingness to assist. Actions speak louder than words and BPW International would not have been able to achieve our ambitious objectives if it were not for the tireless commitment, focus and determination of our President to leave us with a modernised International Office that has a real focus on delivering measurable outcomes for our members and affiliates.

I believe I have grown significantly as a professional woman during my term in the 2nd Vice President’s role. As is part of the BPW culture I was developed and supported to the point that I have delivered far beyond what I could have imagined at the beginning of my term in office. When I started in this role I had no idea that our team’s commitment to working with the WEPs would have resulted in BPW International’s role at the United Nations evolving from a welcomed and respected participant to actually taking centre stage and actively engaged as a recognised gender expert in the domain of working women and enterprise.

I thank you all for your co-operation, support and above all express my sincere gratitude for the opportunity to serve you. It has been a challenging but rewarding experience.

REPORT
Second Vice President
Standing Committee
UN Committee on the Status of Women
Freda Miriklis, Australia

Chair: Freda Miriklis, Australia

Members: Kathleen Ray, La Grange-Chicago; Jeanne Moulot, Africa; In Ja Hwang, Korea (2009-10) Mei-Nu Yu (Dagmar), Taiwan (2010-2011); Cristina Gorajski Visconti, Italy; Ela Gokalp, Turkey

[To be read in conjunction with the 2nd Vice President's Report]

This triennium saw an increased level of participation and engagement by BPW International at United Nations meetings and many new initiatives launched throughout the term. The point of difference for BPW as a business and professional women's organisation is that we are the voice of working [business and professional] women. The two critical areas in relation to the Beijing Platform for Action that continue to be core BPW business is the representation of women in the economy and women in decision making roles. All the UN communications and policy led initiatives developed during this term were centred around this with key activities and events defining what we stand for and communicating this message internally and externally.

The 2nd Vice President's office introduced new models of working groups to achieve what has been done and to support the work of the UN Standing Committee. Initially, I requested that the President appoint members to a UN Editorial Taskforce to support the work of the UN Standing Committee. While the concept was sound, the taskforce did not eventuate but gave birth to many other working groups including - the CSW Working Group, UN Representative Reaccreditation (Advisory) Working Group, CSW Planning Group, BPW CSW Handbook Working Group and the Women's Empowerment Principles (WEPs) Working Group [whose work laid down the foundation for the WEPs Taskforce with the Working Group continuing to offer secretariat support to members of this taskforce thereafter].

When I first came into my role I was overwhelmed by all the work that BPW International was involved with at the United Nations level and with the many under resourced Standing Committee and Taskforces. I felt that in our efforts to be all things to everybody that somehow BPW had lost its ability to make a high impact and be recognised as expert in any defined way. Our determined focus on clearly defined policy led initiatives this term (see 2nd Vice President report) has allowed us to be coherent about what we stood for allowing us to identify strategic opportunities, positioning and creating a robust framework for BPW International. We may be over eighty years old but today we are a modern, innovative, professional and business-like organisation that is ready to lead and grow as the gender voice of working women into the 21st century. Continued strong strategic leadership will advance, connect and strengthen federations around the world.

Vision taking shape

With this clear focus, BPW International has already realised the flow on benefits. Last October, I met with officials of the WHO (World Health Organization), ITC (International Trade Centre) and UNESCO (UN Education, Scientific and Cultural Organization) in Geneva to better understand emerging issues and how BPW International can improve our level of involvement and engagement. It became apparent to me that most UN Agencies didn't know what BPW stood for let alone our aims.

Interestingly, the observation made by the Technical Officer of WHO [in relation to the Health Standing Committee submission] was that BPW Affiliates are doing commendable health related projects but there was no cohesive clarity around the various health related projects submitted so the reports and information provided by BPW International was not able to be used in any meaningful way by the WHO. This made assessing the impact of affiliates work difficult with a preference for BPW Affiliates to report against one common theme coloured and contextualised with different cultural and social experiences recorded. After clarifying the BPW core values and communicating our policy led initiatives, the WHO expressed an interest in leveraging our recognised expert status in the domain of industry and business, demonstrated by our lead role with the WEPs. In particular, they identified Principle #3 as an appropriate focus for Affiliates in the next term and pointed out that a study around the health and well-being of women at work

was of relevance and significance to them. They are most interested to explore the different aspects of health, safety and well-being from the CEO's office to the factory floor to the supply chain and what that may look like across the different regions. An understanding was reached that Principle #3 of the WEPs will be the BPW International WHO focus for the next reporting period. I will be working with the incoming Health Chair to reach out to Affiliates interested in the WHO opportunity to raise their profile in this area by making a real and valuable contribution to the WHO by focusing on the collection of "best practice" workplace examples during this next triennium.

This new focused relationship with the WHO holds the seed of evolving BPW's relationship and profile to the point where we can also earn the right to be recognised as the expert gender voice in the domain of industry and enterprise; replicating what has been achieved for BPW through our stronger focused relationship with the UN Global Compact and UN Women through the WEPs.

We have made the start to reclaiming our power and positioning ourselves as unique amongst other NGOs by having a clear focus. BPW International became one of the most influential women's organisations in the world during an era when no other women were speaking out for the hard issues facing working women. Today, there are a raft of women's organisations and the increased competition means that BPW needs, more than ever, to identify and be clear about our point of difference and reclaim this focus, it is our foundation strength and strongest worldwide voice. We need to be at the forefront driving gender discussion and debate. When matters of equality, gender balance, equal pay and sex discrimination are raised internationally by governments, private sector, academia - they should be consulting BPW International, and our affiliates in individual countries, as the first voice of choice. We will need to be selective in the initiatives we take-on and I feel that the groundwork in place brings us one step closer to achieving this vision for Affiliates nationally and internationally.

Maintaining Consultative Status and Representation

During this current reporting cycle, BPW International successfully maintained official relations with WHO and successfully maintained our UN Department of Public Information (DPI) association by way of Annual Review [this review was previously submitted triennially].

At the time of writing, BPW International also submitted its ECOSOC Quadrennial Report in May 2011 outlining our contribution to the work of the United Nations and its subsidiary bodies, including the Millennium Development Goals and other internationally agreed commitments. [The full report can be found with the reports of the UN Representatives in this handbook and I commend this to you]. In preparing this year's report, I was reminded of the tremendous amount of voluntary work that is done by all our UN Representatives. I would like to thank each of them for their valuable contribution and for their continued service to BPW International. I personally have learnt so much and enjoyed working with them all. It is with great pride to know that our UN Representatives are leaders serving as Vice Presidents, Chairs, Editors and members of substantive NGO Committees. I especially acknowledge Eva Richter for her enduring support that has allowed me to grow in this role and willingness to edit numerous ECOSOC statements and UN reports this term.

Earlier this year, BPW International was one of the 20 member organizations elected to the CoNGO (The Conference of NGOs in Consultative Relationship with the United Nations) Board at its triennial General Assembly. The Board meets at least twice a year in Geneva or New York and we look forward to making a significant contribution.

BPW International was also officially recognised as a Civil Society Organisation (CSO) of the Organisation of American States (OAS) accrediting North and Latin America members to meetings.

Global Compact (GC) Signatory

In April 2010, BPW International became signatory to the UN Global Compact (UN GC) - pledging to support the ten principles in the areas of human rights, anti-corruption, labour and environment. We have positioned BPW International to offer the following at the international and national levels: knowledge and thought leadership in shaping special initiatives and workstreams; setting international labour standards; furthering partnership projects; and helping to hold business accountable with respect to their commitments to the Global Compact and its ten principles (see UN Global Compact Report for more details). Federations are urged to be involved in the activities of the Local Networks to raise their profile amongst company participants. I encourage all federations to take advantage of this unique opportunity.

Significant UN Meetings

A list of UN meetings attended by our UN Representatives can be found in the detailed ECOSOC Quadrennial Report (see report in Congress workbook). I would like to highlight the fact that because of our association with the GC and the International Trade Centre (ITC), BPW International today is invited to UN meetings not only as attendees but as presenters and gender experts to address UN Meetings.

As GC signatories, BPW International was formally invited [for the first time] to a GC meeting. In June 2010, I accompanied our President to the 10th Anniversary of the UN Global Compact Leaders Summit where the WEPs were presented to over 1,000 CEOs and endorsed by 39 of them [this figure is currently over 180 CEOs]. The opening address to this high-level meeting was given by Ban Kimoon with welcome by Mayor Bloomberg. This is a significant association that positions us with the private sector to lead discussions on gender bringing a specialized perspective to discussions.

A few days later we joined UN Representatives in New York to attend the momentous Fourth Annual High-level Segment (HLS) focused on the theme of Gender Equality and Women's Empowerment. The adoption of the Ministerial Declaration [focused on progress, challenges and implementation gaps, identifying strategies to effectively implement international commitments on gender equality] coincided with the historic resolution passed for the establishment of the new entity for gender equality - UN Women. ECOSOC President Hamidon Ali described the 2010 Substantive Session as a "groundbreaking session". President Benham and I were also invited by ITC to attend a high-level breakfast with ministers and ambassadors at the ECOSOC Annual Ministerial Review where President Benham spoke and signed a Memorandum of Understanding with the Executive Director of the ITC.

In September, President Benham was invited by the GC to attend the High-level Plenary Meeting on the Millennium Development Goals (MDG Summit), participating in the private sector track where businesses contributed to an action agenda for achieving the MDGs by 2015.

In August 2010, I had the pleasure to lead the BPW delegation to the 63rd Annual UN DPI/NGO Conference, Advance Global Health: Achieve the MDGs, that took place in my home state of Melbourne, Australia. This was very well represented by 12 members and 2 youth including the Chair, Health Standing Committee; BPW UN Representative, Geneva; Past President IFBPW; and the current and Past President of BPW Australia. BPW International's participation included: organizing a side event, participating in the NGO outcome document and providing an exhibit that showcased Health Projects from around the world and acted as a clearing house for health-related information from our workshop partners and other relevant local health organizations and entities. In 2011 this conference will be held in Bonn, Germany and we have been able to share our experience with BPW Germany so that they can begin early planning and seek members' involvement.

In May 2011, I accompanied President Benham to the Fourth UN Conference on the Least Developed Countries (LDC-IV) in Istanbul, Turkey. This meeting is held every ten years and brought together international leaders from government, business and civil society to focus on actions and opportunities to help the 48 nations at the base of the global pyramid – termed the Least Developed Countries (LDCs) – achieve more stable, prosperous and sustainable economies and communities. We were invited by the GC to the Private Sector Track and invited by the ITC to participate in ITC's World Export Development Forum (WEDF) and workshop on "Engaging Women Vendors in the Tourism Value Chain: Impacting Human and Economic Development" where President Benham and BPW Turkey President, Arzu Özyol, addressed high level meetings. BPW International is now a consulted voice firmly at the table for ITC and GC meetings with opportunities being afforded to federations also.

BPW Outreach

BPW International supported the Gender Equality Architecture Reform (GEAR) Campaign and during 2009, the Committee reached out to Regional Coordinators and members in support of the principle of a universal mandate to address women's empowerment in all countries and strategic operational presence at the country level. Members contributed recommendations regionally in relation to what they considered were priorities for the new UN Women.

The Committee also supported Preparatory Meetings for the Beijing + 15 Review. The Standing Committee engaged Regional Coordinators and members to establish BPW B+15 Working Groups to provide input and feedback during the meeting in New York. In preparation for this review, the UN regional commissions worked with the UN Division for the Advancement of Women (DAW) to distribute and collect questionnaires from governments about their laws, policies and practices related to gender which Affiliates contributed to. Committee members worked with Regional Co-ordinators to engage in preparatory meetings discussing progress made in the implementation of the Beijing Declaration and Platform for Action by members, feeding into regional discussions and referring to the national level of implementation by country. Members were involved in regional preparatory meetings in the lead up to the 2010 Global NGW Forum that preceded the 54th session of the UN Commission on the Status of Women (CSW 54) to review the implementation of the BPfA.

In October 2009 I led a BPW delegation to the Asia Pacific NGW Forum on Beijing +15 at Miriam College, in Quezon City, Philippines, where members organized side events and contributed significantly to discussion on the implementation of the Beijing Platform for Action (BPfA). The Forum shared views on emerging economic, environmental, political, social and security issues that fed into the Global NGW Forum in New York. There were three BPW side events. I addressed the Advocating Gender Justice in the Economy Workshop and spoke about the BPW Equal Pay Day Awareness Campaign highlighting experiences from BPW Australia - the first federation to start the campaign in the Asia Pacific region.

Commission on the Status of Women (CSW)

This triennium saw BPW International's participation and list of activities during CSW grow from strength to strength. The unofficial BPW gatherings have today become major occasions on the BPW calendar of events. BPW parallel events during CSW continued to be well supported by members and participants alike, with all sessions having record attendance and often standing room only. Over this term BPW International has built credibility and a reputation for delivering professional, relevant, current and timely events pertaining to business and professional women namely, equal pay and gender balance panel discussions. Our marketing for these events is deliberate, strategic and image conscious. Annually, BPW International organised at least two highly successful side events attracting speakers of distinction which included Commissioners, Ministers, NGW Leaders, Academics, UN Representatives and BPW Members [see website for full reports]. Furthermore, UN Representatives arranged co-sponsored events through various NGW Committees. BPW International prepared and submitted 7 written statements and President Benham made an oral intervention during CSW 54.

With the support of the President, Permanent and Alternate UN Representatives in New York, we worked closely to coordinate UN related activities and events that took place during CSW. Our regular discussions were of great benefit in the lead up and assisted with planning and coordination of logistics given that the number of BPW activities and events grew, including our attendance. Having the President based in New York was very helpful. We were responsible for organising all the UN component of BPW events during CSW - parallel events, advertisement in the CSW Handbook, organizing the BPW Calendar of Events, BPW CSW Handbook, BPW Caucus Meetings, BPW Welcome Gathering, Annual UN Representative Strategy Meetings and the BPW Claire Fulcher Dinners. Exclusive private receptions organised for members during CSW 55 were in demand and well attended. We hope to continue to add value to our members by providing them with memorable experiences of New York.

In 2009, our 80th birthday celebrations coincided with the 15-year review of the implementation of the Beijing Declaration and Platform for Action (1995) by the 54th Session of the Commission on the Status of Women (CSW 54). Large, noticeable, buttons with the commemorative 80th anniversary logo were prepared by the President for members to easily identify each other during a milestone review year at the UN when attendance was at record high. These garnered quiet a lot of interest amongst non-members with people either wanting to know what they were about or wanting to buy one!

BPW Claire Fulcher Dinner

After almost 30 years of service to BPW, the retirement of Dr Claire Fulcher as Permanent Representative, NY was formalised with the inauguration of the BPW Claire Fulcher Dinner by President Benham during CSW 53. The BPW UN Pathfinder Prize - a President's acknowledgement - of the outstanding efforts of one UN Representative was also initiated to acknowledge a UN Representative that has identified pathways into the UN and represented the organisation in accordance with the new benchmarks introduced this term. While this dinner meeting is a celebration of the work of our UN Representatives, it also honours Esther Hymer through the incorporation of a candlelight ceremony to commemorate our lifelong champion of international understanding. The inaugural recipient in 2009 was Claire Fulcher; Marlene Parnezan in 2010 and Eva Richter 2011. These are the legends of BPW International today and I have enjoyed the privilege of being mentored by these inspirational women.

In 2010 we combined the BPW Claire Fulcher Dinner dinner with our 80th birthday celebrations, under the theme of "Old World Glamour" - a real highlight for members.

BPW International Equal Pay Day Awareness Campaign

After BPW Germany's success of the Equal Pay Day campaign in 2008, President Benham launched the BPW International Equal Pay Day Awareness Campaign during CSW 53 appealing to federations around the world to start their own EPD Campaigns. Our thanks to the Permanent German Mission to the United Nations for their generous support in cosponsoring our annual event. Since the launch campaigns have extended to the Asia Pacific and North America with over 40 Federations across the world reported to have started their own BPW EPD Campaigns, and in the process claiming their status as a legitimate expert gender voice in the domain of industry and enterprise – the voice of working women.

I established an EPD Working Group to learn from BPW Germany's success and support Federations interested in starting their own campaigns. President Benham upgraded this to a taskforce, appointing - Bettina Schleicher, Past President, BPW Germany - as chair. I was an ex-officio member of the taskforce. Natalie Schommler, member of BPW Germany, is the designer of the EPD logo for Europe and she has made the logo available to BPW for non-commercial use. I worked with the EPD chair and logo designer to develop a universal EPD-Logo that is used by federations worldwide. The taskforce has recently prepared an EPD brochure that is available in: English, French, Spanish, Italian, and German. Details of the campaign can be accessed at the BPW International EPD section of our website [see EPD Taskforce report]. These supports have opened the way for the benefits of an international federation to flow down to affiliates who wish to invigorate and expand their local profile and credential themselves as gender experts in their own country.

Building new relationships

While in New York during CSW, President Liz and I took advantage of the time to arrange a series of meetings. On Wall Street, we meet with Catalyst - the organization that provides opportunities to enable women and their employers to succeed and GovernanceMatrix International - a leading independent provider of global corporate governance, ratings and research. In Washington, we meet with representatives of the Women and Girls division of the White House, WE Connect International, and the Global Summit of Women. Over time these emerging relationships should also be able to be leveraged to enhance and amplify the voice of affiliates as well informed recognised gender experts in their own country.

Today, BPW International is positioned to lead the Equal Pay Day Awareness Campaign, Women's Empowerment Principles (WEPS) consultations and events and through the MoU with the UN International Trade Centre (ITC) we are building a platform to implement enterprise development, supply chain and marketing practices to empower the heart and soul of our organisation - women entrepreneurs - around the world. The initiatives also allow affiliates unique opportunities to grow their membership through the engagement with the private sector, non-governmental organisations, the UN and governments to advance and empower women in the workplace, marketplace and community.

I have enjoyed the UN portfolio more than I expected and felt privileged to have served BPW International during the "landmark year for gender issues" experiencing the 15th anniversary of the Beijing Declaration and Platform for Action – which remains the most comprehensive global policy framework to achieve the goals of gender equality, development and peace – the 10th anniversary of Security Council resolution 1325 on women and peace and security and witnessing the passing of the historic resolution for the establishment of the new entity for gender equality, UN Women.

I would like to thank members of the Standing Committee for their support during the term and all the members that contributed time, ideas to the development of our new initiatives. The initiatives of this term are an important step forward and only limited by their application. With over 90 affiliates across 5 continents, the organisation can further develop a more ambitious international cooperative architecture that can empower women, close gender gaps and unleash the potential of women everywhere.

4.4 CONGRESS REPORT - Finance Director

Sujey Albert, U.S.A.

OVERVIEW

My goal as Finance Director during the 2008-2011 triennium was to ensure that the finances are accurate, transparent and within budget. I also focused on establishing finance processes for continuity that would enable the finances to be better managed. In addition, I made it point to improve communication with the affiliates in regards to finances. I found that in doing so I was able to better understand many of the financial issues that they may have had. Many of the affiliates were appreciative of the direct and personalized communication that I've had with them.

At this time I would like to thank our affiliates for paying their International membership dues since without you BPW International would not have existed for more than 80 years. I would also like to thank our Executive Board for all their hard work during this triennium. A special thank you to our Bookkeeper, Michelle Miller, for her outstanding bookkeeping work with the BPW International accounting books.

Last but not least I would like to personally thank our International President, Elizabeth Benham, for all her support, guidance and dedication during this triennium of rebuilding future efficiency

FINANCIAL REPORT

During the 2008-2011 triennium, I have tried to maintain BPW International's income and expenditures within the approved Mexico Congress budget despite the financial crisis that the world has been experiencing in the last few years.

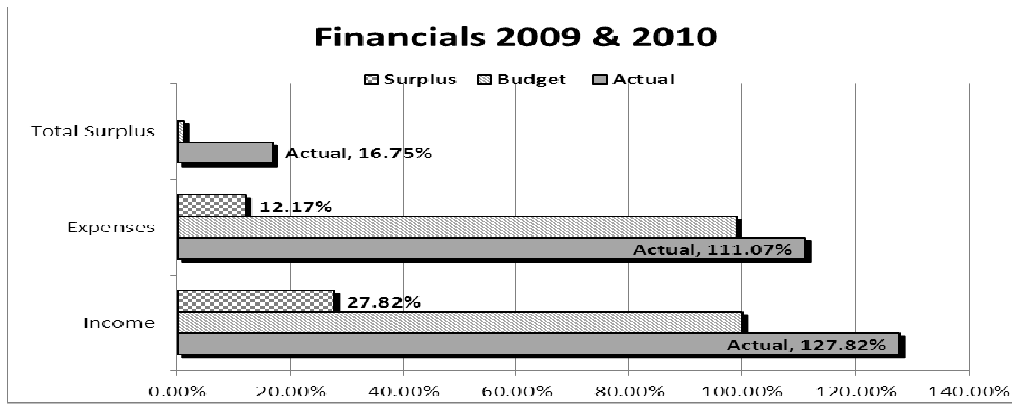
The following is a summary of the distribution of financial reporting:

- The Executive Board have received quarterly financial statements showing detailed monthly figures for the quarter.
- The Board of Directors, Trustees, and Finance Committee have received six-month financial statements showing detailed monthly figures for the six months.
- The BPW International finances have been reviewed by an accountant on a yearly basis and have been audited by an Independent Certified Public Accountant for the last two years (2009 and 2010).
- The Executive Board, Board of Directors, Trustees, and Finance Committee have received the audit report from the Independent Certified Public Accountant.
- The Congress Financial Statement will be distributed to the Executive Board, Board of Directors, Trustees, and Finance Committee 12 months after the Congress.

OVERVIEW FINANCIAL PERFORMANCE FOR 2009 – 2010

During 2009 and 2010, BPW International was able to achieve a conservative surplus. The total combined surplus for both years including a gain in foreign exchange rate was of 107,736 EUR (equivalent to 14%) of the total income. If excluding, the gain in foreign exchange the surplus was 1,669 EUR (equivalent to .22%) of total surplus. Therefore the gain in foreign exchange rate was very beneficial during these past two years but not always guaranteed.

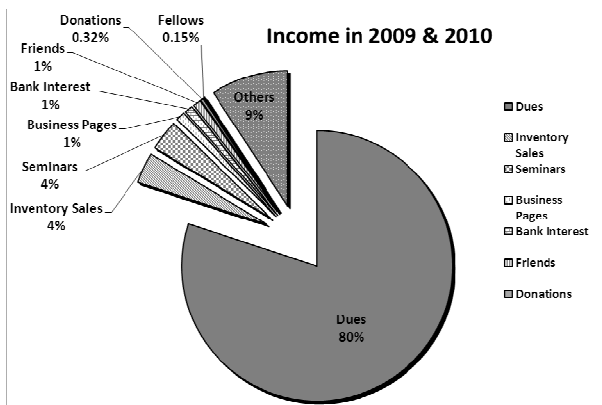
BPW International's main source of income continues to be the International membership dues however other sources of income have also contributed to an increase in the budgeted income. The organization's expenses include maintaining a President's Office, salary for staff members, reimbursement of budgeted travel expenses for the Executive Board, etc. Considering the financial crisis around the world, we have tried to be conservative with our expenses without reducing the services to our members.



INCOME

In 2009 – 2010, BPW International carefully managed the total income and was able to exceed the budget by 27.82%. However, since the main source of income continues to be membership dues, we have made every attempt to diversify our sources of income via inventory sales, Friend donations, Business Pages subscriptions, Seminar fees, Fellow contributions, etc.

During 2009 – 2010, 80% of the total income came from membership dues and 20% came from other sources.



MEMBERSHIP DUES

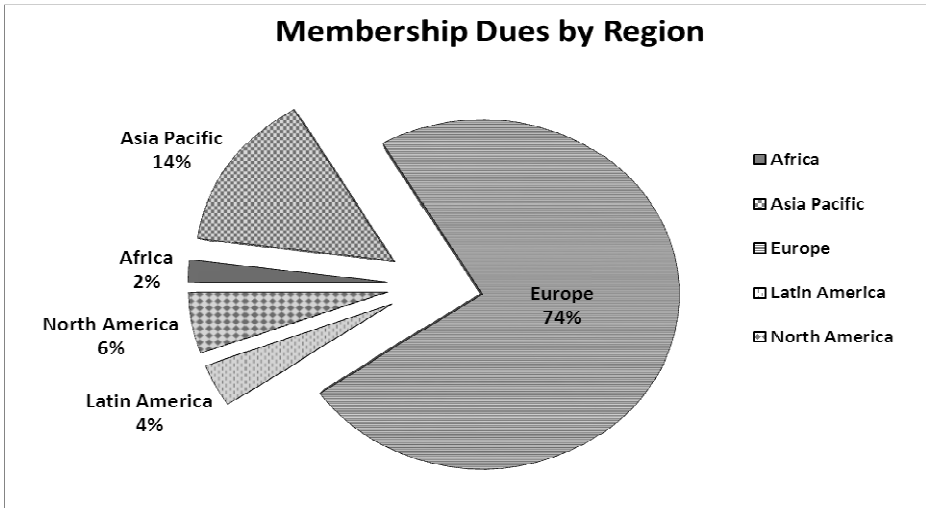
In order to improve the collection of the membership dues, we established a dues invoice and collection process. As part of the process we increased frequent communication with the affiliates especially those who had outstanding dues. In this manner we were able to provide support to affiliates who needed it and many times because of their situations could not pay for dues.

The process consisted of the following:

- Affiliates had to report their number of member by the second week of the year in order for BPW International to invoice them the correct number of members.
- Dues invoices were sent out second or third week in January with a due date of 31 March
- Quarterly reminder statements were emailed out to affiliates with outstanding dues at least once a quarter throughout the year
- Personally communicated with many affiliates who were having issues with their paying their dues and if needed even provided when possible
- Placed into effect quarterly penalties for those affiliates with outstanding dues as per our Constitution. However always being considerate to special circumstances.

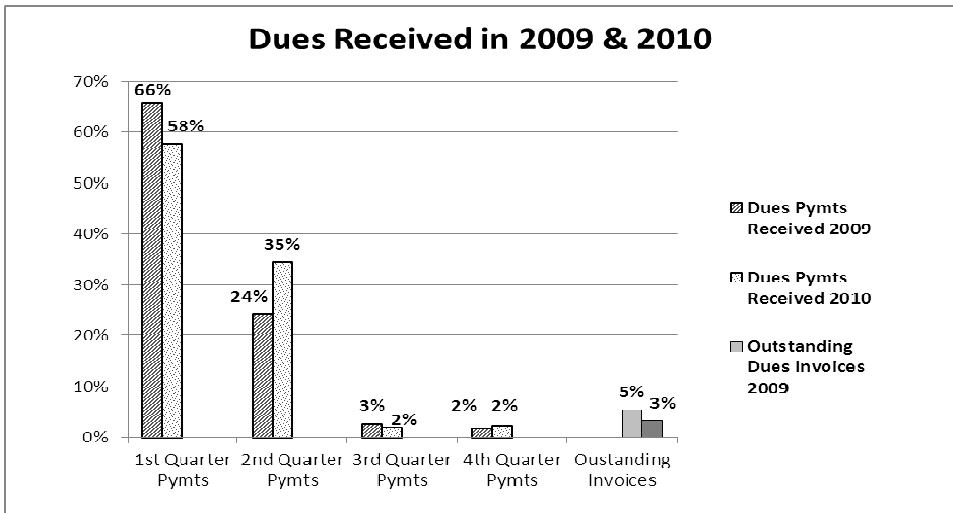
In 2009, BPW International was able to collect a total of 94% of the outstanding membership dues and in 2010 improved even further by collecting a total of 96% of outstanding membership dues.

Membership Dues by Region



In 2010, BPW International abrogated 13 affiliates due to non-payment of dues for various years.

Below is graph showing the dues received by quarter.

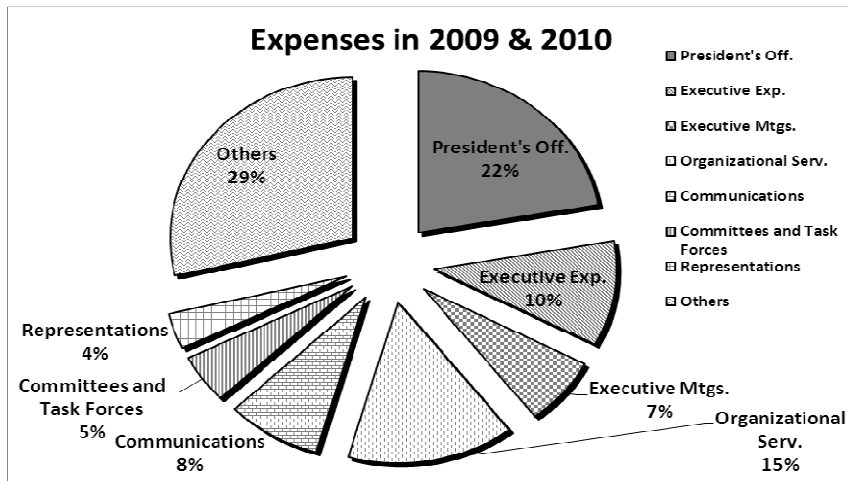


INTEREST INCOME

Unfortunately, during 2009 and 2010 BPW International did not receive the budgeted interest income due to the worldwide financial crisis. We actually received approximately 20% of the budgeted amount.

EXPENSES

In 2009 – 2010, BPW International carefully managed the total expenses and was able to expense below budget by 12.17%. The reduction mainly came from the re-organization of Member Services, which eventually became Organizational Services. This transition was needed in order to provide our member with the service that they have to expect of an international organization like ours. Organization Services is made up of several staff members who are compensated for their expertise work. Therefore, BPW International must consider the value of Organizational Services and in the services that has been provided to the members and support it with a reasonable budget.



In addition, the Constitution Review and Reform Taskforce received the approval for a budget at the Mexico Congress. However, the budget was not assigned at the Congress. A call for the repeal of Resolution 2 allowed us to assign a total budget of 11,310 EUR (equivalent to 5,655 EUR annual budget).

BATTERSEA FUND

The Battersea Fund currently has a balance of 328,295 GBP, which was the original amount received from the sale of the Battersea property. In 2009, the fund earned some interest but in 2010 in the midst of the financial crisis the fund earned very little interest in the first few months and afterwards did not earned interest at all.

During our triennium, we have seriously considered converting the Battersea Fund balance from the GBP currency to the EUR, which is BPW International's home currency. However due to the unbeneficial conversion rates, we have delayed the conversion of the balance until a beneficial rate is available.

The Battersea Fund is currently the only account that is holding us back from closing the GBP bank account and reduce yet another currency from the BPW International accounting books.

LEGACY FUND

Legacy funds are inherited donations from loyal members of BPW International. One of our loyal members was Ursula Schulthess who inherited a portion of her estate to BPW International. After a couple of years of being processed, a partial amount of the Ursula Schulthess legacy funds have finally been disbursed to BPW International.

The Ursula Schulthess Legacy included:

Type of funds	CHF	EUR	Date Received
Cash funds	144,853.96	111,671.54	EUR received on 2 May
15 shares Zurich Financial Services AG 105 dividend right certificates Roche Holding	705.45	541.97	EUR received on 26 April 2011
350 shares Credit Suisse Group AG 110 shares Holcim Ltd.	Unknown	Unknown	PENDING

A special thanks to Ursula Schulthess for very kind donation to BPW International.

ACHIEVEMENTS

The International President and I, worked closely together in accomplish many of these tasks.

- Successfully changed signatories for the BPW International bank accounts within a six-week period (except of the Congress account) and obtained Internet banking access for these accounts.
- Evaluated bank accounts and consolidated unnecessary bank account and currencies. We closed bank accounts with CHF currency. Also reduced the number of accounts by keeping only one account for each currency.

4.5 Report
Executive Secretary
Jean Murray, Australia

In addition to the handover meetings held in Mexico after the 2008 Congress, the Executive Board held 3 face to face meetings in 2009, 2010 and 2011. These were each 4 or 5 day meetings held in February that covered a very broad agenda. Time was allocated to allow the Regional Coordinators to share experiences and ideas and to put recommendations to the whole Executive Board for consideration.

The 2009 and 2010 meetings were hosted by the President's at her home on Long Island, New York, where the President's Office is located. The Executive Board thanks the President and her husband for their generosity in hosting these meetings. Being close to New York City enabled the Executive Board to participate in events at the United Nations Commission on the Status of Women and to contribute to the Presidents' Seminars.

The 2011 meeting was held separately to the Commission on the Status of Women on Long Island. This meeting focussed mainly on the preparations for Congress, including the Executive Board resolutions and the Constitutional Reform.

In addition the Executive Board officers held several skype meetings to discuss pressing issues, and Executive Board members took the opportunity to meet during Regional Conferences. These skype and regional discussions did not achieve a quorum and so no formal decisions were made.

A template was implemented for Executive Board meeting papers and reports from Chairs of Standing Committees and Taskforces to ensure that matters requiring decisions were presented clearly and justified. Action lists were prepared and followed up to ensure all actions agreed at the meeting were completed. A KIT (Keep in Touch) list was instigated in 2009 to keep track of the work of the Executive Board members, but the extent of that work and the effort to keep the KIT list up to date meant that it was not continued in 2011. The papers, minutes and action lists from each Executive Board meeting will be available to future Executives on the Webex platform.

There were three email votes of the Board of Directors conducted during the triennium:

In April 2009 the Board of Directors agreed to replace the Chair of the Legislation Standing Committee elected at the Mexico Congress

In December 2009 the Board of Directors agreed to accept the summarized bylaws (statutes) document for the application to register BPW International in Geneva, Switzerland and to return the 3% retention of the approved BPW International budget to the operating budget in order to fund the Constitution Review and Reform Taskforce.

In December 2010 the Board of Directors agreed to abrogate a list of Affiliates who had not paid their dues for several years and had not communicated with BPW international.

In each case the Board of Directors Roster was checked and validated prior to the vote.

In addition to my role as Executive Secretary, I took on the role of Chair of the Constitutional Reform Taskforce and ex officio member of the Constitutional Advisory Committee. The By-laws were amended in 2008 to separate the roles of Executive Secretary and Constitutional Advisory Committee Chair. The work of the Constitutional Review and Reform was demanding and time-consuming and limited the time that I could devote to my Executive Secretary duties.

I would like to sincerely thank Ann Swain, the Assistant Executive Secretary, who prepared the minutes of Executive Board meetings and was also ex officio on both the Constitutional Reform Taskforce and the Constitutional Advisory Committee. Ann's historical knowledge of BPW International and her understanding of the Constitution were invaluable.

Dr Jean Murray, Executive Secretary, BPW International 2008-2011

4.6 Report - Nadia Munawar
Young BPW International Congress: Las Vegas, USA
September 23rd to 25th, 2010

The Young BPW Congress was attended by 11 members representing all five regions of BPW International. Young members attended most part of the North American Regional Congress; day one was a short Leadership/Presidents Seminar. There were 5 breakout sessions for Young members during the Congress.

- Workshop entitled "The art of public speaking for young professionals" conducted by Barbara Davis
- Workshop entitled "Leading from within – leadership 101 for young women leaders conducted by Carolyn Grady
- Group meeting with President Liz Benham and First Vice President Gabriella Canonica; Role of Young BPWs within their local clubs.
- Young BPW projects - conducted by Young BPW France
- Young BPW brainstorming – Las Vegas Platform for Action

Young BPWs also had an opportunity to chat with President Liz Benham during Breakfast with the International President. Ideas for projects for Young BPWs were discussed; communication challenges faced by Young members across the global network was discussed and how Young members can participate in local club activities as well as be an active part of BPW International. President Liz recommended that the 11 members form a task force "Las Vegas Platform for Action" and assign duties to each member.

Las Vegas Platform for Action:

During the brainstorming session following challenges faced by Young BPWs were discussed:

- a) Communication
- b) Interesting and variety in our programs
- c) Demonstrating the value of the club (membership)
- d) Encouraging new members
- e) Retention methods
- f) Newsletter
- g) Website

A sub-taskforce was formed to promote new membership and try retaining existing members and to increase participation by Young members that is measurable and can be seen in the turnout at the international Congress in Helsinki. All taskforce members took the responsibility to work on updating and building a database of all active members, communicating opportunities within their clubs that promote mentorship and training for Young members.

Possibility of hosting quarterly webcast or webinar for Young BPW members was also recommended; Young members across the globe can log in and watch according to their schedule and on various topics of their interest. International President noted that she may be able to help the platform by speaking to one of her corporate IT contacts.

Some of the volunteers for the various tasks were:

- a) Communication/Database/IT
 - 1) Mialy (website & visibility on net)
 - 2) Stephanie (Database Europe)
 - 3) Wendy (Database Korea)
 - 4) Keachea (newsletter & website content)
- b) Membership (New/Retention)
 - 1) Gabrielle Stewart (Bermuda)
 - 2) Wendy (Korea)
 - 3) Diane Adou (Africa)
 - 4) Ezeokonkwo Ada (Africa)
- c) Support/Training/Mentorship
 - 1) Kaniesha Northern (USA)
 - 2) Mialy
 - 3) Keachea

Girls Night Out! As one of the most favorite BPW traditions for all Young members, the Girls Night Out was an interesting highlight of the Congress. A three hour limousine tour of Vegas was organized for Young members by the Young Representative. A hot-pink Hummer Stretch Limo took the girls around town for a fun night out! And living up to the famous saying "What happens in Vegas...stays in Vegas"; the girls had a great night, clubbing, bar hopping and of course, playing at the Casinos till early hours of the next morning!

4.7 Regional Coordinators

4.7.1 AFRICA Huguette Akplogan Dossa

Summary of meetings / Activities / work done during the period

Purpose:

- v Improve the membership
- v Facilitate members' access to information, training and education
- v Carry out lobbying and advocacy actions in view of economic capacity building of women
- v Develop the "mentoring" : for the young
- v Organise the region's attendance at statutory activities of BPW International

Improve the membership

Since I took over the Coordination of African Coordination in October 2008, the activities listed here below have been carried out:

Relaunching of the membership in the three federations and 8 associates Clubs

Map of the beginning situation

On February 6th 2009, BPW Cotonou held its Elective General Assembly

Establishment of new clubs in Côte d'Ivoire and Togo

Creating a framework of exchange between BPW women and other categories of women

With regards to membership, a relaunching exercise has been begun at country level, namely in South Africa, Morocco and Democratic Republic of Congo. Existing clubs have benefited from capacity building trainings

BPW Cotonou, Benin Celebrate his 6 years anniversary and BPW Nigeria, Organized his convention on the role of women in 50 years of Africa countries and Mrs Ihama Tinuade pass the presidency to Mrs Angela Ajala.

Assignment to South Africa (Getting in touch and relaunching of the two existing clubs)

Assignment to Accra (stock taking of the Accra club situation and getting in touch for the setting up of another club)

Assignment to DRC - follow up BPW Kinshasa DRC Club

Assignment to Congo Brazzaville and Libreville Gabon in central Africa to get a contact for a new club in these new countries.

EXISTING FEDERATIONS BEFORE OCTOBER 2008

v BPW NIGERIA

v BPW SUDAN

v BPW EGYPT

EXISTING CLUBS BEFORE OCTOBER 2008

v BPW Cotonou, BENIN ,v BPW Ouagadougou, BURKINA FASO, v BPW Kinshasa, DR CONGO

v BPW Outenika, SOUTH AFRICA, v BPW Prétoria, SOUTH AFRICA, v BPW Laayoune, MOROCCO

v BPW Ndjaména, TCHAD, v BPW Kumba, Cameroun

CLUBS CREATED DURING 2009-2011 TERM

v BPW Abidjan, IVORY COAST (2010), v BPW Lomé, TOGO (2010)

v BPW Johannesburg, SOUTH AFRICA (2010), v BPW Lusaka, ZAMBIA (2009)

v BPW Bamako, MALI (2010), v BPW Yaoundé, CAMEROON (2010), v BPW Niamey, NIGER (2010)

v BPW Edéa, CAMEROON (2011), v BPW Nakuru, KENYA (2011), v BPW Harare, ZIMBABWE (2011)

v BPW Cotonou 2, BENIN (2011), v BPW Cotonou 3, BENIN (2011)

v Individual member in Tunisia, Leila AOUICHRI's membership in 2010 who is in the process to open a club.

CLUBS THAT HAVE CLOSED

v BPW Kumba in CAMEROON, v BPW Pretoria, SOUTH AFRICA, v BPW Laayoune, MOROCCO

v BPW Ndjamenana, TCHAD

Facilitate members' access to information, training and education

Facilitate and encourage access to information through animation and updating of the website. Initiate the publishing of a newsletter for the African region.

As it concerns communication, emails have been exchanged between Presidents and members on issues bordering on:

Ø Creating awareness and mobilizing Presidents to register for the Presidents' training in New York

Ø Create awareness amongst Presidents to inform their members about registration for the Abuja Regional Congress

Ø Reminder to federations and clubs that have not paid their due to-date

Ø Involvement of BPW members in Taskforces and Standing Committees

It should be noted also that on the BPW International's website, a discussion group has been created which constitutes an ideal framework where members, especially BPW Cotonou members. This discussion group provides an avenue for exchange of ideas amongst them. It is also a group of mutual capacity building.

Three news letters have been done to inform

Involvement of BPW Africa members in Taskforces and Standing Committees

Follow-up of involvement of BPW Africa members in Taskforces and Standing Committees

Carry out lobbying and advocacy actions in view of economic capacity building of women

Make BPW known at the African Union level and carry out lobbying and advocacy around resolutions adopted during congresses and particularly the equal sharing of responsibilities, equal pay and gender based budgeting.

A National Forum of BPW Cotonou, on the roles and responsibilities of Business and Professional Women in economic governance in Benin is scheduled to hold on the 19th September 2009.

Cotonou Forum organized by BPW Cotonou, from 11th to 13th November 2010, on "Economic governance: Women in informal sector, challenges and perspectives"

At the Cotonou Forum hosted by BPW Cotonou from 11 to 13 November 2010 in Benin, the Presidents of African federations and clubs came together. Several issues were discussed at the meeting. More specifically the debate on the revision

of the constitution of BPW International, the functioning of federations and clubs and the difficulties they face, identifying the needs of the federations and clubs as well as partners that can support in this direction and finally the preparation of the Helsinki Congress. In addition to these issues, resolutions and recommendations were made,

Regarding the task in the region. Out of the three federations in the continent, only Nigerian federation was present. Clubs and members present were: BPW Abidjan Côte d'Ivoire, BPW Kinshasa, DRC, BPW Ouagadougou, Burkina Faso, BPW Cotonou, Benin, Yaoundé BPW, Cameroon, and BPW Lusaka, Zambia. Presidents took major decisions for the life of BPW on the continent and particularly proposed the establishment of an institutional and organizational framework at the regional level to facilitate the work of the next Regional Coordinator that Nigeria proposes herself to undertake. They also proposed a harmonized scheme which will take clubs and federations' activities into account and their contributions at BPW International and United Nations' level. Finally, two committees were set up to monitor each component.

PROJECTS

Under my tenure, we have gone into partnership with other associations among which I can list the « Association Esthéticiennes Sans Frontière » (ASESF) beauticians, established in Switzerland to award scholarships and setting up of young girls wishing to pursue a career in beauty (Aesthetics). The first set of scholarships was officially awarded on the occasion of the Opening Ceremony of BPW Cotonou General Meeting. This project will gradually extend to other African countries.

Negotiations are also ongoing for a partnership with BPW Munich for the Water for Women Project and the participation of YINKA of Nigeria to Water process with the Standing committee on Water Issues.

Difficulties encountered

Lack of information on the part of federations and clubs with a view to publishing them

Lack of information to keep the website going

Lack of financial resources to adequately undertake country to country missions

Suggestions for future Plans

· To federations and associates clubs to continue to increase membership in them countries and inform members on all the benefit of BPW and opportunities, to continue to ask the to fill the ITC Survey,

· At Africa Level we have to lobby at Africa Union (Because in this trienium we didn't have opportunity after all the tentative of President office and Executive secretary to get our Ethiopian representative in Addis Ababa to evaluate what have been done for BPW members)

· Sharing of experiences beetwen clubs in Africa and twinning among them and others continents clubs.

Monitoring to Youngs BPW and follow the process of the choice and after Consultation of Presidents one Dynamic to represent Africa.

· Encourage the Presidents to identify in our region «Friends and Fellows»

Conclusion As a conclusion, it is obvious that important activities have been accomplished with very encouraging results, however, there is still much to do, if the fixed goals much be achievement in the African region.

With the great fabric from BPW Abidjan Cote d'Ivoire for all BPW Members.

4.7.2 Regional Coordinator Young Hai Park,

Asia Pacific Triennial Report to the 24th BPW International Congress Helsinki (2008-2011)

It is my great pleasure to report on the activities of the triennium 2008-2011, which was expanded and enriched on international and regional levels by BPW events, seminars and conferences. BPW Asia Pacific enjoyed multiple meaningful events and achievements and made progress on key issues of international and regional focus. The report covers five categories:

Regional Coordinator's Visits and Key Issues

Asia Pacific Regional Conference

Membership Strengthening

UN, International and Regional Events

Media Coverage

For the accomplishment of my tasks as the Regional Coordinator, I owe a great deal to the leadership of the President International and the two Vice-Presidents and the Executive Secretary, and to the friendship and the collaborative team spirit of the five Regional Coordinators, in addition to the support of national presidents of BPW.

Regional Coordinator's Visits and Key Issues:

Visit to BPW Taiwan: December 2008

Visit to BPW New Zealand: April 2009

Visit to APEC and BPW Singapore: August 2009

Visit to BPW Singapore General Assembly: December 2009

Visit to BPW Philippines: October 2009

Visit to BPW Korea Receiving International President: September 2010

Visit to BPW Korea National Meeting and General Assembly: November 2010

Visit to BPW Japan and Meeting with APEC WLN participants: September 2010

Visit to New Zealand and Oceania Sub-regional Conference: July 2010

Visit to APRC and BPW Singapore: October 2010

Visit to BPW Australia Triennial Congress and General Assembly: October 2010

Visit to Global Summit of Women and BPW Turkey WEP Seminar: May 4 2011

Asia Pacific Regional Conference

Asia Pacific Regional Conference (APRC) took place 15-18 October 2010, hosted by BPW Singapore, under the theme of "Empowerment of Women to make a Difference". About 150 participants came from 17 countries, including International President Liz Benham, first Vice-President Gabriella Canonica, second Vice-President Freda Miriklis, Executive Secretary Jean Murray, Immediate Past President Chonchanok Viravan, and Past Presidents Pat Harrison and Antoinette Ruegg. After the welcome and opening speeches, Singapore Minister Lim Hwee Hua spoke to delegates about policies to help women to realize their full potential as leaders: creating equal opportunities for all, building women's capabilities and creating support structures for women in the workplace.

Pre-conference workshops were delivered on Equal Pay Day Campaign, Women's Empowerment Principles and Constitutional Reform.

The first Asia Pacific Presidents' Meeting was attended by 11 Presidents (or proxies) of Federations and Associate clubs: Marilyn Forsythe(Australia), Nilufar Sultana(Bangladesh), Masako Hiramatsu(Japan), Eunmee Hwang(Korea), Ambica Shrestha (Nepal), Anita Devcich(New Zealand), Nuzhat Ikramullah(Pakistan), Ng Hong(Singapore), Fu-Mei Chang(Taiwan), Pornsiri Dirabhatana (Thailand), Unn Sophary(Cambodia). After discussions, the Presidents agreed on Asia Pacific regional dues of 1 euro per member to be collected from January 2011 and to form a committee to draft guidelines and assist its management for the Regional Coordinator. The regional dues will assist the Regional Coordinator's travels to visit the region and support regional projects and action plans. The Presidents' meeting identified two candidates for Regional Coordinator Asia Pacific. Susan Jones(Australia) was selected by a vote of the Regional Conference.

Claire Chiang(Singapore) and Dr. Insook Yang(Korea) spoke on "Empowerment of Women by Work-Life Balance" and Dr. Chonchanok Viravan and Dr. Young Hai Park on "Empowerment of Women in Business". International President Liz Benham presented highlights of the achievements of BPW. The contribution of Dr. Antoinette Ruegg on Emotional Intelligence was very much appreciated by the audience. The International Executives gave presentations on Membership (Vice-president Gabriella Canonica); UN related activities (Vice-President Freda Miriklis); Constitutional Reform (Executive Secretary Dr Jean Murray); and Resolutions (Dr Pat Harrison). Subsequent presentations focused on Asia Pacific activities and concerns.

Membership Strengthening

AP region has 13 Federations and 10 Associate Clubs in 20 countries. We congratulate Taiwan and Australia for their increase in number or in clubs. I am pleased to report the new clubs established: Ulaanbaatar-Mongolia, Pago Pago-American Samoa, and re-launched club, Ramallah-Palestine. Unfortunately, the following clubs have been abrogated due to their lack of reports, outstanding dues, and absence of communications since the last triennium: Bahrain, Philippines, UAE, Saudi-Arabia, Uzbekistan, and Yemen.

BPW Asia Pacific congratulates those receiving Power to make a Difference Awards: Australia, New Zealand, Taiwan, Jordan, Nepal and Thailand.

AP region has increased in twinning clubs during this triennium: Seoul-Korea / Tokyo-Japan; Incheon-Korea / Nagasaki-Japan; Jeju-Korea / Kaos'iung-Taiwan. I congratulate the efforts of Korea and East Asia to expand and strengthen the networks which will contribute to attracting more members to the International Congress in 2014 in Jeju, Korea.

Due to financial constraints, some clubs needed help to pay their international dues, so I found sponsors for Sri Lanka for two years and myself support for Siem Reap –Cambodia to pay their dues.

The Oceania Sub-regional Meeting discussed how to increase more membership in new islands and as Regional Coordinator I offered 1,000 USD to establish 2 BPW clubs in any two new islands in Pacific. We are going to have a new individual member in Vanuatu, and once the process is advanced, she will be given 500 USD to help establish a club in Vanuatu. Pago Pago in American Samoa has been doing a good scholarship program for girls.

Pakistan, New Zealand and Japan suffered from flood, earthquake and Tsunami respectively in each country and BPW tried to help them in a strong sisterhood.

UN, International and Regional Events

My most active involvements have been through my involvement in CSW NGO events and Parallel Workshops since Beijing and in NGO Forums as a steering committee member of APWW(Asia Pacific Women's Watch) since 2000, in APEC WLN since 2005; and in the Global Summit of Women since Morocco, 2003. During this triennium, BPW Asia Pacific received a high profile through my involvement as a speaker, workshop organizer, focal point and steering committee member. The followings are some of my more important contributions and networks:

CSW, 2011: Workshop Chair and Organizer, "Multicultural Society and Women in Asia"

APEC WLN, APEC DEW, Singapore 2009: Speaker, "Green Growth and the role of Women"

APEC WLN, Tokyo 2010: Kick-Off Seminar Speaker, " Gender and Diversity in the Global economy"

NGO Forum for Beijing +15, 2009: Workshop Chair and Organizer: Gender and the Economy"

GSW, Istanbul, 2011: Networking with UN Secretary General and Korean Minister of Gender Equality and Family, Irene Natividad, SungJoo Kim, First Lady of Malaysia

B) UN/BPW policy Issues:

The first Women's Empowerment Principles (WEP) seminar was co-organized by BPW Asia Pacific and BPW Korea, sponsored by the Korean Ministry of Gender Equality and Family, in September 2010.

There were many Equal Pay Day Awareness Campaigns conducted by clubs around the region, in particular Australia and New Zealand and recently in Korea.

The Myung-dong Declaration of BPW Korea was reported in the KBS Broadcasting News on 21 May, with widespread media coverage through *Yeonhap News*.

Media Coverage and Highlights of BPW Asia Pacific Initiatives

(Photo Galleries in <http://bpw-asiapacific.org>)

- Interview: *Women's News*, December 2008
- APEC DEW, Singapore, August 2009: APWINC Website
- APEC WLN Singapore Presentation, August 2009: APEC WLN Website
- AP NGO Forum for Beijing +15, Quezon City: Workshop highlight picture (October 2009), *Sisa interview*, November 2010
- APEC WLN Singapore: BPW AP Luncheon Meeting with BPW Singapore Members, 2 August 2009/ Dine Around with BPW Singapore Members, August 4, 2009
- Workshop on Womenomics and Women's Empowerment Principles: BPW Asia Pacific in collaboration with Philippines Women's University, NCW Philippines, PBW Philippines, Manila, with recommendations sent to UNIFEM through UN Chair. October 26, 2009: Picture on the Website of BPW Asia Pacific.
- Women's Empowerment Principles Seminar: *Women's News*, Article, Sept'10
- Luncheon Meeting with BPW Japan, APEC WLN Participants, Sept. 21, 2010
- Asia Pacific Regional Conference: *Korea Herald Economy*, Article, Dec. , 2010
- UNGC Korea Breakfast Meeting with UNSG Ban Ki-Moon ,G-20:November 2010
- UN CSW 55: "Multicultural Society and Women in Asia" Workshop Summary in the ISIS/APWW/AP-Meet mailing, March 2011
- UNGC Korea Workshop on Women's Empowerment Principles, April 19 2011
- UNIFEM Luncheon with Michele Bachelet, UN Building Dining Room, February 25, 2011: Picture with Mrs. Ban Ki-Moon
- UN Women Director Michele Bachelet: Interdialogue with NGO leaders and Activists, February 26, 2011, Church Center, Pictures
- Twinning of Jeju-Korea/Kaos'iung-Taiwan: 29 April, 2011, *Jeju Ibo /Jeju Weekly*
- UNGC Korea Seminar on Women's Empowerment Principles, April 19 2011
- Global Summit of Women: Korean Delegates with UNSG Ban Ki-Moon, Global Women's Leadership Award, Istanbul, May 2011
- Korea Equal Pay Day Campaign, Seoul, May 21, 2011, *KBS News(TV)*

4.7.3 European Regional Coordinator Amélie Leclercq

Objectives

- Support and structure the work of the affiliates in Europe
- Develop visibility of BPW Europe and service to our members
- Reinforce the visibility and activities of Young BPW at European and national level

Increase visibility of BPW Europe in the European Institutions and Council of Europe

Support and structure the work of the affiliates in Europe

The European Region of BPW International includes many affiliates and many members. **Travelling** is thus a big part of the Co-ordinator's duty I was able to meet members in 21 countries and the European Coordinating Committee has helped me with meetings with other clubs and federations. However, it is not possible for the Regional Coordinator to be in permanent and regular contact with all the federations and clubs. I have tried to establish **priorities to support** those federations and clubs which had the most need and wish to discover the international aspects of our network and to start participating in key International projects such as Equal Pay Campaign or mentoring. The latest information received during the presidents' meeting in May 2011 show that in 2010 Equal Pay Day activities were developed in 16 countries and that mentoring programmes are starting in Spain, Sweden, Austria and other countries.

It was also necessary to give more regularity and structure to activities at European level. In January 2009, a **legal structure** called BPW European Coordination has been registered under Belgian law to allow for development of activities (management of European fees, membership in the European women's lobby, official recognition by the newly created European Institute for Gender Equality, organization of European activities and insurance).

Furthermore, it was decided to **separate the organization of the yearly presidents' meeting** from the organization and timing of European or International congresses as the 2009 European Congress in Munich showed that when the presidents' meeting was held at the same time than a Congress, it meant that the presidents did not have any time to participate in the congress's activities while the members did not meet with the presidents, ECC and Coordinator who were otherwise engaged. To ensure that as little time and human resources are dedicated to organization of meetings' logistics and comply with legal obligations, it was decided in 2010 that, from 2011, each yearly presidents' meeting would take place in May in Brussels. Having repeat actions allows the Regional Coordinator and European Coordinating Committee to dedicate more time to developing strategies, networking and contents.

Develop visibility of BPW Europe and service to our members

On the basis of exchanges with presidents, with members of the European Coordinating Committee, with European members in various committees and taskforces and my own ideas, actions have been taken to make BPW Europe more visible and provide additional opportunities for our members.

The result of this process was the **training day** on "Lobbying at European level on gender equality" which I organized in Brussels on 20th May. This action can be repeated each year in Brussels in May as it is useful not only to provide training to those of our members who wish for it, but also to make them and our network better known to other networks, chambers of commerce, national representation present at European level.

In 2009, the first **BPW Europe "position paper"** was written in answer to a public consultation by the European Commission regarding the 2010-2015 Gender Equality strategy. It was based on the answers of 13 affiliates, the resolutions adopted during past international congresses as well my personal knowledge of the topics under discussion. In 2010, a questionnaire regarding reforms of pensions and their impact of women was sent to affiliates in the 4 BPW official languages. The good dissemination by affiliates led to a remarkable number of answers, whether individual or collective. It was thus possible to provide a **well documented participation** to the European Women's Lobby's work on the topic. In both cases, I have benefited from the active support of the ECC and of a few interested members.

It is important to avoid duplication of efforts and a lot of energy was also spent to demonstrate to our members the usefulness of the **tools developed by BPW International**, such as the CSW handbook, the Business pages and BPW Community.

Participation of members to the Presidents' seminars in New York, CSW weeks as well as activities developed by other clubs or federations has been strongly encouraged. I hope that federations and clubs will continue to improve communication of their events, through the BPW Europe website, the BPW Community and the BPW International newsletter.

Reinforce visibility and activities of Young BPW

The first activities of Young BPW were started in Europe. Unfortunately, in the past few years, the activities have been less developed than before. Many problems arose from a lack of answer from national Young BPW to the information and requests received from European and International level. In September 2009, the resignation of the Young BPW Europe for personal reasons has also created a gap. I have organized **one-month internship periods with BPW Europe** for a Young BPW from Italy and a Young BPW from Estonia. These internships have been appreciated and have had a positive effect on the understanding of BPW Europe's activities amongst some of the Young BPW of those federations.

I have continued to send relevant information to the Young BPW indicated in the BPW roster, as well as those known personally. After drafting a questionnaire to collect information about the **needs and ideas of Young BPW**, only 5 answers were received in November 2010. I organized with these five motivated ladies a **brainstorming week end** in Brussels in January 2011. Decisions were taken which have led to the active participation of those Young BPW in the regional meeting of the International Congress.

Finally, a call for candidatures for the position of Young BPW Europe was put out in March 2011. Two very interesting candidatures were received and BPW Europe can now benefit from the work and input from **a new Young BPW Europe representative**, but also from the other very motivated candidate. A strategy for action will be developed in the coming months.

Increase visibility and input of BPW Europe in the European Institutions, the EWL and Council of Europe

Gabriella Canonica has started on this road and is currently a member of the European Network of Women in Decision-making in Politics and the Economy. [However till very recently the activities of BPW Europe have not taken into consideration the agenda of the European institutions, with the results that the members of the European Parliament or of the European Commission are not aware of our core issues and positions, nor of our lobbying activities. Contacts have now started with three members of the FEMM Commission of the European Parliament, with desk officers of the European Commission dealing with women and science or with women entrepreneurship, but continued networking and lobbying is necessary.](#) This work is important not only for the clubs and federations located in EU members states, but also for those in accession countries and in "neighbourhood policy" countries... so we are talking all of them.

Close and permanent contacts with the staff of the **European Women's Lobby**, of which BPW Europe is a founding member, are necessary to ensure that BPW's ideas and requests are taken into consideration and are given visibility in the EWL. More work is necessary to ensure that our members are **aware of the topics** discussed in the Council of Europe which are relevant to BPW's core business and are put in a **position to give input**. It is important to raise the interests of as many members as possible in the activities of the EWL and the Council of Europe, offer them **possibilities to participate in events** organised by those structures and show the relation between their BPW activities at local and national level and the way topics are tackled through European level lobbying. This still needs a great deal of work.

4.7.4 LATIN AMERICA & SSC

Yasmin Darwich

FEDERATIONS.

- BPW Argentina
- BPW Brazil
- BPW Chile
- BPW Ecuador
- BPW Mexico

ASSOCIATE CLUBS. ☒ BPW Kinshasa, DR CONGO

- BPW Cochabamba, Bolivia
- BPW El Bosque, Panamá
- BPW San José, Costa Rica
- BPW San Salvador
- BPW Panamá, Panamá

NEW ASSOCIATE CLUBS IN PROCESS:

- BPW Lima, Perú.

INDIVIDUAL MEMBERS:

- BPW Belize. Mrs. Sharon Ramclam (May/2011).

ASSOCIATE CLUBS THAT HAVE CLOSED

- BPW Uruguay, inactive since 2005.

Major activities undertaken in 2009.

February: Presented a BPW Recognition Award at the Valle de Mexico University to the authorities and students, in recognition of their invaluable help during the International Congress.

March: Attended the EXCO Meeting and President's Seminar NY.

April: El Paso, Texas, lunch Meeting with the members of BPW Paso del Norte members and a meeting with President Liz Benham and the North America Reg. Coordinator Jill Worobec

May: Attended the Global Summit of Women.

Lunch meeting with the BPW Chile President and members and made contact with ladies from Peru who are interested in BPW International. Our International President made a presentation in relation to BPW International and her work plans and answered all their questions and doubts.

June: Invited by the State Government of Nayarit and a Business Women Group to make presentation in the city of Tepic, "Challenges of today's women". I also made a presentation on BPW and currently they are in the process of joining BPW Mexico.

July: Meeting in Beirut, Lebanon with our individual members Elisa Herbst and Dr. Margot Sayah who will support BPW International in creating a club in this city.

November:

- Attended the BPW Mexico Presidents meeting in the city of Saltillo, Coahuila. There we had a Skype conversation with our International President, Liz Benham, who encouraged the members to continue their efforts to have a strong Federation.
- Presided the Latin America President's Meeting in Quito, Ecuador.
- BPW Latin America Google group has been created and is actively working, having registered 356 E mail accounts.
- We have promoted the UN and OEA activities having four BPW Mexico members participate in the meeting that took place on Sept. 18 and 19 in Mexico City.
- Worked in the organization of our Regional Congress to be held in Buenos Aires, Argentina on May 6 -8 of 2010.

Major activities undertaken in 2010.

March: Attended the EXCO Meeting, President's Seminar and Leadership Seminars in NY.

Over a period of Over a period of 15 days I visited the BPW Argentina Clubs, Mendoza, La Plata, Mar del Plata, Villa la Angostura, and three in Buenos Aires: Recoleta, Del Sur and Buenos Aires. Had a interviews with authorities and sponsors for the Regional Congress. During my visit to Villa La Angostura Club visited the "BPW Women Training Center", It aims is to offer women a permanent non seasonal job opportunities; diversify the local economy from service industry to tourism to a productive economy and create exclusive designs to give an identity to the region. With surprise I was informed by the President of the Club and Director of the Training Center that since the opening in 2005 she was working almost alone, so I included the project in all my presentations for the rest of the Clubs in Argentina and caused a big impact with all the members.

April: Attended the BPW Mexico National Congress, where the Assembly discussed the conflict with the past National Executive and elected the new National Executive.

May: Attended the BPW Latin America Regional Congress and President's Meeting held in Buenos Aires, Argentina and was present in the BPW Argentina National Congress.

We here honored with the presence and participation of our International President, Liz Benham, the First Vice-president, Gabriella Canonica, the Executive Secretary, Jean Murray, the North America Regional Coordinator, Jill Worobec, Susan Jones representing the Asia Pacific Regional Coordinator and the Past President Antoinette Ruegg. They made great presentations which motivated and encouraged the members to be more involved in BPW.

During the National BPW Argentina Congress the new National Executive was elected..

During the BPW Latin America President's Meeting all made the commitment to be more involve in the review and reform of our International Constitution and in the reform of our Regional Regulations.

The financial report of the Regional Congress, has not been finalized, because there is inconsistency in the results. The Regional Finance Director will ask for the support of two accountant members. Even so, the Congress made a profit.

September: Attended the BPW Brazil National Congress accompanied by our International President, Liz Benham. All the BPW Brazil Clubs attended and presented their work and a very important projects, the majority with the Government support.

In Lima, Peru had a meeting with 15 professional women interested in open a new Club. I anticipate they will join BPW during 2011.

Attended to the North America Regional Congress in Vegas, NV., where had the opportunity to presented the BPW Latin America work.

November: For financial reasons the President's meeting to be held in Sao Pablo, Brazil, was cancelled. Instead we had the first President's Meeting by Skype, with the attendance of the Presidents and Delegates of all the Federations and the participation of the Associate Clubs from Panamá and Cochabamba, Bolivia. The meeting was a success and for four hours we discussed the reform of our Regional Regulations and the presentation of the members nominations for International positions and the voting process.

December: We had the second part of the President's Meeting, for four hours we discussed the reform of our International Constitution and made an agreement to send only one document signed by all the BPW Latin America Presidents.

Major activities undertaken in 2011.

January: Attended the International Executive Meeting.

April: Attended the Professor Salazar Nursing School Anniversary Ceremony, where I delivered \$116,000.00 Pesos for the student's scholarships, raised from BPW International Projects funds and Federations and Individual Clubs donations.

Attended the Candle Lightening Ceremony of BPW Mazatlan, Mx. Club, and the investiture of the new executive.

May: Attended the BPW Brazil National Congress in Campo Grande, Br. There new elections for the National Executive took place.

Major activities undertaken in the period 2008-2011.

- We have responded to all the information requested by BPW International as well as from the members of the Region, and assisted our Financial Director Sujey Albert to succeed in collecting the Regional fees.
- We have promoted the UN and OEA activities.
- Project 5-0 Mexico: I am in permanent contact with the Nursing School authorities and with Professor Silvia Salazar Salazar. I requested the annual report of the activities to the School Director to send to the Project 5-0 Coordinator and to the BPW President's office, to be presented in 5-O Meeting's in New York.
- BPW Latin America e-mail Google group is actively working, having registered 369 members.
- Organized the BPW Latin America Regional Meeting with the attendance of more than 100 members and 5 International Executive members and one Past International President.
- Improved the communications with the Presidents and members, using the new communications tools; Google Groups, massive e-mails and Skype.
- Improved the knowledge in BPW International matters and increase the participation of the members in BPW International activities.

BPW Latin America President's Meetings.

- November 2009. BPW Latin America President's Meeting, Quito, Ecuador.
- May 2010. BPW Latin America President's Meeting, Buenos Aires Argentina.
- Nov. and Dec. 2010. BPW Latin America President's Meeting by Skype.

BPW Latin America Five O Active and Successful Projects, supported by BPW International.

- Silvia Salazar Salazar Nursing School in La Paz, B.C.S., Mexico.
- Women Training Center in Ceramic and Sewing in Villa La Angostura, Arg.

Difficulties Encountered.

- Not enough information from the Federations and Affiliate Clubs.
- Lack of information to keep the Latin America website going.
- Lack of financial resources to support the Projects and members in the Region.
- Small Regional Coordinator budget to work and visit all the Region Federations and Associate Clubs.

Suggestions for Future Plans.

- Encourage the Federations and Associates Clubs to continue increasing the membership, especially Young BPW.
- Continue and increase the information to the members about all the benefit and opportunities provided by BPW International.
- Review of the Federations and Associate Clubs Constitution and Regulations to be in line with the BPW International Constitution.

I want to express my gratitude to:

- The International Assembly, who gave me the opportunity to be Latin America Regional Coordinator.
- To all the BPW Latin America Members for their support, help, friendship and kindness during this term.
- To the International Executive members for their support and friendship.
- To God, my family and friends for being with me always with patience and unconditional love.

4.7.5 North America/Caribbean Regional Coordinator Jill Worobec

When elected Regional Coordinator in Mexico City in 2008, my priority for the triennium was to represent the members at the International level while working to strengthen the region by sharing information and encouraging participation which would result in a greater connection between members and BPW International.

My Regional newsletter "What's Happening" was a well received way to keep in touch and brought much positive feedback from members. I asked for contact information when I travelled, thus the data bank increased over the term. Thank you to Sub-Regional Coordinators Doris Hall, President of BPW Canada for her assistance with this and to Linda Lake, BPW St. Maarten, who provided information from the Caribbean.

ACTIVITIES

The importance that the Regional Coordinator attend as many events in the region as possible cannot be underestimated. Certainly it has been my privilege and pleasure to visit many federations and clubs and I must say communication is much easier once you have met the members.

Each year I have attended the board meetings in New York and the Commission on the Status of Women as well as attending the Global Forum and Equal Pay Day workshops. In 2009 and 2010 I made presentations at BPW New York's AGM and enjoyed the Claire Fulcher dinners, celebrating eighty years of BPW International in 2010. Each year I participated in the Presidents Seminar and Leadership Summit enabling me to learn and pass on valuable information to the members.

Presentations were made at BPW Canada's AGM in Toronto in 2009 as well as the 2010 convention in Barrie, Ontario. I also attended BC and Ontario Provincial Conference as well as the charter of BPW Mission, Victoria and Penticton in Canada.

California invited me as a key note speaker to their State Convention in Fresno, May 2009 and I attended and did a presentation promoting Regional Conference at the 2010 California Convention in Culver City.

Paso Del Norte invited me to a special luncheon in April 2009 and a Beijing + 15 launch was made later that year at the La-Grange Chicago club.

New Federation - EPW-USA

It has been a highlight of this term for President Liz and me to work closely with EPW-USA President Bessie Hironimus and the executive to build this new federation in the United States. Challenging as it has been, I congratulate them, admire their spirit and know they will continue to grow to become a large federation within BPW International.

Regional Conference

The North America/Caribbean Regional Conference was held September 23-25th, 2010 in Las Vegas, Nevada, hosted by EPW-USA. Included was the Young BPW Conference with young members from all over the world who launched their "Platform for Action". We were very fortunate to have support from the International Executive and past executive members who made valuable presentations.

Workshop highlights were "You Are Worth It" – new pay equity workshop, "Emotional Intelligence /Empowerment tools" and "Human Trafficking – Impact and Solutions". A gala banquet "Denim and Diamonds" featured "80 years of BPW".

We were thrilled to have President Marie Carmelle Lafontant and Secretary Nativita Jean-Louis of Port au Prince, Haiti attend. A special musical tribute to Haiti was given and a significant contribution made to International fund for their project to help women in the camps.....

EPW-USA Annual General Meeting

Immediately following Regional Conference was EPW-USA's first AGM. It was exciting for so many to have the opportunity be part of this historic occasion.

Visits

BPW Bermuda welcomed me to a special meeting in November 2010 where I was happy to meet the members and share news on Women's Empowerment Principles.

I so impressed by their suit drive, where they collected and distributed suits for women to wear on job interviews.

My invitation to BPW St. Andrew, Jamaica included courtesy calls - one at "Kings House" the Governor General's residence and tea with his wife Lady Allen. A visit to the Elsie Bemand Home for girls, long a St. Andrew project, was very enlightening and revealed why it is was a winner of a Power to Make a Difference award.

Membership

There is much to be done in the region. We had previously lost contact with St. Kitts and Trinidad and Tobago however we do have interest in forming a new Trinidad and Tobago club. There is also interest on the island of Dominica and possibly St. Kitts as well in the near future.

It has been a very positive experience for me to work with President Liz and the executive members. I have enjoyed meeting and working with members of the region and I have new insight into the accomplishments and challenges of the BPW International executive.

4.8 Immediate Past President Report 2008-2011

The highlights of my work as Immediate Past President during 2008-2011 are as follows:

1. BPW Power to Make a Difference Awards

When I initiated this competition in 1997 under the name “Beyond 2000: Helping Women Help Themselves”, there were just 4 countries that submitted nominations. This year is the 5th time that the competition is organized (or the 2nd time under the new name “BPW Power to Make a Difference Awards”). I’m very happy to report that nominations were received from 22 countries. The trophies will be given to the winners at Helsinki Congress.

2. BPW Historical Digital Archives (1930-2008)

I developed BPW Historical Digital Archives (1930-2008) which include the following collection of digital archives:

o *BPW Awards* includes information about various BPW awards and past winners of each award.

o *BPW Contribution to UN* includes Statements to UN (1947-2008), BPW Activities at UN (1947-2008), Quadrennial reports (1999-2006), Beijing+10 Review (2004).

o *BPW Newsletters* includes Widening Horizons newsletters (1939-1993), BPW News International(1993-2008).

o *BPW Projects* includes BPW Projects from web’s project tool as of June 2005, BPW Projects as of Oct 2008 from web and Projects that BPWI raised funding support as of 2008.

o *BPW Publication* includes soft files of BPW International publication like history books, Organization Review and Reform and proceedings of Board of Directors (1932-1982).

o *Congress Publication* includes Congress proceedings and other congress publications (1931-2008).

o *News Clipping* includes historical news clipping (photographs of news clips from archive storage in Horsham) from the time of Lena Madelin Phillips and news clippings from 2005-2008.

o *Resolutions*: includes Resolutions passed during 1930-2008.

o *Digital Archive of Young BPW Publication*: includes Young BPW newsletters 1996-2008 and Young BPW 20th Anniversary presentation.

o *Web Archive 2003-2007* includes a link to this web version (which is still online with its original graphic) and archive of sample pages from the site.

o *Web Archive 2007-2008* is an off-line version of www.bpw-international.org as of October 2008.

o *BPW PR material* includes BPW Anthem, BPW PR video, BPW brochures during 2005-2008.

Development of these archives required converting hard copies of historical BPW publications/documents into electronic files as well as identifying and categorizing information from existing online digital sources (e.g. web sites, e-mails, BPW Online) and BPW Office Digital archive covering 2001-2006. These historical documents were shipped back to Horsham, UK in May 2009. I like to thank Past President Livia Ricci, Past President Sylvia Perry and Past Young BPW Chair Rooma Para who lend me missing historical documents to make digital copies. I submitted this BPW Historical Digital Archive 1930-2008 as a gift to BPW International 80th Anniversary.

3. Activities in support of Resolutions Adopted at Mexico City Congress:

☑ ***Resolution 1: Equal Participation of Women and Men in Power and Decision Making Roles:*** I helped organize International Women’s Day event on “*Equal Right, Equal Opportunities: Progress for All*” Forum on 5 March 2010, in collaboration with National Council of Women of Thailand, BPW Thailand and other women organizations. I also drafted keynote speech for the wife of Prime Minister and moderated the Forum.

☑ Resolution 7: Strengthen BPW Advocacy:

o Thailand: In my role as advisor to Deputy Prime Minister, I successfully advocated for the usage of Key Performance Indicators (KPI) for Chief Gender Equality Officers in every Ministry in Thailand. I persuaded BPW Thailand to join *Women Network Reshaping Thailand* (WREST), which consisted of 36 women organizations in Thailand, to strengthen gender advocacy work at national level. I set up and managed Facebook raising awareness for WREST (www.facebook.com/women.network.reshaping.thailand) of various women’s issues in Thailand.

o Asia-Pacific: I gave a talk on “Gender Advocacy Strategy” at Asia-Pacific NGO Forum on Beijing+15 Review, Quezon City, Philippines, 22-24 October 2009.

o American States: I succeeded in expanding advocacy platform as BPW International application to be member of Civil Society of *Organization of American States*, as application I submitted on behalf of Executive Board 2005-2008 in December 2007 was approved in December 2008.

☑ ***Resolution 9: Digital Archive Management:*** This resolution required that “*historical office information should be archived into external hard disks and kept in multiple locations for back up*”. Though I only need to add the Digital Archive of *BPW International Office 2005-2008* on top of existing archives from year 2001-2006, I also developed additional *BPW Historical Digital Archives (1930-2008)*. Together, I added over 26 Gigabytes of information. The two hard disks that I sent to BPW International, each of which contains the BPW Office Archive and BPW Historical Digital

Archives, are currently kept at the President's Office in New York and at Aletta, Institute for Women's History, Obiplein 4, 1094 RB Amsterdam, Netherlands. I have recommended that it should be made publicly accessible to BPW members world-wide.

☐ **Resolution 12: Budget for Gender Equality:** In my role as an advisor to *Women Power Reform Thailand Committee*, I successfully put *Budget for Gender Equality* as the high priority issue on its agenda. Also advocated on Gender Budgeting to Deputy Prime Minister and the Office of Women's Affairs and Family Development, Ministry of Social Development and Human Security.

☐ **Resolution No 26: Modernising the BPW International Constitution:** I submitted comments and concerns in respond to the request to review the proposed new Constitution and Regulations (By-laws).

4. Post-Mexico City Congress 2008 work

☐ **Congress Finance:** As called for by the Constitution, I and Immediate Past Finance Director Thitinan Wattanavekin were responsible for Congress finance and its audit. *Congress Audit report* was submitted in October 2009 to Executive Board and Board of Directors, along with the *XXVI Congress Financial Report 2009* which Thitinan and I co-authored. The Congress profit was US\$ 18,560 plus US\$ 288 gains from Foreign Exchange rate. The executive board agreed to share 20% of the profit with BPW Mexico.

☐ **Congress Guideline:** I and Sylvia Perry co-authored *Congress Division of Responsibilities - Actual 2008 & Recommendations for 2011 report* which was submitted to Executive Board and President of BPW Finland. This excel file specified list of tasks to organize Congress. These tasks should be divided between BPW International and Host Planning Committee based on agreement between them. It also reported my experiences in handling each tasks while organizing Mexico City Congress and recommendations for Helsinki Congress.

☐ **Mexico City Congress web** served as (a) Online hand over of Congress documents and Congress outcome, (b) Model/templates for Helsinki Congress documents and (c) Guideline to develop other Congress Web.

☐ **Mexico City Congress Proceeding:** I prepared this with assistant of Past President Sylvia Perry and Joan Bielby and submitted it to Executives, Past Presidents and Past Executives on 16 January 2011. I requested that this proceeding be posted on the web and distribute to Board of Directors.

5. Hand Over

Details of the hand over appear in *Immediate Past President Hand Over 2009 report*, *Summary of BPW Hand Over 2008-2009 report* and *Summary of BPW Finance Hand Over 2008-2009 report*. These reports can serve as checklists for future hand over. I would like highlight a few things as follows:

☐ **Online Hand Over:** By the end of my term, BPW web www.bpw-international.org (lived Feb 2007-April 2009) and www.bpw-roster.info post a lot of information that used to be available upon request to Member Service or President's Office. E-mail communications from President's Office, Member Services, Executives and Committee Chairs to BPW members (and vice versa) were archived in BPW Online Google Group, which were accessible to all BPW members in the group. I also shared over 1,600 official e-mails with internal information with 2005-2008 Executive Board members through discussion, internet board meetings, debates as well as vote online. Since current President and two vice presidents also served in previous Executive Board, they can access these internal files even before they took office at the end of October 2008. So what I handed over was the authority to update and manage the information in these channels.

☐ **Financial Audit for year 2008:** Though my term ended in October 2008, Past Finance Director Thitinan, I and Past Accountant Surasavadee Varamali decided to accept an additional responsibility in preparing 2008 Financial Statement and overseeing its Audit. Since we scheduled Audit in May of every year, my team worked several more months into 2009. At the end of May 2009, we submitted *BPW International 2005-2008 Triennium Financial Report* to the Board of Directors, which reported over 118,000 Euro of the 2006-2008 Triennium's surplus. The *2008 Audit report* was sent via FedEx to President's Office a month later.

6. Meetings and Conferences:

I attended and gave talks at two APEC meetings in Singapore (2009) and Taiwan (2010). For Beijing+15 Review in 2009, I attended meetings for Thailand in Bangkok and for Asia-Pacific in Philippines as well as UNESCAP in Bangkok. I attended and gave a talk on "*Women Power to Make a Difference*" at BPW New Zealand National Conference in May 2009 and Asia-Pacific BPW Regional Conference in Singapore in October 2010. I participated and make presentation in UN Partnership Framework (UNPAF)'s Strategic Planning workshop with NGOs in Bangkok, November 2010 and World Bank Consultation Meeting on *The 2012 World Development Report: Gender Equality and Development* in Bangkok in December 2010.

It's in the eyes of the beholder whether I did good enough work as Immediate Past President, but I have done my best and I took pride in my work in 2008-2011.

4.9 Standing Committees

4.9.1 Agriculture Committee—Beatriz Zanella Fett

Members:

Sabine Kone-BPW-Cote D'Ivoire
Sandra Queiroz – BPW-Brazil
Bethany Thorne-Dykstra –BPW-Canada
Dr Dilli Devi Shakya-BPW-Nepal
Anila Dholakia-BPW-India
Masako Hiramatsu- BPW-Japan
Maria Carocci Eletta-BPW-IT
Amelia Noemi Gonçalves-BPW-Brazil

Objectives for your committee

Achieve a new mentality in agribusiness entrepreneur women: Agriculture and Environment
More Rural Women with knowledge and agriculture skills: empowerment and economic independence.

Summary of your Action Plan for this triennium:

Partnership in Agriculture Projects: Rural Women projects: BPWI /UN Agencies and other International or National financing sources.

Share experiences among BPWI clubs and members, about knowledge in agriculture matters, projects to rural women, promoting globalization in third field.

Main focus of the work of the Standing Committee or Taskforce for this triennium;

The main focus of this work was to spread to all BPWS the Action Plan, in order to make the guidelines started to be improved in BPWs affiliates. Among our goals is achieve a new mentality .in rural women. We also could mention the participation in " 1 Billion Hungry Campaign"- thousands of members around the world sign the petition to end hunger and make political pressure with the user name " bpw1bh".

Our colleague Cristina Visconti BPW-IT, representative at FAO sends the instructions

Summary of Activities Undertaken:

Participation in Congress, Seminars and work-shops, presenting PDF and showing the work of Agriculture Commission of BPW-Porto Alegre (Brazil): " A Sample to be Followed", with projects and partnerships to reach the economic independence of rural women.

Achievements/Outcomes during the triennium:

It is a reality that BPW women around the world, in all continents, are more conscious about important matters:

__ HUNGER- Food Crisis, Poverty
Land Rights- Access to land

Recommendations:

We have to work hard to improve Rural Women situation around the world, and persecute integrated solutions to: AGRICULTURE, WATER, and CLIMATE CRISIS.

4.9.2 Arts & Culture Committee—Adelina Fabiano

The Chair did not submit a report

4.9.3 Business, Trade & Technology—Rooma Para

Name of Committee Members:

Sarundhorn Chalermpong	Thailand
Candide Leguede	Togo
Rana Ezzeddine El Sayed	Spain
Manjul Batra	USA
Celia Fortes	Brazil
Maria Teresa D'Alessio (Expert)	Italy
Irene Boey (Expert)	Singapore

Main focus of the work of the Standing Committee or Taskforce for this triennium:

The main focus of our action plan was to identify and promote business, trade and technology related opportunities and activities that can benefit our members and their businesses and also help our members in developing their business, management and professional skills. To achieve this purpose we started knowledge / information sharing activities and networked within BPW federations and clubs as well as with other NGO's, international agencies and promoted our objectives and assisted them in organizing events and activities.

Activities/ Achievements/Outcomes during the triennium:

- Chair of the committee started a new service, "**Business, Trade and Technology - E-News Alert**". This first of its kind e-newsletter was developed and distributed to members worldwide to share opportunities of trade / business / trainings. The objective of E-News Alert was to share information on business events, trade exhibitions & fairs, trainings, trade and technology related online tools etc. and keep our members well informed of various business opportunities that they can avail to benefit their business and professions. We also promoted Business Pages of BPW International. The service received a lot of appreciation. In total of 6 e-news alerts and emails were circulated in different quarters of the term.

February 3- 5, 2010 in Cotonou, Benin - **Forum on "The Role of Women Entrepreneurs in the Regional Economy"** was held. The Forum was organized by the ECOWAS Federation of Business Women and Entrepreneurs. About 60 women from West African countries as well as experts from ECOWAS, European Union and UNCEA participated

April 2010 in Johannesburg - Committee member from Togo participated in the "**High Level Private Sector Contribution to the G20**" meeting. 20 business people, mainly employers have been invited by the Government of South Africa to meet in order to prepare the document of the private sector in contribution to the G20 meeting. She was the Tog employers' representative in this meeting

June 19 – 20, 2010 – Chair of Committee participated in **BPW Canada Convention** held in Horseshoe Valley, Ontario Canada. Joined BPW Toronto / Canada and became member of BPW Ontario Board.

June 21 to July 10, in Paris France - 18 Leading Women Entrepreneurs selected from 6 francophone African countries (Togo, Senegal, Cameroun, Mali, Burkina Faso, Republic of Congo) participated in a tailored Business Management Course. Committee member from Togo also participated

July 25 to 27 in Madrid, Spain - The **African-Spanish Women's Network for a better World** organized a Trade Fair for African and Spanish Women in Madrid. BPW members from Benin, Togo, Mali, Soudan, Côte d'Ivoire, Burkina Faso, and Nigeria participated in this important gathering which was coupled with conferences on trade and business topics as well as capacity building issues.

July 26 to August 06 - 35 Women Entrepreneurs from 35 African countries participated in that Hilary Clinton Program called "**African Women Entrepreneurship Program**" in Washington DC and Kansas City.

Chair Committee participated in fund raising activities for flood effected victims in Pakistan

November 03 to 05 in Lomé, Togo - Training workshop on Trade and Integration in West Africa

Sept. 27 to Oct. 01 2010, ECOWAS 3rd Business Forum in Abidjan, Côte d'Ivoire - About 50 Women Entrepreneurs from ECOWAS 15 countries participated in that Forum organized by the ECOWAS Commission and gathers about 250 people from around the world.

December 08, 2010 in Praia, Cape Verde - Technical Meeting held on the ECOWAS Business Council. Committee member from Togo participated in this meeting along with three Vice Presidents of the Federation of Business Women and Entrepreneurs. The objective of this meeting was to prepare the terms and reference of the Business Council.

To promote fund raising activities Committee member from BPW Thailand initiated co-operation with Thailand Post Public Company Limited to produce custom designed postage Stamp

Launched a website www.setheene.com to help women SMEs to trade their products. To support local handicraft industry,

Committee member BPW Thailand, would like to propose various products from Thailand with special prices to BPW International members. Products can be viewed at this website:

Committee member from Thailand publicized Waste of Electronics and Electrical Equipments (WEEE) Project, a project focused at educating people to realize effects of those toxic and separate all those electronic and electrical wastes, by helping in developing website www.weee4world.info. The project was launched by the Federation of BPW Thailand in collaboration with the Ministry of Natural Resources, National Council Women of Thailand and Electrical company-Philips, Sylvania, Telecom Company, hospital, Bangkok Metropolitan Admin. etc. including many BPW Clubs in Thailand such as BPW BKK, BPW Korat, BPW Lumpang, BPW Phuket, BPW Chiangmai, BPW Patoom-nont. The character of MS.WEEE is created and used as a mascot of the project dancing in many events during the year. MS. WEEE is portrayed as a character from the future and comes to the world at the time when it's full of toxic waste. Therefore her objective to come to the world is to save the world. Committee member from Thailand use technology to promote the clip video of MS. WEEE on face book, by letting her talk and dance to attract the attention. Videos can be seen at the these links: http://www.youtube.com/watch?v=0fKy3_bf8_w and <http://www.youtube.com/watch?v=SIGZ-9PcIuE&feature=related>

Italian club has been organising some seminars on "Women & Africa ". The aim is to know more this continent and sharing some experiences. The focus in year 2010 was on African country called Burkina Fazo and economical help (euro 10.000) from Italian regional government was used to send the people to a local Hospital in Africa. This year the idea is to keep it going and also to look into the idea of having a round table of African business, professional women to share with us their experience.

BPW Thailand in collaboration with other partners organized Bangkok Sommelier Contest/ event to promote wine business in Thailand.

Committee member from BPW USA have been involved with the activities of the Berkeley Chamber and the Indo American Chamber of Commerce (Northern California), they all have been exposed to the operations of BPW and are advised to visit BPWI web site for more information.

Committee member from BPW Thailand assisted in organizing computer training to help women get basic knowledge of using computer, Internet, email. The training was organized with the cooperation of the National Women Council of Thailand and Faculty of Computer Science-Sri Pathum University, Bangkok.

Committee member from BPW Thailand helped in counselling to women entrepreneurs (Small Businesses owned by women) to start their own businesses and expand their businesses. Focus on Human Resources, marketing and management in trading and service business. Handicrafts and traditional flower making are trained as one of the activities to educate people on how to make extra income.

Recommendations:

Business, Trade and Technology Committee should be facilitated in establishing contact with UN agencies (UNCTAD, UNIDO and ITC) that are into trade facilitation services, so that our committee could find out opportunities for our members.

A webpage for Business Trade and Technology Committee can be created on the BPW International Website where we could post information regarding various trainings / workshops / events (and e-news alerts).

BPW International can develop a practical training on International Trade by making a kit of some products together to be wholesaled/ retailed throughout the world only by BPW members. Members could import and sell (training with minimum cost) for example a low price kit may be put together for health. BPWI could support a pilot project: Funding could come from two sources - seed money from BPW members and an International grant.

Promote and facilitate Business-to-Business Networking and business matchmaking: Provide information on members in Business, interested in International Trade or networking with each other. Work towards members Trade Directory, facilitate members participation in international trade fairs / business events etc.

4.9.4 Development, Training & Employment Committee - Marta Susana Solimano

I had a permanent communication, exchange and feedback with Members and Experts by e-mail, to explain them the goals of the project "**EMPOWERING WOMEN THROUGH EFFECTIVE TRAINING THROUGH LEADERSHIP**"

I have sent them instructions and orders for its implementation, inviting them to choose a women group to help them according to the idiosyncrasy and condition of each their different countries.

RESULTS OBTAINED:

JORDAN: **Seren Shanin**, member, wrote telling me she was not able to participate and **Tamam Mango**, expert, after several e-mails there was no news

SUDAN: **Samara Taha Salih**, member, she seemed interested, but I have never received her project.

ITALY: **Maria Albano Fierra**, member, with Chrispino Barasa, a catholic priest, presented a project, for young women and girls from Sirimba, Kenya, who live in pathetic conditions to train and teach them how to sew; it was necessary to buy special machinery. She asked me to call upon BPW members to collaborate with a minimum contribution of 2 Euros. I have suggested her

to ask to Giuseppina Seidita BPW Italian President, about the permission in order to start the project in their country. I wrote several times more to Maria, always with copy to BPW Italian President, giving her new ideas to develop the project, but I haven't had any answer yet. The last e-mail was on 10/01/2011. And **Giovanna Fortuna**, Expert, has never answered my e-mails.

CANADA: **Barbara Ezart**, member, was proposed at the end of October 2009.

Barbara sent a historical review and informed me, she would focus her project on training "aboriginal and migrant women", after having received the Committee project and instructions. On 05/22/2010 I got another e-mail in which she let me know that she has been concentrating efforts on forming a new club of 12 young women, whom she is mentoring. For this reason she cannot carry on with the development of her Committee project. On 11/29/2010 she apologized herself telling me that her mother was ill and by the moment, she has not been able to develop it.

THAILAND: Sarundhorn Chalermpong, member, following my instructions, sent a very good project focused on training **entrepreneur women with micro and small businesses**, she begun subsidizing 5 women to start a business creation plan (marketing, finances, taxes, human resources management, guideline for production and services management). She initiated the project development with 50 attendees. The training that was divided in two sessions. 16 out of those 50 were selected to do the 2nd session; they have passed the evaluation and got support from a group of professional business counselors guiding and following them to see how those women proceeded with their own entrepreneurship. Some examples of the achievements:

- 1st is doing decoupage on local colored THAI baskets and sales them at the department stores with a higher prize.
- 2nd has created a Japanese sauce for pork barbecue and is trying to open a small Japanese kiosk.
- 3rd she has made a business plan to sell fancy mail boxes and has started to market them on a fair nearby Bangkok.

4th has done a website for renting party dresses

Sarundhorn is following up about them.

She nowadays is working at Thailand government Prime Minister's office and perhaps may has chances to ask for financial help and as consequence may train a bigger group of women.

ARGENTINA: Celia Hofman, member and Graciela De Oto, expert, have convoked a 20 women group of different entrepreneurship.

Based on the instructions and orders of the International Development, Training and Employment Committee, they have designed a training programmed having on account that each of the 20 business was different.

The expenses for the project development were afforded by BPW Buenos Aires, Celia Hofman and Marta Susana Solimano.

They carried out 12 meetings, the trainers have worked in an "ad honored" way

Marketing.....Graciela De Oto....BPW Bs As member....4 meetings

Psychologist....Monica Chamá.... .BPW Bs As member....1 meeting

(Conflict resolution tools)

Lawyer.....Andrea Bisso..... BPW Bs As member....1 meeting

(Commercial and labor law notions)

Sales.....Celia Hofman.....BPW Bs As member....2 meetings

(Sales and business plans)

Accountant.....Monica Pesces.....3 meetings

(Taxes and general expenses)

Tele-work.....Sonia Boiarov.....1 meeting

These 12 training meetings were focused on the women empowerment and leadership. They have finished in September 2010.

Celia has done a personalized mentoring and attained the 20 to increase their self-esteem and to achieve a comfortable place to stay. At the women requirement the member have decided to add more meeting trainings.

Some examples of the achievements

Alba Contreras (cooking chocolates) has bought her first machine, increasing four times the production.

Mirta Vanderland (assessment on personal image) has received three awards for the project and direction of a radio program.

Elizabeth Brunetti (breakfast's delivery) increased the sells twice and annexed the catering service.

Giselle Zigante (models agency) she has added a model school and fashion shows.

Ana Laura Zon (cooking food and delivery) she has increased her activity with a specialized service for civil and private enterprises.

The other women which had started their entrepreneurship improved them and their production increased and as consequence their incomes too. And the rest of them have started and so they've entered the WORFORCE.

Those women that had started their entrepreneurship improved them and their production increased and as a consequence their incomes too. And the rest of them have started and of course, they've entered the workforce.

7 of them have become BPW BUENOS AIRES members, the rest come, usually, to the activities club.

Members and experts have the hope of convoking a new group to start again after summer holidays.

COMENTARY: I would like this report would have been better and had more positive results of the rest of the countries. However it's very hard to achieve it, although I am absolutely aware of my effort in trying to encourage all the members and experts, who were appointed to work at this committee.

4.9.5 Environment , Sustainable Development & Water—Lesha Witmer

Lesha Witmer (chair)	Netherlands
Dianne Glenn	New Zealand
Ruth Mulford	USA
Arzu Ozyol	Turkey
Ruba Al-Zu'Bi	Jordan
Yara Blochstein	Brazil
Yinka Ajibola (2010)	Nigeria

experts

Rita Assogna (coordinator water taskforce) Germany

Agata Bucolo Italy

Patricia Savin France

Kellie Tranter Australia

Elke Wisseborn Netherlands

Objectives for your committee from the letter sent to you in 2008 or 2009 from BPW INTERNATIONAL

Improve understanding of the environmental impact to the economy and women's business/ professions, as well as monitor environmental and sustainable development issues and their effects on women.

Improve understanding and reduce impact of water issues on women's businesses and professions through the work of the water taskforce.

Implement the resolutions of Congress on environmental issues (2006 -2008).

Summary of your Action Plan for this triennium (2008-2011):

The SC will:

look into and actively start promoting activities and awareness raising about climate change issues and what that means for women in particular. BPW International applies for accreditation for UNFCCC and will look into participation in the COP's in 2009 – 2011 in cooperation with Gender CC (women's coalition)

actively lobby for women's points of view in the UN Commission for Sustainable Development

Together with the expert group keep lobbying for the recognition on the Right to water & sanitation (basic services) and the ratification of the UN Watercourses Convention 1997.

prepare a brief and recommendations on chapter K of Beijing PoA for the CSW / Beijing +15 in 2010

be active and give input/ organise events during the International Year for sanitation 2009

Have a dedicated webpage on the BPW International website to report on activities of the SC environment & sustainable development (and others offcourse) and the water Taskforce

look into (voluntary) schemes for CO2 emission compensation in the framework of international BPW activities

In the framework of the agreement signed by Women for water and the European water partnership (<http://www.womenforwater.org/openbaar/pagina.php?paginaID=344>) get involved in the Europe-wide Aquawareness campaign and the "water dialogues (WaDi) " The program ideas will be part of the workshop on environment, water and lobbying, to take place in Brussels in cooperation with the Regional Coordinator for Europe in January 2010

The water taskforce be continued as a working group/ expert group of the Standing Committee and chaired by the Chair of the SC environment & sustainable development

Stay an active member of the World Water Council and Women for Water Partnership; work together with other women's organisations and ngo's to achieve its goals and share the workload.

Work with SC Agriculture; SC Health and SC UN - Reports and plans from standing committees to be exchanged / send to all chairs to be able to coordinate activities and advocacy / policy.

Mandate is given to the SC to speak on BPW behalf on the basis / within the framework of the resolutions approved by Congress in Melbourne, Lucerne and Mexico (attached)

Main focus of the work of the Standing Committee or Taskforce for this triennium:

Resolutions were passed in Lucerne and Mexico regarding the focus and activities of the SC and the Taskforce. They call for involvement of women in climate change and water issues and set out a basic policy on the subject (see attachments).

Summary of Activities Undertaken and Achievements/Outcomes during the triennium:

Key points, achievements to date:

BPW and other members of women for water, together with other women's organisations formed a women & gender coalition for the World water Forum 5 in Istanbul this March; different women participated as speakers, panellists etc. during the Forum: see <http://www.womenforwater.org/openbaar/pagina.php?paginaID=340>. and <http://portal.worldwaterforum5.org/wwf5/en-us/majorgroups/Women/Pages/default.aspx>.

BPW Turkey was one of the co-organisers of the preparatory meeting for the World water Forum on the 14/15 March 2009; during the working conference itself the Turkish Women and water alliance was formed that will continue its work on water issues. (see websites: <http://www.womenforwater.org/openbaar/pagina.php?paginaID=347>; <http://www.womenforwater.org/openbaar/pagina.php?paginaID=352> Especially the water Taskforce will give them support where needed.

One of the outcomes was a joined statement by the women's organisations present: <http://www.womenforwater.org/openbaar/index.php> and the joined press release: <http://www.womenforwater.org/openbaar/pagina.php?paginaID=366>

BPW Moldova is involved in the activities around the implementation of the Water& Health protocol, especially in Eastern Europe: <http://www.womenforwater.org/member/pagina.php?themaID=90> . This project is financially and otherwise supported by the Dutch government and Women for Water (WfWP). Moldova applied for a grant from WfWP for a project in a village on water supply; this grant was obtained. (http://www.bpw-international.org/index.php?option=com_community&view=groups&task=viewbulletin&groupid=37&bulletinid=56&Itemid=30&lang=en)

BPW st. Petersburg has started a pilot project on eco-sanitation in 2009; <http://www.womenforwater.org/openbaar/pagina.php?themaID=29&trefferID=279&tabelnummer=1&htmlweb=on&htmlarch=on&trefwoord=Petersburg>

BPW Ecuador is involved in lobby groups regarding preventing (government un-controlled) privatisation of water sources and gave input to the Constitutional Committee of Ecuador on right to water, protection of water sources, etc. They managed to get an article in the new Constitution on the protection of natural resources including water. They follow up the implementation. Since the Water Taskforce has been advocating for the right to water & sanitation and the ratification of the UN water-courses Convention, the SC and taskforce will liaise with BPW Ecuador on the subject and exchange info and lobby points. Thanks to the lobby of many NGO's including BPW and its partners, the General Assembly of the UN in December 2010 adopted a resolution on the right to water and so did the Human rights Council early 2011

BPW Canada in 2006 adopted a resolution against the use of bottled water without real necessity. <http://www.womenforwater.org/docs/0607-RESOLUTIONS-BPWCa.doc>

BPW Brazil is continuing the Trees for life project (attached and on the BPW website); Yara Blochtein and her team have been very successful and were recognised by the UN agencies

Three issues to discuss were placed on the website

Several European Universities and the Finnish Parliament invited the chair of the SC to give presentations on the role of women in sustainable development and the relationship between gender – water – development.

BPW has been represented at all CSD meetings and prepcoms and had some good results also in cooperation with WfWP.

During the UN commission on sustainable development BPW had strong representation and direct access to the Chair, the Dutch female Minister of agriculture. This resulted in good and strong language in the adopted final declaration of this CSD cycle on the important role of women in agriculture and sustainable development. <http://csd-women.blogspot.com> (Dutch and English)

In cooperation with the Netherlands women's council and WfWP, a white paper was presented to the CSW 2010 on the role of women as agents of change e.g. in sustainable development and water management; a resolution was prepared and received a lot of interest and support from countries (but in the end was not passed due to time-constraints)

Although the Climate Change conference in Copenhagen in 2009 was a disappointment for many, for the first time gender issues and women's participation was mentioned in the documents, also due to close cooperation between the women representatives in the government delegations, facilitated by BPW.

BPW did not get elected as governor of the WWC but thanks to our lobby 7 women got elected and even one on the Bureau WfWP and BPW succeeded in getting the political backing of the Ministers on water in Africa to have a women & water conference in South Africa in August 2012 and that also being the start of an official women & Water African decade.

To date BPW SC chair is actively involved in the preparations for the World water Forum 2012 in France including a dedicated women's pre-conference and the RIO+20 summit in June 2012 in Brazil.

Recommendations:

Continue participation of BPW in WfWP, WWC etc. and active participation in the World water Forum, CSD and RIO+20 and UNFCCC.

4.9.6 Health—Faye Gardiner, RGON, BA

Health Committee 2008-2011

Chairperson	Faye Gardiner, RGON, BA.	New Zealand
Europe	Dr. Luisa Monini	Italy
Africa	Hanadi Hussien Taj Elsir	Sudan
North America	No representation	
Latin America	Sara Louzen	Argentina
Asia Pacific	Judith van Unen	Australia

BPW International and the WHO

By right of its status with ECOSOC, BPW International is granted official relations with United Nations Specialised Agencies including the World Health Organisation (WHO). The basis of an official relationship is a plan for collaboration based on mutually agreed objectives and outlining activities for a three-year period, the results of which are reviewed by the WHO Executive Board every three years.

A full report of health-related activities of the affiliates of BPW International from 2008-2010 in relation to the Strategic Objectives of the WHO over the 2008-2010 triennium was prepared and submitted to the WHO in October 2010.

The Health Committee Action Plan for this triennium focused on two main areas -

1. Supporting the BPWI President and Vice President – UN/Status of Women in addressing the health issues that compromise “the development of the professional potential of women at all levels.”

Encouraging Affiliates to raise the wellbeing of women through the promotion of self health and taking action to promote women’s right to good health.

1. International Advocacy

As the Chair of the BPW International Health Committee I attended the 2010 UN/DPI Conference held by the UN Department of Public Information (DPI) for Non Government Organisations (NGOs). The Conference is held annually to advance the relationship between NGOs and the UN, and this year was held in Melbourne from 30 August to 1 September, 2010, in advance of the UN General Assembly review of the millennium development goals (MDGs) on the 20th September. The theme was “Advance Global Health: Achieve the MDGs”. The meeting was attended by 1,600 participants representing over 350 Non-Governmental Organizations from more than 70 countries. Together with 11 Australian BPW members we represented BPW International, lead by Vice President – UN, Freda Miriklis. BPWI secured an exhibition stand and show cased the health related work of our Affiliates around the world. A brochure produced by Freda Miriklis was distributed that provided an overview of BPW International, including the 32 project areas that featured in the BPWI triennium report to the WHO. BPW International and five other NGOs also co-sponsored a workshop on “Sport, Nutrition and Healthy Children : Lesson from Experience”

While only three of the eight MDGs are health focused, it is accepted that all the MDGs were interrelated, and issues such as human rights, cultural issues, education, sustainability and women’s empowerment were vital to the achievement of the health goals. It was therefore disturbing to find that the first draft of the Declaration Document to be issued at the end of the Conference made no recommendation in this area. Following submissions from the women’s NGOs at the Conference, including BPW International, the following recommendation was included in the final statement: Recommendation 4: Ensure gender equality, empower women and expand programs to end violence against women.

It is clear that we must continue to advocate to ensure that gender equality and women are acknowledged as central to the successful achievement of all the Millennium Development Goals (MDGs) because without the empowerment of women, achieving the MDGs will be impossible. It is vital that BPWI maintains an active presence at key UN and WHO international health forums to ensure that this is not overlooked.

The role of BPW in addressing women’s health has also been promoted at international conferences and meetings throughout the triennium. In particular, the Health Committee Chairperson has presented health reports in these forums -

- The Oceania Subregional Conference, Wellington, New Zealand
- The BPW Asia–Pacific Regional Conference in Singapore (workshop)
- The national conferences of BPW New Zealand and of BPW Australia in 2009 - 10.

2. Wellbeing for Women

Actions to raise the wellbeing of women have been focussed on six main objectives -

- Raising women's awareness of their own health status and how they can improve it.
- Promoting the involvement of BPW in addressing the key health issue/s for women in each BPW Region.
- Raising awareness of and knowledge about Post Traumatic Stress Disorder as a women's health issue.
- Raising awareness of and knowledge about osteoporosis as a women's health issue.
- Raising awareness of HIV/AIDS as a health issue for all women, and the role of women in combating this disease.
- Raising awareness of and knowledge about Cervical Cancer as a preventable and potentially curable women's health issue

BPW Clubs have been encouraged to raise women's awareness of their own health status and how they can preserve and improve it. Many clubs have had health related speakers at their meetings and presented seminars about a wide variety of health self care including nutrition and exercise. Reports sent from clubs for the WHO report demonstrated a particular commitment to educating members about wellbeing. Topics addressed have covered all aspects of women's health and well being, including self care and alternative therapies, stress and work-life balance.

Clubs have reported their work on individual projects as well as participation in regional and national projects coordinated by civil societies and other NGOs in their countries. In this way, BPW women have been involved in addressing many women's health issues eg breast and uterine cancers, diabetes, peri-natal problems, menopause, osteoporosis, heart disease and substance addictions.

It was noticeable from club reports that affiliates are increasingly undertaking projects focused on stopping violence against women. While there has been a very understandable community trend in recent years to talk about "domestic violence", it is critical that the focus of BPW remains specifically on stopping violence against women. It is time for a special project team to address this issue alone, as it is beyond the capacity and resources of a standing committee.

Implementation of Health Resolutions Passed at Congress 2008

The individual health activities and projects by BPW Clubs are too numerous to mention individually in this report and I encourage you to go to the BPW International web site and read about many of them in the Triennium Report to the WHO. Special mention is made here of those projects that specifically relate to implementing health resolutions passed at Congress 2008.

i) Eradication of Cervical Cancer

BPW International has a partnership with the Global Consortium of Women to End Cervical Cancer. The Consortium aims to raise public awareness and educate women on cervical cancer prevention, testing and vaccination, and encourage governments to provide women and girls with easy access to the latest screening and vaccine technologies. Congress 2008 passed a resolution encouraging clubs to provide programs to raise the awareness of their members about cervical cancer through education and information about the disease, diagnosis and treatment. Clubs in the following affiliates reported related programs – Argentina, Australia, Brazil, Canada, Cyprus, Italy, New Zealand and Nigeria.

ii) Provision of Osteoporosis Education

BPW International and the International Osteoporosis Foundation working partnership to educate women around the world on the problems of osteoporosis. Congress 2008 passed a resolution encouraging clubs to develop contacts with local osteoporosis societies and participate in projects to fight against osteoporosis and skeletal diseases, including lobbying their governments for access to appropriate diagnosis and treatment services. Clubs from the following affiliates reported related programs – Australia, New Zealand, Cyprus.

iii) Prevention of Fetal Alcohol Spectrum Disorders (FASD) –

The project has been adopted by a few affiliates but will need to be an ongoing program over several years to educate the community and our members. The lobbying of the governments will need to be continued as the liquor industry is very strong in most countries and has a strong voice with governments through the revenue provided by taxes on alcohol. Clubs from Argentina and Australia reported relevant programs.

Communications

Experience from the previous triennium indicated that capturing the information about what Federations and clubs are doing about women's health was difficult and patchy. With that in mind, at the 2008 Congress in Mexico City, those with an interest in women's health were invited to sign in to a health interest group. 56 women did so and several of them became Health Committee members or members of the Health Experts Group. Those with email addresses were included in communications and requests for comments information from time to time. It has been useful to have this additional pool of knowledge on which to draw and I thank those of you who took time to respond to requests or to send me relevant items of interest.

Obtaining a comprehensive picture of BPW health activities is still problematical. Whilst the WHO Triennium Health Report included over 50 projects, it represented only the tip of the iceberg and there is far more being done than we know of. It is also very difficult to measure, either quantitatively or qualitatively, whether our activities make any appreciable difference. Individual stories indicate that women do learn and benefit from health speakers, communities do benefit from these activities, and there are instances where legislators have been influenced to be more aware of the impact of their decisions on women's health.

Thanks and acknowledgements

The Health Committee acknowledges all the time and effort, known and unknown, that the Federations, clubs and members put into raising the health status of women, and commend all of you for your commitment to addressing the health issues that compromise "the development of the professional potential of women at all levels."

As Chair of the Health Committee, I thank the Committee members, Health Experts and members of the Health Interest Group for their service over the triennium. On reflection, despite communication problems that have made it difficult to address health issues in a participative way, more has been done than seemed apparent at the time.

The reformed Constitution on which we will be voting at this Congress includes restructuring the committee system into Action Teams under the direct leadership of the Vice President – UN. I urge you all to be courageous in adopting these new ways of working for the health of all women.

Faye Gardiner, Health Committee Chairperson 2008-2011

4.9.7 Legislation—Diana Barragan The Chair did not submit a report

4.9.8 Projects-Naphaphen Veijajiva The Chair did not submit a report

4.9.9 Public Relations—Mary Scott

Public Relations Committee Members:

Mary Scott, Chair, New York, Tiwalade Fapohunda, Africa, Heidi Forbes Öste, Sweden, Insil Lee, Korea, GABRIELA REA PÉREZ BA, Mexico

Purpose: to 1. Put together a database of international & local press outlets, and
2. To use that database to raise awareness of BPW local & international clubs

Recommendation: that each committee member contacts the presidents in their region to get names & contact information for the local PR committee chairs who can then send 1. Local press contact information back for all to use, and 2. Local club news.

Background:

there needs to be better communication among the clubs.

there needs to be better publicity of club activities both to each other & to the Public.

the Chair needs to send emails out weekly to elicit news & information from international, regional & local PR committee members

Key points, achievements to date and issues to be addressed:

contact information for local, regional & international media / press outlets was collected in the New York area. The Media Guide was made available to all who asked for it.

The International office hired people to create and distribute an e-News brief on a regular monthly or bi-weekly basis, and many clubs have begun to contribute their "news" to that report.

The European representative, Heidi Forbes Öste did workshops at the regional conference in Europe and other places on using social media.

Several reports on BPW Nigeria were sent by Tiwalade Fapohunda, which included photos. The representative of Asia & South America did not send any reports.

Photos of all events in the New York region, and from the EPW USA convention were uploaded to Picassa & made available to any clubs who wanted to use them.

Participants in the Presidents/Leadership seminars were given the opportunity to create a "welcome" video for their club or regional websites.

Regarding pay equity & representation, requests were sent to all PR committee members to contact regional & local clubs to collect information about the 5 biggest local businesses: what is the percent of women on their Board of Directors? What is their percent of women in managerial positions? So, far there has been no response. If we could acquire this

kind of statistical information, we could present it at a news conference to raise awareness of both the Pay Equity situation AND BPW International.

We seem to have a lot of trouble both getting information/contact information about who are the PR people in the local & regional clubs, and getting women to volunteer to be PR committee members and actually make the time to do the work

Future plans

This committee & the position of Chair need a better job description. When dealing with volunteers, it is necessary that specific goals & objectives be put forth with measurable suggestions for ways to accomplish those goals & objectives.

We need to know what the current mission of BPW International is. We need to continue to improve internal communications among the Clubs. We also need to plan for specific ways to communicate with the external Media about specific issues, bearing in mind what reporters are looking for, what their "lead times" are, and what constitutes "news".

We also need a current, frequently updated, list of experts who can represent BPW International & comment intelligently on issues when they arise. For example, if the women in Afghanistan get killed for starting a business, one of OUR representatives should be available to CNN, FOX news, MSNBC, etc. to comment on how this impacts on women economically both there & here, and what some of the BPW projects are that are currently addressing that issue.

Experts should be women who are members, expert in their fields, knowledgeable about BPW International projects, and, most importantly, available immediately by cell phone when a reporter or producer calls.

4.10 TASKFORCES

4.10.1 Constitutional Reform Taskforce and the Constitutional Advisory Committee

Jean Murray

BPW International members decided at the Congress in Luzern in 2005 that a review of the organisation's structure and constitutional arrangements should be undertaken. The structural review was undertaken in the 2005-2008 triennium, and the Congress in Mexico in 2008 reaffirmed the need for Constitutional reform during the 2008-2011 triennium.

The Constitutional Reform Workshop conducted at the Mexico Congress recommended that the Constitution should:

- enable rather than constrain

- be slim, simple, relevant, modern and high level

- and include organisational values, a mission statement, simplified objectives and definitions, and appropriate goal statements.

The Constitutional Reform Workshop prepared a resolution (Resolution 26) that required that a Constitutional Reform Taskforce be established and that members be consulted through a discussion paper and consultations at Regional Conferences. A number of Constitutional Amendments were referred to the Taskforce instead of being decided at Congress. In passing Resolution 26 in Mexico, Congress agreed that this is the right time to step back and look at the governance of our organisation, and to modernise and simplify our Constitution, By-laws, policies and procedures.

Resolution 26 acknowledged that our current Constitution and By-laws constrain BPW and that the organisational structure and decision-making arrangements need to be reviewed and reformed. Several of the Constitutional Amendments referred to the Taskforce related to voting entitlements and membership of the Executive Board. Resolution 26 also required the Taskforce to examine how we establish and use Standing Committees and how we utilise members' expertise, experience and skills to build our knowledge as an organisation and to better inform our advocacy at the United Nations and with other agencies and governments.

The Workshop proposed a two-stage process:

- a Constitutional Reform Taskforce with representation from each region would conduct the review stage in the first year and develop recommendations

- the Constitutional Advisory Committee would conduct the reform stage in the second year and prepare a draft Constitution.

An Expert Advisory Panel was also proposed so that interested and experienced members could be called upon individually to assist the Constitutional Reform Taskforce as needed. These three committees have worked cooperatively and diligently to ensure members' views were sought and considered and that the process was inclusive, open and transparent.

The Constitutional Reform Taskforce prepared a comprehensive Discussion Paper seeking members' ideas and comments, and invited affiliates and members to contribute to the discussion about our Constitution and Bylaws. The Constitutional Review Discussion Paper presented options for members to consider and sought ideas about what would work best for BPW International. It was posted in all 4 languages on a Constitutional Reform page set up on the website, which was readily accessible for the review stage. Regular messages were communicated to affiliates reminding them to send their ideas for the revised Constitution to the Constitutional Reform Taskforce. The deadline for submissions to the Constitutional Review Discussion Paper was extended to April 2010 to encourage more input.

Consultation has been broad and inclusive, and the Constitutional Reform Taskforce thanks the members and affiliates who contributed to the Constitutional Review. Consultations were conducted at regional meetings in Europe, Africa, Latin America and New York during the Review stage, and in Europe, North America, Asia Pacific and Africa during the reform stage. Altogether, 33 written submissions to the Review stage were received from individual members and 14 from affiliates, and 48 affiliates attended 5 regional consultation meetings. During the Reform stage, 23 affiliates and 11 individuals provided comments and 28 affiliates attended 2 regional consultations.

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Based on the analysis of the submissions by the Constitutional Reform Taskforce, the Constitutional Advisory Committee produced a very short and simple Constitution as required by the Resolution 26, and a simplified set of Regulations with definitions of terms. Several terms were changed in response to submissions, and the language was kept simple with particular attention to using terms that can be translated and retain their meaning.

The first consultation draft was posted on the website in August 2010, with an Explanatory Guide prepared to help members understand the documents and to explain what will be in the Procedure Manual. It was clear from submissions and discussions that most of the first draft of the Constitution and Regulations was supported by our members. A second draft was prepared and posted in October 2010, with some new clauses added to meet registration requirements in Switzerland. The second draft took account of comments on the first draft, and recognised that there were some matters where the members were largely in agreement and others where there were divergent views, even within regions. These matters were included in the second draft of the Regulations as options for comment, and an Options Response Form was provided to make it easier for members to express their views.

The main changes from the current Constitution and By-laws that were largely agreed are:

- revised terminology, simplified aims and inclusion of values
- the two Vice Presidents should be elected separately
- Regional Coordinators remain on the Executive and can serve two terms
- the Finance Director and Executive Secretary can serve two terms
- Past Presidents retain their vote, but Action Leaders do not have a vote
- a Financial Management Team should be formally established
- Congress bids should undergo strict examination and be decided by the Executive.

Submissions did not support sub-national Federations in very large countries.

For those matters where there is no clear consensus, options will be presented for voting at Congress. These include:

- whether selling BPW property where there are Trustees in place should be decided by a vote of the Executive or the International Board
- whether candidates for President should have served on the International Board or as a Federation President
- whether a quorum should be representative of the regions
- whether advance and proxy votes should be permitted at Congress where affiliates are unable to attend for a defined reason
- whether a Federation unable to send a full complement of delegates to Congress should be permitted to vote with their full entitlement
- whether Affiliate Clubs should each have one vote instead of sharing a vote [up to 3 votes per country], and to maintain relativity, whether Federation votes should be increased to 5 votes minimum
- whether we should retain the current committee structure or have fewer advocacy committees, better linked to Executives and UN Representatives, and a member database.

The final version of the Constitution and Regulations was sent to all affiliates 4 months before Congress. Constitutional Amendments have been prepared and circulated for each matter listed for voting, with points for and against drawn from submissions received. A Constitution Forum has been arranged for the morning before the opening of Congress so Affiliates can discuss these.

The Procedure Manual is the last document to be finalised because it must be based on the finalised Regulations. The Procedure Manual is divided into logical sections, mostly drawn from
the BPW International handbook
detailed articles in the By-laws that have not been incorporated in the Regulations
existing membership and congress guidelines.

Where the members have supported changes to the Constitution and Regulations, specific guidelines will be developed for the Procedure Manual by the Constitutional Reform Taskforce and the Constitutional Advisory Committee, with advice from the members of the Executive Board responsible for each section.

Thank you to all those affiliates and members who provided written submissions or commented at the workshops held at regional meetings. Your input was highly valued, and your comments were considered by the Constitutional Reform Taskforce and the Constitutional Advisory Committee, together with advice sought from the Expert Advisory Panel. The result, we hope, is a new Constitution and underpinning Regulations based on democratic principles that will help steer our organisation into the future in line with our aims and values.

RECOMMENDATIONS to the incoming Executive: *That, if the Constitution and Regulation are passed:*

1. *new model Constitutions be developed that are consistent with the new Constitution and Regulations*
2. *all Affiliates be required to submit their current Constitutions to the Executive Secretary*
Affiliate Federations and for Affiliate Clubs be encouraged to revise their Constitutions to bring them into line with the model documents.

Dr Jean Murray, Chairperson of the Constitutional Reform Taskforce
Anne Todd-Lambie, Chairperson of the Constitutional Advisory Committee

4.10.2 REPORT Fundraising Taskforce

Elizabeth Benham

Chair : Elizabeth Benham

Members: Yasmin Darwich Mexico, Gayle E. Haines USA, Arzu Ozyol Turkey, Eileen Brennan USA
Raissa Gbedji Benin

The goal of the taskforce is to support BPW International with ideas and activities that supplement the operating income and support needed programs.

Although fundraising goes on in most of the clubs and federations, it has not operated systematically or officially within BPW International. There are no guidelines within our organization on the formalities and procedures for professional fundraising so this is still of utmost importance

It is still apparent how unprepared we are to venture out into the corporate world asking for funding and it is clear that much work still needs to be done. Fundraising is a full time career for professionals working for organizations. It requires long term development of contacts, relationships and professional materials and media kits promoting BPW International as an organization, in order to provide sustainable results, which, can be counted on in the long term activities of the organization. Requests for funding have to be substantiated by very specific needs that cannot include administrative costs and therein is the big challenge. Education is a viable basis for funding but our educational programs are not uniformly used, distributed or professionally documented to warrant the solicitations.

Internal fundraising: Since our members are already very committed to BPW they are willing to give financial support in addition to their annual dues through the purchase of goods. Key points, achievements and Issues addressed: goods sales, sources, types and distribution

I am very happy that through my efforts in selling bpw goods while travelling our income for 2009 and 2010 rose to €24,216.00

We had budgeted for €7700 per year or €15,400 so there has been a net increase of 36 %

Members businesses: advertising on the website and the business pages should be a good way for our members to get visibility. The cost is reasonable and members should support and network their businesses more so this must be promoted more heavily as it is underutilized.

Member legacies: the spirit of philanthropy through charitable gifts from members estates or in memory of a loved one is important for BPW International. A formal process was never established. This term considerable effort was put into creating a process for legacies and donations to be given online. <http://www.bpw-international.org/members-only/donate-today>

Donations can be made in the form of an outright cash gift, a bequest of assets, insurance plans, trust fund or securities.

In Summary: Our educational programs need to be elevated to a more professional level to solicit the support of the members and to draw the interest of major multinational corporations who can provide funding. The programs must be quantifiable, documented, be maintained, have accountability and more importantly, be sustainable. It must also be mutually beneficial to all parties. The goods and products to be sold need ongoing careful evaluation on costs profitability transportability and usefulness. This taskforce reinforces that a permanent fundraising staff person be maintained with an ongoing mandate to work on the specific programs that are deemed acceptable and warrant the focussed efforts to achieve positive results. Continuity and documentation of this work is the most critical aspect and justifies the paid staff position that would thereby maintain the established relationships and protocols.

Finally, I would like to thank all the members of the taskforce and individual members on my travels around the world who have participated in the many hours of discussions on this topic all of which were extremely helpful in sorting through, and coming to terms with, on how to proceed with the professional sustainable activities.

4.10.3 REPORT Leadership and Lifelong Learning

Antoinette Ruegg

MEMBERS: Younhee Choi, South Korea, Fran Donaldson, Canada, Trish Knight, USA, Cecilia Quadri, Argentina, Sabine Schmelzer, Switzerland, (Responsible for the "Personal Empowerment Program"), Anne-Cathrine Schreiber, Germany, (Responsible for Leadership & Further Education in Europe), Ulrike Stednitz, Switzerland, Nadia Tarazi, USA, Margrit Wullschleger, Switzerland

EXPERTS: Irene Ashira Assih, Togo, Elisa Campos, Brazil, Marzia Dati, Graciela De Oto Argentina, Italy, Marcela Mattenet, Spain

ESPECIALLY COMMITTED BPW: Maureen Craig McIntosh, Canada, Yasmin Darwich, Mexico, Sabine Gerhart, Germany, Sharon Hale, Canada, Karin Kausch, Switzerland, Johanna Marius, Germany, Angela McLeod, New Zealand, Michaela Muschitz, Austria, Marianne Plattner, Switzerland, Susanne Müller, USA, Monique Ryser, Switzerland

"BPW International "Further Education Tools"

The following tools are available:

"PEP" (Personal Empowerment Program), 14 modules
"Career Skills Achievement Program", 6 modules, BPW Canada
"Success Teams", BPW Frankfurt and BPW Switzerland
"Conflict Management" 6 Conflict solving roles for organizations
different tools are still "in the pipeline"

Conferences, Events supported or organized by Task Force members

REGIONAL CONFERENCES

1.1 Regional Conference Africa, Abuja, Nigeria, 15 –17 Oct. 2009
Presentation and a workshop "Leadership & Emotional Intelligence"

1.2 Regional Conference Latin America, Buenos Aires, Argentina, 6 – 9 May 2010
Panel "Lifelong Learning in BPW" Antoinette Rüeegg (Interpretation and translation Cecilia Quadri)
Workshop "Leadership & Emotional Intelligence in Conflicts" Elisa Campos (Committee Peace) Antoinette Rüeegg, (Interpretation and translation Cecilia Quadri)
Presentation "BPW International Empowerment Tools for Clubs" Graciela De Oto, Cecilia Quadri, Antoinette Rüeegg

Regional Conference North America, Las Vegas, USA, 23 – 26 Sept. 2010
Presentation “BPW and Emotional Intelligence”, and “BPW International Empowerment Tools for Clubs”, Antoinette Rüegg

Regional Conference Asia & Pacific, Singapore, 15 – 18 Oct. 2010
Presentation “BPW and Emotional Intelligence”, and “BPW International Empowerment Tools” for Clubs, Antoinette Rüegg

1.5 Regional Conference Europe, Munich, Germany, 4 – 6 Sept. 2009
Presidents’ Conference Europe, Vienna, Austria 8 – 10 Oct. 2010
Presentation of the Task Force program by Sabine Schmelzer, Switzerland, supported by Anne-Catherine Schreiber Germany

CONFERENCES IN DIFFERENT REGIONS

New York

2.1.1 Presidents’ Seminar, 25 – 26 Feb. 2010, Leaders Summit in New York, 20 – 21 Feb. 2011
Presentation “Strengths, Strategies and Goals of BPW”, Antoinette Rüegg
Contributions of Elisa Campos, Cecilia Quadri, Ulrike Stednitz, Nadia Tarazi,

2.1.2 “BPW International Empowerment Tools” 2nd March 2010 (Chair Antoinette Rüegg)

The following tools were presented:

“PEP” (Personal Empowerment Program), 14 modules, BPW International (Sabine Schmelzer)

“Career Skills Achievement Program”, 6 module, BPW Canada (Fran Donaldson)

“Success Teams”, BPW Frankfurt and BPW Switzerland (Sabine Schmelzer)

“Conflict Management” 6 Conflict solving roles for organizations (Elisa Campos, Brazil) and “Conflict Management for BPW Boards and Board Members” (Jean Murray, EXCO Executive Secretary, Australia)

“Mentoring Program for Clubs (Maureen Craig McIntosh, Marianne Plattner, Task Force Mentoring)

“BPW Club Presentations in Print Media (Sharon Hale, Canada and Angela McLeod New Zealand”

Graciela De Oto, Argentina, and Nadia Tarazi, USA

Fran Donaldson (French), Yasmin Darwich and Cecilia Quadri (Spanish) worked as interpreters,

Cecilia Quadri also as translator.

“Leadership and Emotional Intelligence”, 4 March 2010

Headed and organised by Ulrike Stednitz and Antoinette Rüegg

Fran Donaldson (French), Yasmin Darwich and Cecilia Quadri (Spanish) worked as interpreters, Cecilia Quadri also as translator.

“Women & Holistic Leadership” 5 March 2010, 25. Feb. 2011

Headed and organised by Susanne Müller, BPW USA

BPW activities in Africa, Fistula project of Rasmata Kabre, Past President BPW Ouagadougou who cooperates with UN and the Minister for Womens Issues in Burkina Faso (Presentation A. Rüegg)

BPW International, President Liz Benham

Women’s Activities in the Arab World, Amany Asfour, President BPW Egypt

2.2 ILO, Relevant issues for NOGs e.g. BPW, Geneva, Switzerland , 30 April 2010

Organised by Karin Kausch, BPW Representative at ILO, Geneva

There are no tools which would fit the needs and capacity of BPW. Contacts with the ILO Training Centre in Turin revealed that ILO has trainings which can be attended in Turin but bringing programs in BPW countries clearly exceeds the organizational and financial capacities of BPW. Unfortunately the Head of Gender issues at the ILO, Jane Hodges, who was in her office renounced to meet our International President; a gesture which cannot be understood.

2.3 “CAIRO Conference”, organised by Amany Asfour, President BPW Egypt, 28 – 30 April 2011

Workshop “Leadership and Emotional Intelligence” Antoinette Rüegg

BPW ISTANBUL Conference, "Equality Means Business"
organized by Arzu Ozyol, President BPW Turkey, - 4 May 2011
Presentation "Leadership and Emotional Intelligence" Antoinette Rüegg

DACH Conference St. Gallen, Switzerland 3 – 5 Sept. 2010
(Conference of the 3 German speaking Federations Austria, Germany and Switzerland)
Presentation "BPW & Emotional Intelligence" Antoinette Rüegg
"OpenSpace", a technique which could become a BPW International Tool headed and introduced by Sabine Schmelzer,
Workshop "Lifelong Learning" by Johanna Marius

2.6 Spring Meeting BPW Germany, Berlin, 1 - 3 April 2011
Presentation "BPW and Emotional Intelligence" Antoinette Rüegg

Equal Pay Day BPW Innsbruck, Austria
Presentation "BPW and Emotional Intelligence" Antoinette Rüegg

3 PEP (Personal Empowerment Program) TRAININGS and LEADERSHIP SEMINARS in Europe
organized by Sabine Schmelzer, Switzerland, Anne Cathrine Schreiber, Germany,
Michaela Muschitz, Austria, Sabine Gerhart, Germany, Monique Ryser, Switzerland
Austria: 3 Trainings / Germany: 10 Trainings / Italy: 1 Training / Switzerland: 9 Trainings /
Turkey: 2 Trainings

M E E T I N G S

UN World Trade Centre, Geneva, 5 Oct. 2010
The International President arranged a Meeting with WTC to check the possibility to cooperate and use the WTC Further Education Programs. UN Chair and Vice President, Freda Miriklis, and Antoinette Rüegg attended different appointments. The UN WTC Business Programs are very well elaborated and a whole concept of programs and trainer - programs interact so that small peaces which would fit the needs of BPW Clubs or countries can hardly be cut off.

W E B S I T E

Nadia Tarazi, USA, was responsible for the Task Force topics on the website of BPW International,
Anne-Cathrine Schreiber on the website of BPW Europe.

THANK YOU to all the members & experts of the Task Force and all BPW who have contributed to the successes of the Task Force during this term.

Zurich, May 2011

Antoinette Rüegg

4.10.4 International Mentoring Task Force

Name of Chair: Maureen Craig McIntosh

Name of author of this report: Maureen Craig McIntosh

Main focus of the work of the Standing Committee or Taskforce for this triennium:

- To have general guidelines posted on the internet for BPW clubs around the world to access to implement their own mentoring programs.
 - The mentoring programs may be tandem or more structured, and will vary from club to club based on the culture and needs of individual clubs.
- A definition of mentoring will be provided so as not to confuse mentoring with coaching and consulting

Activities and achievements in 2010:

- A SWOT analysis was done in January 2010.
- The Mentoring Guidelines have been created and were presented in New York in March 2010 with great enthusiasm from participants.
- An e-mail letter was sent to all those present as well as committee members requesting their input.
- A template was developed to send to all the regional directors asking for input about the mentoring programs already developed in their country.
- Marianne has ongoing communication with members across Europe and has done training workshops
- Maureen has spoken at the Canadian Conference on Mentoring and has communicated with the Alberta club that has a mentoring program

Maureen has also been instrumental in supporting the members of her home club in starting a mentoring program

Communication with your committee members:

- I have tried on several occasions to contact committee members, both using the BPW members listing and my personal e-mail

Regular communication with committee member and Chair of the Mentoring Task Force for Europe, Marianne Plattner both by e-mail and skype.

Recommendations:

- I believe that the mentoring guidelines that we developed should be posted to the website, so that individual clubs world-wide may choose to use them as they see fit.
- Going forward, I suggest that the new chair continue to work towards finding the programs that are already working and work with these groups to share successes and best practices. For example, there are two clubs in Canada, one in Alberta and one in Moncton who have ongoing mentoring programs.
- As Chair, I am willing to support the new chair with any and all materials that we have collected and developed.
- Members of the New Task Force should be made up of women with a genuine interest in Mentoring. For this reason, I would turn to the clubs already using mentoring programs.
- We should continue to work towards creating a mentoring registry. I am hopeful this will happen with better use of our website, maybe webinars.
- Something else to consider is encapsulated in the following e-mail from Claudine Burgess. See attachment
Create a process for evaluating the effectiveness of the program using examples from existing programs within BPW.

4.10.5 Friends and Fellows - Gabriella Canonica

Objective for your committee **Increasing Friends and Fellows**

Summary of your Action Plan for this triennium:

Friends:

The challenge to recruit new Friends and Fellows had high priority in this triennium. It showed that face to face promotion to the members works, especially when a Congress with a special Friends Event is due.

New Friends renewals were successful during the BPW Italy General Assembly in Rome in 2009, also due to the great assistance of Dr. Livia Ricci, Past International President. A second recruitment highlight was in planning for the BPW Europe Congress in 2009 in Munich when a special Friends Event attracted quite a number of new Friends to subscribe.

At the end of 2009 we had 54 fully paid up Friends. Some of the Friends were portrayed on the "Friends of the Week" on the International Webpage. Templates and reminders were sent out to all the database, with reminder to send in their story: Why did I join the Friends Program*.

Fellows:

We are proud to have a new Fellow, Dr. Gayle Haines, from BPW Long Island.

She was portrayed on the "Fellow of the Week" on the BPW International Homepage.

Recruitment approaches to new Fellows have been made, but with no further success to date.

Main focus of the work of the Standing Committee or Taskforce for this triennium:

To activate and promote the importance to be a Friend / Fellow of BPW International.

Summary of Activities Undertaken

Sent out several group mails to listed Friends with a friendly reminder to renew their subscription. Some points from the reminder emails which were sent to all friends' e-mail addresses are listed below:

By renewing your Friends membership, you invest in the Young BPW generation: our future! And you support some Young BPW Members to attend the next International Congress in Helsinki in 2011!

"What's in it for you?"

We publish your "Friends" stories, interviews and portraits on the BPW Webpage under the section: "Friend of the week"

We invite you to let others know about your experiences and the friendships you made at the "Friends" excursions and programs during past Congresses!

Special Friends Program during the next BPW International Congress in Helsinki 2011!

Achievements/Outcomes during the triennium:

Experience at the BPW Europe Congress 2009 in Munich

The program for Friends was very interesting, a real "eye catcher". Due to this, we were able to attract more new Friends as they joined especially to have the opportunity to participate in this Friends Event.

This strategy suggests the way for the future is to organize attractive, special and outstanding side events for our Friends during International and Regional Congresses.

Recommendations:

Several times the question has arisen: "why cannot men become Friends?". A resolution will be presented to the BPW International Congress in Helsinki proposing a new Friend category for men and non- members as described below:

- There are women who because of their workload, travel commitments or commitment to other organisations choose not to become members of BPW, but want to demonstrate their support for our aims and be recognised as a close associate. These women may be politicians, corporate leaders or leaders of other women's organisations. They may be mothers, sisters or daughters of BPW members. Some of these women might want to become Friends of BPW International. There are men who also support BPW International as husbands, partners, fathers, sons and colleagues who attend our conferences and congresses and would like to be recognised as Friends. They often give a lot of time and support to BPW that we value highly. There are also men who would like to contribute to increasing the opportunities for their daughters in business and the professions, who support our activities and projects and work with us to advocate for change. Some of these men wish to become Friends of BPW International.

Gabriella Canonica, 1st Vice President BPW International
Chair Friends and Fellows 2008-2011

List of fellows

BPW International Fellows

Name	Occupation	Country
Esther Hymer	Honorary Member	USA
Dr. John Pius Caska	Medical Practitioner & Entrepreneur	Australia
Mr. Kenneth Herman	Construction Company Owner	USA
Dr. Majdah Mohamed A. Aburas	Master of Science	Saudi Arabia
Prof. Silvia Salazar Salazar	Director La Paz Nursing School	Mexico
Judge Meryl Sexton	Judge	Australia
Mrs. Chansamorn Wattanavekin	Business woman	Thailand
Dr. Gayle Haines	Business Woman	USA

4.10.6 Twinning Taskforce - Vivien Hazel

Chair: Megan Smith, Australia (2008 - September 2009)
Vivien Hazel, Australia (September 2009 to 2011)

Members: Jutta Iten, Switzerland; Nellina Basile, Italy; Tatiana Yabi Mama, Benin;
Marie Carmel Lafontant, Haiti.

The Aims of Twinning are:

Foster friendship and mutual co-operation through the exchange of experiences and joint activities.
Promote the BPW aim of equality and the achievement of common goals.
Increase the effectiveness of international networking between business and professional women.
Support the interchange of developmental opportunities.

The Purpose of the Twinning Taskforce is to:

To promote twinning between affiliates in different cities or countries in order to achieve common goals, the exchange of experiences, joint activities and to develop a greater understanding of each other's cultures on an international level.

Membership:

The structure of the Twinning Taskforce is based on representatives from each region who act as the link with BPW Federations and Clubs. The Chair reports to the Executive and International President while region representatives report progress to their regional coordinators. The Executive Officer for Committees and Taskforces is linked into taskforce communication.

During the triennium the Chair, Megan Smith was sadly forced to resign due to ill health. There is great appreciation of Megan's work over many years on the taskforce. She was an inaugural member of the taskforce and had chaired the group since the Luzern Congress of 2005. Megan had hoped to continue in her role but in September 2009 stepped down. This report reflects the work completed since then.

The Taskforce has been blessed with an enthusiastic membership from 4 regions, but was unable to secure a regional representative from South America and the Spanish Speaking Caribbean while a second representative for the large and diverse region of Asia Pacific was sought to provide a focus on BPW in Asia. These remain goals for the next period of the taskforce.

Jutta Iten and Nellina Basile have been outstanding members, contributing journalism and communications skills respectively. Jutta has linked the taskforce into the planning for the Helsinki Congress so Twinning becomes more and more an accepted part of every major BPW platform. Nellina has linked a number of clubs into new twinings and her passion and energy for twinning is outstanding and infectious. Marie Carmel and Tatiana have been disadvantaged in their participation by the limits of Skype which is the medium for meetings, but each have participated when possible with Tatiana focussed on the needs of French speaking clubs and Marie Carmel, of course, much affected by the earthquake in Haiti. For my part the honour of chairing this amazing group of women has been heightened by being connected with their respective cultures and struggles of which they are the embodiment. It was a great day with tears of joy when I was able to reconnect with Marie Carmel after the earthquake and when Nellina's 'Letter to Presidents' arrived it brought with it the idealism and energy for which BPW is so famous. I was struck by my connection with another woman who lives in a country that faces natural disasters as we do here in Australia and I think of Nellina when I eat and drink home grown Italian food and wine with Australian Italian neighbours. And there was that special night when Nellina's husband was singing Italian opera in the background! Similarly we were very touched when my own club's twinning with Ouagadougou, Burkina Faso led to a concerned phone call to us after the terrible bush fires of 2009 just as we had responded to their flood that damaged their women's house. In many ways these experiences give example to the deeper bonds that come out of twinning.

Communication and Program of Work

The Twinning Taskforce is all about communication. The taskforce itself meets monthly by Skype. Our strategic plan set priorities of Promoting Twinning, Be an Effective Taskforce and Celebrating Twinning. Key achievements for this triennium include:

- Promotion - Redesigned the webpage with links to the twinning documents.
Emphasis on diversity of twinning to open up more opportunities.
The twinning webpage is much more accessible.
Developed promotional Power Point.
Created 'Letter to Presidents' for all clubs.
Promotional talks in our own countries and others when travelling.
- Promoting & Celebrating - Website Twinning forum for questions, answers, links and report back.
A program slot sought at congress for workshop to showcase twinned clubs.
Certificates of Twinning sent to all new twinned clubs.

Effective - E-letter of congratulations from Chair to newly twinned clubs.
 Meetings allocate tasks among taskforce members.
 Work is progressed in a timely fashion. Report to Executive 2009 & Annual report 2010.
 Taskforce members are cared about as women by each other and experiences shared.

Outcomes and Goals for the Next Triennium

There are currently 72 registered Twins with 3 pending. Congratulations go to BPW Berlin, Germany, which has several twins in different regions.

There are four key goals that carry on from the current work:
 To have Twinning integrated as a standard item for all BPW events and conferences.
 To have an effective e-mechanism for visual reports from twinned clubs.
 Streamline communication between clubs seeking twinning for speedy connection.
 Have a full taskforce membership to give global coverage.

Vivien Hazel, Australia

4.10.7 Peace & Intercultural Understanding Report to Congress

Elisa Campos [Brazil]	elisaguerra.paz@gmail.com		
Abla Mahdi	Sudan	ablamahdi@hotmail.com	
Areti Demosthenous	Cyprus	pspasch@ucy.ac.cy	
Dulce Magalhaes	Brazil	dulce@work.com.br	
Jean Park	New Zealand	jean.park.jp@vodafone.co.nz	
Anastasia Victoria Safarian	U.S.A	stasyaus@gmail.com	
Diane I. Adou	Cote d'Ivoire	diane.adou@gmail.com	
Experts Maria Albano	Italy	marialbanofierri@libero.it	
Mariela Collado	Spain	mariela@versi-idiomas.com	

Objectives of the Task Force:

To develop ways of expression in order to get a better understanding between races, cultures, thought shapes, religion beliefs, different emotions, attitudes and habits.
 To promote intercultural peace among BPW affiliates, which will bring strength to BPW I.

Summary of the action plan:

- Each BPW shall create a flower which will represent the talents of this BPW;
- Each one will write the title of the project in it's own language or dialect;
- Each BPW will send a short explanation about the symbol of this very flower;
- The Task Force will promote the project in the internet: e-mails and website during local, national and international meetings;
- Each BPW will send the flower through internet to the chair, so that a panel can be organized and presented in Helsinki.

Main Focus of the work of the Task Force:

To encourage, motivate and bring awareness to all BPWs, that they shall act as affirmative opinion makers and opinion multipliers, bringing more awareness about the empowerment in working together, giving examples of Peace and Intercultural and Understanding Attitudes.

According to the inspiration of our founder Lena Makesin Phillips :

“LET US BUILD TOGETHER AND SEE WHAT WE CAN MAKE”

Summary of Activities Undertaken:

- February 2010- President's Meeting New York Exchanging ideas and creation of the project with various participants.
- March 2010- New York- Princeton Club, Elisa Campos held a workshop on “Peace and Leadership, six tools for BPW Clubs” in partnership with the Leadership and Lifelong Learning Task Force (Chair- Antoinette Ruegg).
 Presentation and motivation to make the flower:
- April 2010, Buenos Aires – Latin American Regional Meeting
 Launching the project in BPW INTERNATIONAL website.
- August 2010, launching a special logo in the website for the project.
- September 2010, Curitiba_ CONFAM, BPW BRAZIL Conference,
 getting feedback from the experience in ten BPWs in Brazil and

starting receiving the flowers from Argentina, Brazil, Panama and Turkey.

September 21st 2010 UN INTERNATIONAL PEACE DAY
Publishing in BPW INTERNATIONAL website the photos of the flowers.

September 2010, Las Vegas – North American Regional Meeting
Presentation of the project, and invitation to Young BPW members
To join the Peace and Intercultural Understanding Task Force.

October Launching the video with the presentation of the project in
BPW INTERNATIONAL website.

June 2011
Panel in Helsinki BPW International Congress with the flowers from as many BPWs as possible, from ninety six countries.

ACHIEVEMENTS

Two videos of the projects, all volunteer work.

One from BPW Argentina, with the process of making the flowers in the clubs, the photos of the flowers: <http://www.youtube.com/watch?v=BFzqstDYz6U> and a presentation of the project by Elisa Campos : <http://blip.tv/file/4202381>, a volunteer work by Mary Scott.

Some very good feedbacks on how this action helped clubs to be more aware about the importance of being more aware about peace.

Two young BPWs offering to help with the project: Anastasia Safarian, USA and Diane I. Adou, Ivory Coast. By January 2011, we had flowers from: Mexico, Cambodia, USA and Cyprus.

A wonderful connection with Dr. Areti Demosthenous, member of the task force and director of The Institute of Historical Research for Peace is an NGO (<http://www.elines.de/inisme/>) educating young leaders towards peace, coexistence and intercultural stability.

A lot of enthusiastic members who are happy to help.

A Real Peace and Intercultural Understanding in Action!

OUTCOMES:

The flower project is a creative and interactive way of peace process. A group presentation will be held in Helsinki, by Dr Aretti, Elisa and Dulce.

We have the vision that it will bring more groupwork and interactive work in BPWs, through the understanding that in spite of so many differences, we all have similar purposes, feelings and aims, and we can be much more powerful bringing our enormous global potential together.

Also working with beauty, inspired by nature, we can find this natural beauty in ourselves, and in BPW clubs' locally, nationally and internationally.

So, Peace and Intercultural Understanding do have the Power to make the Difference.

“LET US BUILD TOGETHER AND SEE WHAT WE CAN MAKE“

Elisa Campos- Chair Task Force Peace and Intercultural Understanding

4.10.8 , 4.10.9 ARCHIVES AND HISTORY TASKFORCES

Sylvia Perry

This is the first report that I have submitted for these taskforces which only started their activity in September 2009, when I was introduced to the three members who were appointed and they are:

Laura Suchan, Member of the BPW International History Taskforce (Canada) - Executive Director, Oshawa Community Museum and Archives. Olga Gil, Member of the BPW International Archive Taskforce (Canada) –Independent Research Information Specialist

Catherine Boshart – Pfluer, Expert on the Advisory Panel of the BPW International Archives Taskforce (Switzerland)

In July 2010, we were joined by Crystal Sissons, President of the Virtual Club in Canada – Project Manager and Senior Research Assistant

As there did not appear to be any more members forthcoming that I could recommend or were nominated by President Liz, I fused the two Taskforces and addressed the 4 members on the issues involved with both.

MAIN OBJECTIVES AND REMIT:

ARCHIVE; To collaborate and track the collection and storage of all relevant news, information and records of the history of BPW International for the archives now housed in the Aletta Institute for Women's History.

HISTORY: To collaborate and track the collection and storage of all relevant news, information and records for the history of BPW International and specifically to research the material for the compilation and recording the period 1996 – 2010 and preparing and publishing the third volume of the history in time for the June 2011 Helsinki Conference.

COMMUNICATION WITH THE TASKFORCE MEMBERS has been by individual or group email and telephone calls but on a very sporadic basis and only in the latter period with Catherine as she had a long period of serious illness, followed by a time at an American University working with her husband and now resettled in Switzerland.

THE MAIN TASK we have all been undertaking are the collection of the material for the book and each member has been making approaches to those in their available BPW networks and the Canadian members looking at the archived records with which they have been engaged for their local and national BPW histories. Catherine has been the representative in Europe looking for interesting material.

I asked all the members to consider the background of this period and come up with the significant events against which BPW has operated during the last five trienniums – but the information on that is sparse. They have also been on the lookout for archive material that we need to capture from older members of their Federation that will be useful in the international context.

REQUESTS FOR ASSISTANCE AND CONTRIBUTIONS FROM OTHERS

The assistance of the Executive Board, the Board of Directors and significantly the Past Presidents was sought in letters sent out by the President's office in August 2010 and a request made to consult a member of the taskforce but that has yielded small returns.

Individuals that I wish to thank for their cooperation are Liz Benham, Livia Ricci, Pat Harrison, Jean Murray and Leisha Witmer and people like Sharon Selkirk will be supplying some images. It is also fortunate that my own library of material is extensive; holding as I do all the newsletters over that period, having the archival records from Dr Chonchanok and also similar access to Liz Benham's well documented visits and meetings.

The most disappointing aspect was that I have been thwarted by ill health in this household in this last year, in not being able to go to the Aletta Institute of Women's History on the three occasions that I had arranged trips. This I still need to do within the next few weeks to check on materials and also lodge some more documentation.

ACTION AGAINST THE TIMETABLE

The action against the revised timetable is already lagging behind and I have been making final efforts to acquire more documents and making one final thrust again this month. I am putting a guillotine on that activity at the end of this month and moving on to get the text for the book assembled. I recall that it was easier when the Taylors were writing up the second chapter as we spent hours in the London office with them sorting and poring over documentation and between us knowing the individuals who had their own extensive libraries of information to lend for the purpose. On the other hand I have lived very much through this period (three years of my own) and closely connected with all the Presidents who have followed.

My main concern that the fall back is negating the funding situation – at the moment I have one donation towards the publication costs.

As time is now getting very critical I am inserting a reporting procedure back to the President, Liz Benham to chart the progress over the next few critical weeks as we move to delivery of this project.

FINAL COMMENTS AND REVIEW

It was not appropriate to write this report in the standard format and it is a very honest account and the most disappointing report that I have had to write in the discharge of my duties for BPW International. My ability to perform in this role has been far below my own standards. I have found a difficult brief to undertake set out as it is in the standard guidance instructions for Taskforces as I believe it needs to be tailored somewhat differently. I am asking my Taskforce members to comment on their experiences and draw from my own experience and theirs to furnish a report for the Review team to consider in the writing of the new manual. Also having been through the Mexico proceedings with Dr Chonchanok upon which we are also drawing for chapters of the book, I have also observed some points that be improved for the continuous recording of our history and will mention them in that report,

I wish you good deliberations in your last Board Meeting in the run up to Helsinki which I am sure will be a great success.

POWER TO MAKE A DIFFERENCE TASKFORCE CHAIR 2008-2011 REPORT

<u>Chair:</u>	Chonchanok Viravan, Thailand
<u>Taskforce members:</u>	Annarosa Colangelo, Italy; Amany Asfour, Egypt; Cecilia Quadri, Argentina; Naphaphen Vejjajiva, Thailand; Joyce Morrissey, U.S.A.
<u>Supporting Group:</u>	include the Chair, Taskforce members, Ambica Shrestha, Nepal; Caroline Grady, U.S.A.; Livia Ricci, Italy; Monica McNeil, Jamaica; Diana Barragan, Ecuador

I, taskforce members and a group of supporters promote the triennium theme "Power to Make a Difference" in many ways. These included recommending sub-themes, giving talks and use accomplishment of past winners and past winning projects as examples, conducting activities to support the theme, prepared "BPW Power to Make a Difference" Awards and encouraging BPW affiliates in our own countries and other countries in our regions to nominate leaders, projects or advocacy work to compete for these awards. The total of 22 countries submitted nominations for these awards.

1. **Recommending sub-themes** to be used as theme for BPW affiliates' annual conferences (optional)s
 - 2009 - Power to Make a Difference through Leadership
 - 2010 - Power to Make a Difference through Action
 - 2011 - Power to Make a Difference through Advocacy
2. **Give Examples in Talks:** I use past winning projects from *Beyond 2000: Helping Women Help Themselves* Competition and *BPW Power to Make a Difference Awards* as examples in my talks on "Power to Make a Difference" at BPW New Zealand National Conference, Masterton, New Zealand in May 2009 and at Asia-Pacific Regional Conference, Singapore in October 2010.
3. **Conduct Activities to support Triennium Theme:**
 - 3.1 **Leadership:** I gave a talk on "Women in ICT: Power to Make a Difference through Leadership, Action and Advocacy" at the 14th APEC Women's Leaders Network meeting in Singapore in August 2009, which identified several women leaders in ICT and their significant contribution. I also used *BPW Power to Make a Difference Competition* as model for National Council of Thailand's new competition called "Pet Nam Nung" (mean Precious Diamond) which gave annual awards for projects that help women to help themselves and also served as an advisor to its Adjudicating Committee.
 - 3.2 **Action:** Taskforce members and supporters helped conducted several projects to help women to help themselves in their countries. For examples:
 - For Thailand, Young BPW Bangkok conducted 3 *Self-Defense courses for women* in 2010. BPW Bangkok, led by Naphaphen Vejjajiva, also continued its 2008 Excellent Project *Give Women a Second Chance* by offering total of 77 courses for 4,485 women inmates in 2010. Since 2004, BPW Thailand have already trained 9,722 women inmates/prisoners and trained over 200 government officials at the Women Correctional Institutes in Thailand. The rate of women inmates returned to prison nation-wide is 2%, compared to 18% of men.
 - For Nepal, Ambica Shrestha informed that BPW Nepal received 1 million Euro funding support from EU to support new projects that further improve status of women's businesses in Nepal.
 - For Argentina, Cecilia Quadri informed that about training center where BPW Villa La Angostura offer training support to about 230 women during 2008-2010.
 - For Egypt, Dr. Amany Asfour informed that BPW Egypt and other partners launched "Hatshepsut Women Business Development Centre and Business Incubator " in October 2010, which focuses on Economic Empowerment of women and entrepreneurship promotion for Small and Medium Enterprises (SMEs).

Etc.
 - 3.3 **Advocacy:** I advocated on the important in closing gender gap to strengthen the economy, Gender Budgeting, Gender sensitive indicators and Key Performance Indicators for Chief Gender Equality Officers. These topics recured in my talks on "*Gender Advocacy Strategy*" at Asia-Pacific NGO Forum on Beijing+15 Review, Quezon City, Philippines in October 2009, in organizing International Women Day's forum in Thailand in

March 2010, in my participation with Women Network Reshaping Thailand group, and in my recommendations to Deputy Prime Minister, etc.

I also advocated for *UN Women* in Thailand. Prior to the vote to approve Gender Architecture Reform (GEAR) resolution to form a new composite *UN Women* Agency by integrating Division on Advancement of Women, UNIFEM, OSAGI and INSTRAW, I encouraged several women associations, including BPW Thailand and BPW Bangkok to submit letters of support to Ministry of Foreign Affairs.

4. Give Incentive and Recognition through Awards

As done in the past 4 trienniums, International Awards were used to inspire members to “make a difference”. Although the competition’s name was changed from “Beyond 2000: Helping Women Help Themselves” to “BPW Power to Make a Difference” in 2008 in order to add Awards in “Advocacy” and “Leadership” categories. Brief details about the three categories were as follows:

BPW Power to Make a Difference through Leadership Awards

- Excellent Business Leader: A trophy will be given to the best business woman candidate.
- Excellent Professional Leader: A trophy will be given to the best professional woman candidate.
- Excellent Young Leader: A trophy will be given to the best leader who is aged 40 years or younger.

These trophies will be given to the 3 BPW members who are leaders in business and professions whose work has a significant positive impact on the world, her country, her society and/or a corporation.

BPW Power to Make a Difference through Advocacy Awards

- Excellent Advocacy for Women: 1st Place, 2nd Place, 3rd Place trophies

These trophies will be given to top 3 BPW Affiliates that successfully lobby for legislation, national policy or promote endeavor that improve the status of women. All advocacy work must have been done in the name of BPW during 2008-2010. The winning advocacy projects, previous trophy winners from 2008, and other runner up projects submitted by BPW Affiliates would have opportunities to display their Project posters at XXVII BPW International Congress.

BPW Power to Make a Difference through Action Awards

- Excellent Projects: 1st Place, 2nd Place, 3rd Place trophies

These trophies will be given to Top 3 BPW projects. Qualified BPW projects are projects that conducted by BPW Club(s) to help at least 200 women to help themselves during 2008-2010. The winning projects for 2008-2010, previous trophy winners from 2008, and other runner up projects would have opportunities to display their project posters at XXVII BPW International Congress.

Trophies will be given to winners at the gala dinner of BPW International Congress in Helsinki.

4. Participation Outcome

Judging from the nominations for BPW Power to Make a Difference Awards 2011, at least 22 countries took actions to support the triennium theme. These countries are Argentina, Australia, Brazil, Canada, Egypt, Germany, Italy, Japan, Jamaica, Jordan, Korea, Moldova, Nepal, New Zealand, Nigeria, Serbia, Singapore, Sudan, Switzerland, Taiwan, Thailand and Turkey.

Out of 22 countries that submitted nominations, 6 of them are countries of the taskforce members or supporters and 9 of them are newly participating countries. These reflected the hard work of taskforce members and supporters in promoting the competition.

For all five competitions since 1999, the total of 35 countries participated. Other countries beside the above 22 countries include Cyprus, Haiti, Hong Kong, Mexico, Mongolia, Pakistan, Panama, Russia, South Africa, Sri Lanka, Ukraine, UK and Uzbekistan.

5. Recommendations for Future Trienniums

While year 2011-2014 will also has triennium theme “BPW Power to Make a Difference”, I would further recommend that BPW turn this theme into *BPW value*, such as “*Unite women power to make a difference*” and use BPW Power to Make a Difference Awards as one of a way to strengthen this value in the future Trienniums.

4.10.11 Women's Empowerment Principles: Equality Means Business (WEPs) Taskforce

Freda Miriklis, Vice President, BPW International

Chair: Freda Miriklis, Australia

Members: Annette Lu, Taiwan; Jet Brummelhuis, The Netherlands; Liz Benham, U.S.A; Maria Elvira Salles Ferreira, Argentina; Toni Gomes, Johannesburg; Virginia Russell, U.S.A

The success of the *Women's Empowerment Principles: Equality Means Business (WEPs)* Working Group and overall support of the WEPs by Affiliates resulted in President Benham establishing the WEPs Taskforce in August 2010. The taskforce has since had regular email communication and skype meetings. *To this end, the WEPs working group will continue to support the work of the taskforce acting as our immediate secretariat and assisting with the preparation of materials/resources which will be made available to members on-line. The immediate task of the taskforce was to finalise the WEPs Toolkit comprising 10 Fact Sheets that give insights to BPW Affiliates on how to conduct WEPs consultations and events with key stakeholders. The toolkit will be launched by President Benham at the XXVII BPW International Congress in Helsinki.*

How we got here

When I started in the 2nd Vice President role the depth and breath of what I did not know about the upcoming far exceeded the small amount I did know. The long history of BPW's partnership with the UN had resulted in a long list of engagement with UN Standing Committees and Taskforces across a broad range of seemingly unrelated issues; the connecting theme of our role at the UN appeared to result in BPW being everywhere but at the same time being invisible; no defined expertise that allowed us to be the "go to" group for any one area of consultation.

In my search for a way to position BPW International as critical UN partners with unique expertise was not at all fruitful until I came across the UNIFEM (now UN Women) and UN Global Compact initiative - Women's Empowerment Principles: Equality Means Business (WEPs).

With the full support of the President and Executive, we engaged with the WEP's and what emerged was a key tool that BPW International could use to get back in it's defining role as pioneer and back at the forefront, speaking in a space where women still have a limited or muted voice while at the same time presenting a contextual framework BPW International could use to give context to all our other UN projects and initiatives. **We realised that this was much bigger and broader than just a set of principles and with strategic positioning BPW International and Federations around the world would have much to benefit.**

With BPW International becoming signatories to the UN Global Compact, the WEPs are the first tool to re-frame our association at the UN in a way that profiles BPW International as the "go to" consultative group for business & commercial related issues. I believe the WEPs initiative has allowed BPW International's role at the United Nations to move from a welcomed and respected participant to actually taking centre stage and actively engaged as a recognised gender expert in the domain of working women and enterprise.

The Journey

The WEPs were officially launched at an invitation only event at the Levin Institute in New York (during CSW54) in March 2010 which President Liz and I attended on behalf of BPW International. The event introduced the Principles, explored their practical relevance for business, and investigated how best to build support for the spirit of the WEPs. Over 100 high level participants attended this invitation only event and the President and I were encouraged by the number of corporations operationalising the WEPs and willing to share their good corporate practices. In June the WEPs were then presented to over 1,000 CEOs for the first time at the 10th anniversary of the UN Global Compact Leaders Summit in New York. I had the great pleasure of accompanying the President to this event where 39 CEOs signed a CEO Statement of Support for the WEPs - there are now over 180 signatories and the list of CEOs is growing.

The taskforce's immediate focus has been working with members in their regions to realise the IWD Challenge - 100 CEO signatures in support of the WEPs for 100 years of International Women's Day. The challenge: 20 signatures from each of the 5 BPW regions. While we were not able to achieve this ambitious target, we are planning to make this a focus (with the full worldwide BPW engagement) next term. I believe that this initiative can be used to propel BPW members, in all countries, right into the boardroom's of some of the worlds largest corporations & onto the radar of government, industry and trade organisations; significantly increasing the profile and influence of BPW Affiliates around the world.

BPW International clearly has a first mover advantage with the WEPs and the opportunity to showcase the results of our efforts. Our involvement with the WEPs continues to grow and testament to this is the reported success of Affiliates. During September 2010 BPW Korea worked in conjunction with the UN Global Compact office in Korea and organized WEPs seminars in Seoul and Jeju, as part of the lead up to the G20 Summit of the top 20 world economies; these events attracted media with over 30 news stories. In a private reception with the First Lady, President Benham also informed her of the WEPs.

In Japan, BPW International successfully amplified the global impact of the local Affiliates by presenting the WEPs at the 15th APEC WLN Meeting by strategically planning and working with key APEC stakeholders including - the APEC Organising Committee, several economies, UNIFEM Headquarters and Liaison Office Japan, BPW Japan and founders of APEC WLN. As a result of our combined efforts, President Benham and I lobbied our respective economies and the President organized WEPs badges that were given to prominent leaders. As part of the execution of a highly successful awareness campaign, President Benham also organized WEPs badges (that became highly sought after) and convened an impressive panel discussion that received the highest score ranking amongst participants. As the principle Australian Representative for the WLN Drafting Committee I worked with my colleagues Patrice Braun, Linda Brown and Barbara Robertson (now BPW Australia members) and the Australian government to ensure that the WEPs were included in the recommendations to APEC Leaders and Ministers and lobbied with other economies for their support. The WEPs were unanimously accepted by the drafting committee and included as one of the three pillars for inclusive growth. Our coordinated efforts were officially recognised by UNIFEM/UN Global Compact in their 3rd international newsletter. BPW American Samoa also launched their WEPs event during a leadership seminar as a strategic way to start a long term project of integrating the WEPs into the corporate and government environment of American Samoa.

South Africa is leveraging our increased profile and standing with industry and commerce to move themselves to the forefront of social change using the framework provided by the WEPs as a platform, they are planning a major WEPs event where they are proposing to also launch three initiatives: Women on Board Register, Women own Enterprises Certificate - run in conjunction with the government, working with women run, owned and operated businesses to provide access to various trade mission opportunities and tenders; *Running businesses illegally* - providing assistance to small and micro businesses that are not legal operations. Sponsors have already been sought and R1.5million already secured.

In North America the Long Island club is working with media outlets and working with Prudential Life Insurance company which is known for its work family balance policies on a WEPs launch; the Mayor and local government authorities and the Chamber of Commerce have also been contacted.

The WEPs theme continued into 2011 with the BPW Leaders Summit, New York – “BPW Means Business”, Harmony Club, New York, preceding CSW 55. BPW Istanbul convened a highly successful Women’s Empowerment Principles -- Equality Means Business Forum prior to the Global Summit of Women in Istanbul, Turkey in May 2011, that attracted dignitaries and national media coverage. The President of BPW Turkey arranged for the official WEPs booklet to be translated in Turkey at the WEPs Forum.

I would like to thank the members of the taskforce for their valuable contributions and work in furthering the awareness raising of the WEPs. As focal points for your regions they stand willing and ready to support you.

BPW International’s powerful footprint across 5 continents can achieve strong results when unified by purpose. The results are equally beneficial for BPW International and affiliates at - grassroots, club level, national and international level. The WEPs offer a practical approach to advance women and point the way to a future that is both more prosperous and more fair for everyone and our increased influence with the business and industry arm of the United Nations - the Global Compact - allows us to support affiliates in all regions to build the same increased influence in their own country by using the WEPs as a tool to get a seat at the table and be recognised as the gender voice in business. As usual BPW Affiliates have already realised this potential have experienced first hand new opportunities that an international initiative can bring when we partner with major UN entities and women's organizations to raise awareness for women's advancement, unleashing women’s economic capacity.

Never before in history have there been so many forces working together for gender equity. Growing research shows that engaging women in the leadership and decision making roles of enterprise and industry results in greater profits and increased productivity. We always knew it was true but now we have the evidence. In our evolving partnership with the United Nations Global Compact we have been able to leverage our work on the WEPs to legitimately claim our status as recognised gender expert in the domain of working women and enterprise – a space where there is currently no other organised gender voice.

We have the skills, we have the resources and we have the knowledge to lead the women’s empowerment agenda. It is time to put words and ideas into action and for all of us to work together so that we can benefit from the rewards of fresh energy and new opportunity to strengthen the BPW International influence and profile in all countries.

4.10.12 Taskforce Equal Pay Day Dr. Bettina Schleicher

Main focus of the work of the Standing Committee or Taskforce for this triennium:

Main focus of the work of the Taskforce has been the introduction of the Equal Pay Day in the different countries. The Taskforce shared the idea and experiences with the different BPW, contacting them and helping in establishing a network for information exchange and support. The Taskforce developed a brochure and translated it into four different languages for usage in the respective countries.

Activities and achievements in 2010:

- Workshop during CSW 53 New York "Closing the Pay Gap"
- Workshop in Brussels at the European Women's Lobby
- Development and design of a brochure for the campaign in four languages

EPD in Switzerland, Austria, France, New Zealand, Germany, Italy, Finland, Belgium, Netherlands, Czech Republic, Spain, Estonia, Hungary and Luxembourg

Are you preparing a resolution to Congress? NO

Attachments: - Brochure "Closing the Gender Pay Gap"

Author's contact email: B.Schleicher@js-law.de

4.11 Ad Hoc Committees

4.11.1 Constitution Advisory – Ann Todd-Lambie Chair did not submit a report

4.11.2 Resolutions Committee 2008 – 2011

Pat Harrison

Committee : Jean Murray Executive Secretary, Ann Swain, Diana Barragan, Fran Donaldson

Annagret Hasted was appointed but could not be contacted and shw then declined.

I was reappointed during the first year of the triennium and began by sending a letter to all affiliates reminding them that it was their responsibility to lobby their governments for the implementation of the Congress Resolutions and reminding them they should report back on their success or failure to both the chairs of the relevant committees as expressed in some of the resolutions and to myself as resolutions chair. The only reply I have received is from Immediate Past President Dr Viravan. This brings me to another matter which has arisen: for this Congress I received two resolutions which are already BPW International Policy, one on Trafficking of Women and one on Child Sex Tourism. I understand that BPW Canada, who submitted these resolutions realised they had been voted on previously but were concerned by the apparent lack of action. If Affiliates reported on their actions and changes in legislation in their countries, this could be put on the website and would continue to remind affiliates of what we are endeavouring to achieve. Resolutions are BPWI policy and as such it is important that we know how well that policy is being implemented.

Past resolutions are now available on the BPW International Web site and affiliates and movers of motions should check there before submitting a resolution.

For this Congress I have received 13 resolutions,3 have been rejected, the two mentioned above and a resolution on Street Gangs which did not address BPW International core business. Three others were re written in consultation with the presenters to fit into a format acceptable to BPW International rules and to change some of the focus in the original resolution.

I have some recommendations to address the resubmitting of resolutions on policy.

Recommendation

- 1 That BPW International Executive review the website to make it user friendly for members when looking for BPW policy on any issue. ie with a comprehensive index which covers all issues
- 2 That Affiliates be reminded routinely in the International Newsletter, of their responsibility to promote BPW International Policy, as determined by Congress, in their Country
- 3 That in their annual response to information about their activities, a question be included to report on the implementation of BPW International resolutions

4.12 United Nations

4.12.1 UN New York—Eva Richter

The twin beacons of the Beijing Declaration and Platform for Action (BPfA) and the Millennium Development Goals (MDGs) continue to light the way forward for women. Now their implementation and eventual realization have been enhanced by the creation of a potentially strong central gender entity, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), under the direction of Undersecretary Michelle Bachelet, former President of Chile. The UN and the NGO community enthusiastically celebrated the launch of this new agency with a gala event at UN Headquarters in New York on 24 February, 2011, during CSW 55, the 55th meeting of the Commission on the Status of Women.

In the last three years, 2008-2011, there has been a very strong focus throughout the UN on women and development. We have celebrated and reaffirmed the Beijing Declaration on its fifteenth anniversary (CSW 54) with a Declaration by the Commission on the Status of Women. The Declaration provided the foundation for the Annual Ministerial Review of ECOSOC in 2010 on the theme “Implementing the internationally agreed goals and commitments in regard to gender equality and the empowerment of women”. At the High-Level Plenary meeting of the General Assembly, 20-22 September 2010, on the implementation and realization of the MDGs, the BPfA was also acknowledged as essential to the realization of those goals. The outcome document of the MDG Summit, 17 September 2010, states in part that “achieving gender equality and empowerment of women is both a key development goal and an important means of achieving all of the MDGs. ...Women are agents of development”. In addition, the Conference of NGOs in Consultative Relationship with the United Nations (CoNGO) organized the Civil Society Development Forum 2010 on *Women’s Human Rights and Development: Inclusion, Participation, and Equality*. Members of the BPW UN team attended most of these meetings.

The theme of development has struck a constant note in all of the declarations and processes of the United Nations in the last three years. In all areas, development is seen as a potential remedy and a goal. It is seen as essential to addressing the issues of disparities and inequalities, which are described as “two of the major causes of uneven progress”, necessitating strong responses to the needs of the most vulnerable, particularly women. It is essential to solving the problems of migration and to maximizing its good effects, as discussed constantly in such venues as the Global Forum on Migration and Development (GFMD) and the many meetings on migration sponsored by the sixteen agencies which are members of the Global Migration Group. Development is needed to provide education and protection for girls. It is essential for a proper and constructive response to climate change through adaptation and mitigation strategies. Finally, responsible corporate development through the Global Compact and the Women’s Empowerment Principles is essential for the advancement of women in business and the private sector. The concern of the NGO community and of our BPW representatives at the United Nations has been to make sure that development is defined not only in economic terms within an increasingly globalized world, but in human terms, with attention to human rights and human needs, especially those of women. The goals and agendas of BPW have been right on target in these matters, advocating constantly for the economic empowerment of women and for their leadership, advancement and representation on every level and in every area. President Elizabeth Benham’s emphasis on the Global Compact and the Women’s Empowerment Principles has taken up the challenge of development and women’s leadership especially in the private sector. At the UN BPW representatives have been actively involved in advancing the goals of the organization in many specific areas, both public and private.

The UN representatives work mainly through CoNGO Committees and the NGO/Department of Public Information (DPI). These are umbrella organizations like the NGO Committee on the Status of Women (NGO/CSW) which comprises more than eighty ECOSOC-accredited organizations, the NGO Committee on Migration (34 organizations), the Working Group on Girls (35 organizations), among others. Several of the committees have developed partnerships with specific UN organizations, like UN Women, the Commission on the Status of Women, UNICEF, the Global Migration Group, IOM and many others. We work together with other NGOs, UN agencies, and with member States on specific projects of both normative and operational significance, and hold many workshops and informational meetings.

Since we all have different interests and expertise, the BPW representatives at the UN have divided our activities among various groups to advance the principles and goals of BPW for the development and empowerment of women everywhere and at all levels. Main representative Eva Richter and Alternate Susan O’Malley have been fortunate to be joined (2009) by Elizabeth Van Ardenne, long-time member of BPW, and (2011) Harriet Friedlander. We miss the wise counsel of Claire Fulcher, veteran main UN representative for BPW, who retired to Arizona in 2009, but we know she is still monitoring our activities and is always concerned with what we do.

All of the UN representatives in New York work with the NGO Committee on the Status of Women and attend its monthly meetings. I have also served for eight years on the Executive Board in various positions. I was a founder of the NGO Committee on Migration, a topic with which the UN is increasingly concerned and which is affecting businesses and services at all levels the world over. In the past three years I have co-authored papers for the Global Forum on Migration and Development and the 8th and 9th Coordinating Committee of the Department of Economic and Social Affairs (DESA) and prepared talking points for the General Assembly's upcoming Informal Dialogue on Migration and Development (19 May, 2011). The Committee is now partnering with UN Women, UNICEF and other agencies in the preparations for this event and for the introductory Symposium, 17-18 May. We are in the process of gaining observer status with the International Organization for Migration (IOM). I have written an article on girls' migration for *Action for Girls*, the journal of the Working Group on Girls (NGO Committee on UNICEF), have lectured in Taiwan on the CEDAW process (2008) and have been royally welcomed and feted by our Taiwan BWP affiliates under the able leadership of Mme. Annette Lu. I am a member of the NGO Committee on Human Rights and serve as a Director on the Executive Committee of the NGO/DPI. I attended many of the CEDAW meetings in New York and celebrated the passage in 2008 of Recommendation 26, on Women Migrant Workers.

Susan O'Malley's main UN assignment is to represent BPW at UNICEF and advocate for girls, "promoting the rights of girls in all areas and stages of their lives and assisting them to develop their full potential as women". She serves on the Steering Committee of the Working Group on Girls (NGO/UNICEF) as back-up secretary and editor and edits their newsletter *Action for Girls*. She has advocated for girls' rights with several States Parties to ensure compliance with international agreements, has advocated for the ongoing inclusion and development of girls' rights in the work of the United Nations systems and structures, and has promoted the active participation of girls as agents of change in their own lives, families, communities, and societies.

Elizabeth Van Ardenne's special concerns are climate change, the world financial crisis and its impact on women, and ageing. She is an active member of the NGO CSW's Subcommittee on Women and Climate Change, raising awareness and educating the public on this crisis, incorporating climate change into advocacy for gender equality, and monitoring the UN Framework Convention on Climate Change. She has attended meetings of the UN Commission on Sustainable Development and a UN Conference on the world financial and economic crisis and its impact on development. In 2010 she joined the Global Action on Aging, an organizational affiliate of the NGO Committee on Ageing, to raise awareness and develop action items to recognize the human dignity and equality of older women and men. That ageing is a very important concern is demonstrated by the passage in 2010 of CEDAW General Recommendation 27 on Older Women.

Harriet Friedlander, our newest member, has been working with BPW President Elizabeth Benham on the Women's Empowerment Principles and attended meetings in March 2011 on the implementation of the Principles.

All of us attend the monthly meetings of the committees with which we are involved, monthly meetings of Executive Committees on which we may serve, and frequent relevant UN meetings on our areas of interest. It has been an extremely eventful three years.

4.12.2 UN Geneva—Karin Kausch

During the past three years the issue of women's rights has continued to penetrate into the work of the different UN bodies and NGO organizations. Especially in the field of Human Rights the rights and interests of women are much more dealt with than at the time I started my UN work eight years ago.

To work for the strengthening of women's rights requires combined forces. I have been working with the representatives of other Women's NGOs under the roof of the NGO Committee on the Status of Women. This Committee which was founded in 1973 has a strategic position within the UN system to influence political decisions in areas as economic, social and cultural reforms, human rights of women and on economic and trade issues. Its working groups represent over 60 international NGOs and women organizations and thus millions of women and men worldwide. The main committee meets four times a year, the working groups more often. For the last years I have been the co-convenor of the working group on Women's Employment and the Economy of Gender. In the working groups the themes dealt with in the UN conferences are treated more closely. Among the committee members we prepare and deliver written and oral statements to the UN bodies and conferences and also prepare and hold side-events during the conferences.

During the period I attended the following UN Meetings

I. Economic and Social Council (ECOSOC).

Substantive Session 2009, 6.-30.7.2009.

The meeting is held bi-annually in Geneva (alternating with New York). Theme of the High Level Segment was

“Implementing the internationally agreed goals and commitments in regard to global public health“. Based on a Report of the General Secretary and on the Report of the 53. Session of the UN Commission on the Status of Women there was a discussion on” Mainstreaming a gender perspective into all policies and programmes in the United Nations Systems and an agenda item on “Advancement of Women“. Quite some room was also given to the economic crisis and the topic of climate change.

II. Human Rights

The Human Rights Council meets in Geneva four times a year (10 weeks annually) and for special sessions. I have attended at least part of all its regular sessions, from the 9th (8.-24.9. 2008) to the 16th (28.2. – 25.3. 2011). During the second meeting of the year there is an annual full Day of discussion on the Human Rights of Women. At the 14th session (31.5.-18.6.2010) this was held with a focus on “Empowering Women through Education“. The Council very often also treats the topic of violence against women, as during the 11th (2.-18.6. 2000),and the 14th (31.5 – 18.6. 2010) session, when it was called “one of the most underreported and undocumented human rights violations“. This topic was also treated in a 5-hour side-event, organized by the High Commissioner for Human Rights together with the Special Rapporteur on Violence against Women, at which also the question of reparation for the women was addressed. There is also an annual discussion on the Integration of a Gender Perspective in the work of the Council. During the 15. Session (13.9.-1.10.2010) it was stated that the Human Rights Council and the new body UN Women should both benefit from coordination and achievements gained. There were also suggestions for the creation of a new mechanism in the Council to deal with discrimination.

CEDAW

The Committee is a body of 23 independent experts that monitors the implementation of the Convention on the Elimination of All Forms of Discrimination against Women. It meets twice a year in Geneva, once in New York. As a NGO representative one can easily approach the experts, and can also meet with representatives of NGOs of the countries under review. The committee also holds informal sessions with NGOs. The NGO CSW Geneva gives a yearly reception for the experts.

I have attended the 42, 43, 45, 47 and 48. Sessions.

III Other UN Meetings

Meeting in Commemoration of the Anniversary of the 100th session of the Human Rights Committee, 29.10.2010.

Eminent experts presented achievements and assessed the implementation of the Covenant on Civil and Political Rights in the various regions of the world.

Unctad and NGLS

Public Symposium on Global Crises, 10.-11.5.2010.

In the closing session of four plenaries the former High Commissioner on Human Rights, Mary Robinson stated, that the crisis resulted from a failure to address exclusion and injustice, and that the right to work, access to justice, labour rights and business rights have to be better respected.

Panel Discussion, International Women’s Day: Enhancing women’s Access to Education, Science and Technology for Economic Growth and Development, 8.3.2011..

IV NGO Meetings

Geneva NGO Committee on the Status of Women, Working Group on Women’s Employment and Economics of Gender: Interactive Roundtable on “Challenges of Gender Equality in the Economic Commission for Europe (ECE) region in the Context of the present Financial and Economic Crisis, 30.-31.10.2009.

A meeting report together with recommendations was delivered to the ECE Regional Preparatory meeting to the Beijing +15 Review Process, 3.-4.11.2009.

CONGO, Conference of NGOs,

Civil Society Development Forum, “Women’s Human Rights and Development: Inclusion, Participation and Equality“, 30.9.-1.10.2010.

NGO CSW,

Roundtables: “2010, Watershed for Women’s Human Rights and Empowerment“ and “Beijing + 15: Creating new Mechanisms to Accelerate the Implementation of the Platform of Action“, International Women’s Day, 8.3.2010,

Roundtable:” Celebrating Women’s Rights: Higher Education – Pathway to Gender Equality and Decent Work“, International Women’s Day, 8.3.2011.

Karin Kausch/ Switzerland

4.12.4 UN Vienna –Marlene Parezan

Overview

Secretary-General Ban Ki-moon appointed Mr. Yury Fedotov of the Russian Federation Executive Director of the United Nations Office on Drugs and Crime (UNODC) and Director-General of the United Nations Office in Vienna (UNOV) on 9 July 2010. He holds the rank of Under-Secretary-General of the United Nations. Before that, Mr. Fedotov served as Ambassador Extraordinary and Plenipotentiary of the Russian Federation to the Court of St. James's in London for five years.

UNOV services the Commission on Narcotic Drugs (CND) and the Commission on Crime Prevention and Criminal Justice (CCPCJ) and their various ad hoc Committees and other related structures and bodies in relation to Conventions and Treaties. The BPW Int. Representative/s attend the annual and often annually reconvened meetings of these bodies. The United Nations Industrial Development Organization (UNIDO) is an independent organization of the UN, we are also accredited to that body, Baerbel Chamblu no longer follows the meetings, I do try to attend at least the main annual meeting. There have been little to no contacts with the UN Office for Outer Space Activities (UNOOSA). UNOV also services the CTBTO, the Preparatory Commission for the Comprehensive Nuclear –Test-Ban Treaty organization.

Major UN meetings attended, including numerous NGO side-events

- UNODC Commission on Narcotic Drugs (CND) 52nd, 53rd, 54th sessions, incl. reconvened sessions
- UNODC Commission on Crime Prevention and Criminal Justice (CCPCJ) 18th, 19th, 20th sessions, incl. reconvened sessions
- UN Commission on the Status of Women (CSW), New York, 54th session – UN ECE prep meeting 30.10.-3.11.2009 Geneva
- UNODC Conference of States Parties to the UN Convention against Transnational Organized Crime (TOC), (2008) 4th, (2010) 5th sessions
- UNODC Conference of States Parties to the UN Convention against Corruption, 3rd session(2009)
- United Nations Industrial Development Organization (UNIDO) General Conference, 13th session
- Yearly meetings on presentation of UNFPA and UNHD reports
- Meetings on Implementation of UN SC Res. 1325 “Women, Peacekeeping and Conflict Resolution”
- UN Information Service (UNIS) Vienna meetings, luncheon briefings, symposia on Holocaust, Palestinian People, UN Women and others.

Press conferences and information briefings organized by UNIS, UNODC, CTBTO and OSCE from 2008 to 2011. Annual presentation of INCB report .

Other meetings attended:

- **Visit of President Liz Benham and VP Freda Miriklis in Vienna. At the UN, the president met the coordinator of the UNODC Blue Heart Campaign, Mr Alun Jones as well as Mr.Dimitri Vlassis, Chief, Corruption and Economic Crime Branch, who spoke about plans for a possible meeting on prevention of corruption with prominent female CEOs in North Africa (???)**
- **World Aids Conference 2010 and Global Village activities, actively involved in volunteer recruiting among members of the NGO CSW Vienna.**
- **30 years Vienna International Centre with visit of SG Ban Ki-moon**
- **Spoke at the UNIS Luncheon Discussion on the occasion of International Women’s Day in 2010**

Conference of NGOs: Monthly meetings in the Vienna office.

Conference of NGOs in Consultative Relationship with the UN (CoNGO)

At the last General Assembly of CoNGO which took place in January 2011 in New York, and where BPW was elected as Board Member, Ilona Graenitz, IFUW, vice president Vienna, finished her term of office. At the next Board Meeting of the Conference, the new vice-president Vienna will be appointed from among the Board Members. At the moment there is no administrative assistant, all the work is done on a voluntary basis by Vienna based representatives of Board Members. The office - on UN premises - has moved to the E-Building, Room E0477, due to repair work on the other buildings. There have been frequent meetings during the period 2008-2010, which I attended.

NGO Committees in Vienna

NGO Committees generally are being formed by a number of accredited NGOs to better work with the UN, exchange information, views on issues of common interest, develop joint statements, organize symposia – to a certain extent co-ordinate NGO views and activities on topics the given group is interested in.

The Vienna NGO Committee on the Status of Women (formed in 1982) consists of about 40 NGOs in Consultative Relationship with ECOSOC. It meets every 8-10 times a year, works to maintain good contact with UN Women and prepares joint statements for the annual meetings of the Commission on the Status of Women. Highlights in the last three years include participation in the Civil Society Development Fora of CoNGO, participation in and volunteer support of the World Aids Conference 2010 and the parallel Global Village activities, co-organizing a Symposium on Global Health and Gender in Eisenstadt, and organizing a side event “Gender Medicine – Better Health Care for Women and Men” at the 53rd session of the CSW. This year, the Committee supports the symposium again. Every year the

Committee celebrates the International Women's Day, this year, on the occasion of 100 years of International Women's Day, a high level symposium on "International Women's Day, Time to celebrate? Achievements and Prospects" was held, programme attached.

I have the honour to chair the Committee since December 2009.

The Vienna NGO Committee on Peace, a forum for exchange of information and views on peace issues. Main subjects discussed include arms control and disarmament, peace education, SC res. 1325 on women and peace building, the efforts to ban anti-personnel land mines and new initiatives of the non aligned movement. I serve as vice secretary of the committee which meets 6-8 times a year.

The Vienna NGO Committee on Ageing, whose members work together to create a society for all ages and improve the quality of life for older persons worldwide. Implementation of the Madrid Plan of Action on Ageing, the Establishment of a Charta on Human Rights of Ageing In a brochure published by the Committee in 2010, BPW is represented by an article with the contact address of Gabriella Canonica.

The Vienna NGO Committee on Sustainable Development is the successor of the former Vienna NGO Committee on Development. It has met a few times so far and covered topics such as Emancipation through Education, Global Education on Sustainable Development, with the emphasis on learning to live in a sustainable manner and on Climate Change.

The Vienna NGO Committee on Narcotic Drugs (VNGOC) works in a highly professional way, see their website www.vngoc.org . In 2009, in a joint statement to the High Level Segment the "Beyond 2008" initiative, a global NGO review on the 1998-2008 UNGASS on illicit drugs was presented. In 2010, at the 53rd session of the CND, a joint statement of members of the Committee on the recommendations of Beyond 2008 and a Conference Room paper on the Thematic Debate of the 53rd session of CND focussing on demand reduction activities, on the different facets of addiction and finally on regional and interregional co-operation was presented to the delegates. In 2011 another joint statement was presented (Implementation of the Political Declaration and Plan of Action on International Cooperation, towards an integrated and balanced strategy to counter the world drug problem) and intensive lobbying activities took place for the adoption of a resolution on improving the role of civil society in addressing the world drug problem, which was adopted.

The Vienna NGO Alliance on Crime Prevention and Criminal Justice is also serviced by the Civil Society Team of UNODC as the VCNO. Joint statements are usually developed with the co-operation of the New York based Alliance on Crime Prevention in teleconferences via skype. Members of the Committee also prepare input and participation in meetings of the Conference of States Parties (Joint NGO statement 5th session). The Global Report on Trafficking was published in 2009 by UNODC within the framework of UN.Gift (UN Global Initiative to Fight Human Trafficking) as well as a Crime Prevention Handbook. Every year, on June 26, the International Day against Drug Abuse and Illicit Trafficking, the Committee contributes to the celebrations either at the UN or outside in the city of Vienna, often in an effort to reach a young audience. A panel discussion on alternatives to imprisonment - during the 2009 Commission - targeted young criminal offenders. Members of the Committee participated in the 2010 Crime Congress in Brazil and input of the Committee, such as proposals for community alliances to prevent crime, was discussed. The issue of torture worldwide was highlighted at a screening of the film "My brother's keeper" by Jorgen Flindt Pedersen organized by the Committee in 2010 followed by a discussion with Manfred Nowak, UN Special Rapporteur on Torture. In 2011, at the 20th session of the CCPCJ, special attention will be paid to cyber crime, the thematic discussion will focus on protecting children in a digital age: the misuse of technology in the abuse and exploitation of children.

Marlene Parenzan

April 4, 2011

4.12.5 UNESCO– Christine Robichon did not submit a report

4.12.6 UNICEF - Susan O'Malley did not submit a report

4.12.7 UNCTAD - Elizabeth Clement-Arnold did not submit a report

4.12.8 FAO - Anna Rosa Colangelo / Christina Gorajski-Visconti did not submit a report

4.12.9 ILO - Karin Kausch

As in the years before I attended the International Labour Conferences held once a year with participants from all over the world:

I. International Labour Conference, 98. Session, 3.-19.6.2009.

This conference was special, as it marked the 90th birthday of the ILO, and it dealt primarily with the economic, especially the job crisis.

As usual the work was done in different committees and in the plenum.

Based on a report by the Gender Bureau "Gender Equality at the Heart of decent Work" the Committee on Gender Equality discussed challenges of the modern labour market and measures to address them and to achieve gender equality. The Conclusions which have been adopted by the plenary address all aspects of women's participation in economic and social life. In view of the BPW campaign I just cite the passage on Equal Pay:

"Unequal remuneration is a symptom of persistent inequality between women and men. Women's skills and jobs have been historically undervalued, and women's wages have not kept pace with their advancement in education. While more educated women have joined today's workforce, the gender gap is only slowly diminishing. A minimum wage that provides a basic income can help reduce poverty and narrow the gender gap..... Direct wage discrimination between a man and a woman performing the same job can be easily identified. The concept of equal remuneration between men and women for "work of equal value" is harder to identify and remedy. Respect for this principle is essential, because of the sex segregation in the labour market. Efforts have to be taken so that the principle is understood and applied, as appropriate. Job evaluations on the basis of objective and non-discriminatory criteria are one way to implement equal pay for work of equal value."

The main theme of the Conference was, however, the crisis. A Committee of the Whole on Crisis Responses held 11 thematic dialogues with experts on different aspects of the crisis and possible ways to overcome it. The Committee elaborated a resolution "Recovering from the crisis: A Global Jobs Pact" which was adopted by the plenum. It states the principles for promoting recovery and development and enumerates decent work responses: Acceleration of employment creation, jobs recovery and sustaining enterprises, building of social protection of people, Strengthening respect for international labour standards and social dialogue. It calls for a fair and sustainable globalization and also specifies necessary ILO action.

The Global Job Crisis was also the theme of a three-day summit, bringing together world leaders.

II. International Labour Conference, 99th Session, 2. – 18.6.2010

The Report of the Director General of the ILO "Recovery and Growth with Decent Work" states that in spite of some recovery doubts about the stability of the financial and monetary systems persist, and unemployment is high. The 99th session marks the first anniversary of the Global Jobs Pact and the second anniversary of the ILO Declaration on Social Justice for a Fair Globalization.

Two high level panels on the role of productive employment and social protection were held.

The ILO adopted a recommendation concerning HIV and AIDS and the world of work, the first international legal instrument with a resolution on its promotion and implementation.

Also on the program was ILO's recently published report on Child Labour which states that some 215 million children are still labouring for survival, many of them in the agricultural sector. In the discussion it was stated that education was the best way out of this problem.

A Committee on Domestic Workers proposed conclusions with a view to a Convention for Decent Work for Domestic Workers, supplemented by a recommendation. The Conference decided to put that on the agenda of the next conference.

ILO's Century Project for the 100. Session will focus on: "If you desire peace, cultivate justice."

III. Research Conference: "Key Lessons from the Crisis and Way forward".16.-17.2.2011.

Discussion of the state of the crisis and the recovery and remedies by financial reforms, income-led growth, labour standards and domestic regulations.

IV. Roundtables:

1. What is working for working women, 8.3.2010, and

2. Making the crisis recovery work for women, 7.3.2011.

Statements that we have already come a long way, but the pace is still too slow, and that "Gender equality is common sense".

Karin Kausch, Switzerland

4.12.10 WHO - Michele Gerber

“ I, Alex Ross, director of the Department for Partnerships, am pleased to inform you that the Board of WHO decided to maintain the International Federation of Business and Professional Women (BPW International) in official relations with the World Health Organization for the 3 next year's 2011-2013. In making its decision, the Board noted with appreciation your organization's report, the description of the successful collaboration between WHO and your organization, and commented the International Federation of BPW for its continuing support of the work of WHO.”

This official letter of 31st January 2011 is very important while it recognizes all the work that BPW members did in relation to Health during the last 3 years.

The 3-6 Millennium Development Goals of WHO are: Promote gender equality and empower women (3), Reduce child mortality (4), Improve maternal health (5) and Combat HIV/AIDS, malaria and other diseases (6). The very detailed report of the Health Committee, prepared from the chairperson Faye Gardiner, referred to these themes and convinced WHO to maintain our relationship.

The consensus for the next 3 years seems to focus on Women's Health at the workplace.

Our regular work is to represent BPW Intl by all meetings of WHO in which the non-governmental organisations (NGO) are allowed to participate. We are also active by the NGO-Forum for Health: this group can defend some issues with more effectiveness than a single NGO. We are co-signing with other NGOs statements that reflect our priorities.

In the future, it will be interesting to see if the new body “UN Women”, decided in July 2010, will have an impact on Women Health and if the interaction between these 2 UN bodies will be seen.

The work of representation is only possible through the collaboration of my two other colleagues: Gabrielle Gonzenbach and Dr. Irmgard Andresen. Thank you for their involvement.

It is an honour to represent BPW Intl and specifically every single member!

Merci de votre confiance

4.12.11 UNECE - Francoise van Leeuwen

UNECE

Human Rights Council : its fifteenth session in september 2010 and the 16th session in march 2011.

Committee on the Elimination of Discrimination against Women (CEDAW), 67 th session, from 4 to 22 october 2010.

ILO : the 98th Labour Conference from the 3 to the 19 june 2009

UNECE – www.unece.org

63rd session, 30 march – 1 april 2009, Palais des Nations Geneva:

it was dedicated to the **economic development** and to the **climate change mitigation and adaptation**. They overviewed the current economic development and how it may impact the work of the ECe in promoting economic integration, growth and economic cohesion.

Three panel discussions with high-level government representatives and experts from the public and private sector assessed three key issues :

Economic Development

Panel Discussion 1: Economic Integration in the wider Europe

The bottlenecks of integration are in transport and energy network, trade barriers, incompatible standards, border crossing formalities...They suggested more ***energy interconnection and water management*** and establishing a compatible standard for measuring energy reserves and resources.

Panel Discussion 2: Promoting knowledge based innovative economies

How can ECE activities help the economies in the region better achieve to eliminate the obstacles against ***economic growth***. What is creating ***internationally competitive knowledge-based and innovative economies***.

Panel Discussion 3: Enhancing economic cohesion

How the ECE could help more in terms of ***poverty and basic needs*** and help countries address these issues. About achieving the MDGs, they focused on the current financial and economic crisis.

Climate change mitigation and adaptation

What efforts are under way ? What challenges does the region faces ; how can the private sector contributes in the emergence of a green new deal ?

Panel discussion 1 : energy efficiency, air pollution and greenhouse gas emissions

integrating strategies on these issues; financing and environmentally friendly housing.

Panel discussion 2 : Water, Forestry and Timber : natural systems must adapt, but can contribute to mitigation.

The discussion included the OSCE's work on climate change and the cooperation with the UNECE

Panel discussion 3 : Societal change to adress climate change through :

Education for mitigation and adaptation –education for sustainable development – Public participation in debate – Strategic environment assessment under UNECE Espoo convention.

64th session, 29-31 march 2011, Palais des Nations Geneva

The session was devoted to the *economic integration* in the region : developments and new challenges in light of the economic crisis (item 2) and the role of *regional integration and cooperation* for promoting sustainable development in the ECE region (item3).

Item 2 : Developments and challenges facing the region in terms of increasing economic integration and improving competitiveness of the region, in the light of economic crisis. The Custom Union of EurAsEC in a globalized trade environment , regional trade and economic cooperation .

Item 3 : *Energy cooperation ; Transport and trade infrastructure : pillar of the regional integration*

Improving energy network, increasing energy efficiency, and diversifies the e sources (renewable energy, boosting innovation for competitive new technologies).

The transport networks and their financing, the regulation and standarts, including cross border procedures as well as trade facilitations standarts contribute to mitigating the economic crisis and steering the economies of the region towards a sustainable trade and economic growth.

Item 4 : The new directions of the ECE programme work : innovation performance review, SPECA, Global road safety, inland water transport, International year of forest and sustainable forest management, Housing, environment for the Europe Conference in Astana, Environment and Health process, measuring sustainable development.

Gender Statistics

The UNECE and the World Bank have developed a practical tool in gender statistics in order to guide stastical organizations in the production and use of gender statistics. The manual was endorsed by the Conference of European Stasticians in june 2010.

Beijing Platform for Action : 15 th year review of the implementation,

The NGO Working Group on Women's Employment and Economics of gender was organising an interactive roundtable on 30-31 october 2009 in preparation of the UNECE meeting the 2-3 november 2009 which was organized around three key issues :

« *gender, sensitive economic policies in the context of the economic and financial crisis* (labour market, gender responsive budgeting, gender approach to social protection policies ; risks and opportunities, poverty, migrants and remittances, gender approach to the economic and financial crisis in the EU)) » - « *Gender and the corporate sector* (legislative measures to achieve gender balance on company board, voluntary measures to advance women in decision making, swiss initiatives to eliminate the gender gap...) » - « *New partnerships, networks and alliances for gender equality* (World Bank partnerships supporting gender in Eastern Europe and Central Asia, NGO cooperation...in the CIS countries, in transition economies, UNIFEM and UNDP experience) »

The Roundtable focused on the challenges of Gender Equality in the context of the economic and financial crisis. It followed an interactive discussion on the same key issues after having reviewed the major achievements and challenges for gender equality in the ECE region.

HUMAN RIGHTS COUNCIL, Geneva – www2.ohchr.org

Fifteenth session : Monday 14 september 2010, it was an interactive dialogue with the first *Special Rapporteur (SR) on contemporary forms of slavery*, including its causes and consequences. Slavery lie practices remains a grave and persistent problem today. Modern day domestic servitude was highlighted as a global human rights concern. *The SR finds that gender discrimination and domestic servitude are linked*. The criminalisation is one aspect of an effective response. But at an other hand, domestic workers an indispensable contribution to society and they have to be provided with equal protection of their labour rights (salary, working contract...).

Monday 20 september 2010, the discussion focused on the elimination of discrimination against women (women's equality before the law) with experts. An interactive dialogue was following with the SR on the situation of human rights and fundamental freedoms of indigenous peoples.

Sixteen session : Monday 14 march 2011, *The SR of the HR situation in DPRK* was reporting. His request to enter the DPRK was rejected. He underlined the damages caused by the flood and focused on the questions of separated families as well those concerning the abductions affecting nationals of the RoK, Japan and others..... A severe famine lasts the country and the SR makes a link between famines and closed societies. HR violations are committed in correctional centers. DPRK failed to explicitly express its support for any of the recommendations.

The SR about the HR situation in Myanmar underlined the lack of national reconciliation despite the elections. The ongoing militarization drains the resources of the country, and freedom is lacking. The government of Myanmar has to address systematic discrimination and inequities in the enjoyment of HR.

COMMITTEE ON THE ELIMINATION OF DISCRINATION AGAINST WOMEN (CEDAW)

www.2ohchr.org/english/bodies/cedaw - 67th session -

The CEDAW is the body of independent experts that monitors implementation of the Convention on the Elimination of all forms of discrimination against women. It works with the State Parties, NGOs and the elected independent experts. When I attended the session, Malta, Czech Republic, and Uganda were evaluated. I liked the very lively and constructive discussions between all the participants. The experts could ask very pertinent questions. In Uganda for example, if the law exists, one of the main problems is the implementation due to traditions and to a lack of translation into the different languages of the country. The country is mainly living from the agricultural sector.

4.12.12 UNECLAC - Elena Torres Sequel did not submit a report

4.12.13 UNSCAP - Naphaphen Vejjajiva did not submit a report

4.12.14 UNDP - Eva Richter

International Federation of Business and Professional Women - BPW International
(in General Consultative Status with ECOSOC since 1947)

Fields 1,2,3

No Change

Box 4: Contribution of the organization to the work of the United Nations

The outcome document of the MDG Summit, 17 September 2010, defines achieving gender equality and empowerment of women as “both a key development goal and an important means of achieving all of the MDGs.” BPW International works for women’s development through advocacy for the Women’s Empowerment Principles, the Global Compact, Equal Pay, decent employment and gender equality (see below).

Box 5: Participation in the Fora of the UN

New York: Attended **ECOSOC** Substantive Sessions: First Annual Ministerial Review (AMR), 3-4 July 2007; High-level Segment (HLS) and 3rd AMR, 6-9 July 2009; UN Global Compact Leaders Summit, 24-25 June 2010; MDG Summit 14-14 June 2010.

CSW 51st-54th Sessions, 2007-2010; organised: *Violence against the Girl Child*, 5 March 2007; Corporate Social Responsibilities for Economic Empowerment of Women, 25 February 2008; *First Equal Pay Day Workshop* (with Permanent German Mission to the United Nations), 4 March 2009; Putting Diversity on the A-Gender, 1 March 2010; Launched “Equal Pay Day (EPD) Awareness Campaign”. Chief editors: NGO CSW Handbook; WGG Journal: *Action for Girls*.

Attended **United Nations Commission on Sustainable Development (CSD)**-16 Review Session 05-16 May, 2008; Intergovernmental Preparation Meeting (IPM) 23-27 February 2009: chaired three plenary sessions, made three interventions; attended 18th session of CSD, 3-14 May, 2010.

Geneva: Accredited for next three years with **World Health Organisation (WHO)**. Attended **International Labour Organisation (ILO)** 96th-98th sessions, 2007-2009. Attended **UN High Commission for Human Rights (UNHCR)** 4th-7th, 10th-15th sessions 2007-2010; issued joint oral statement Protect Older Women and their Human Rights, June 2009; co-sponsored roundtable on Women’s Empowerment in Education and Implementation of Human Rights Law, 29 October 2010. Attended **Universal Periodic Review** 4th session, February 2009. Attended **United Nations Conference on Trade and Development (UNCTAD)** 8th session and roundtable, 17-19 July 2007. Attended 40th-47th sessions **CEDAW**, New York and Geneva, January 2008-October 2010.

Paris: Attended **United Nations Educational, Scientific and Cultural Organisation (UNESCO)** 34th session, 16 October – 3 November, 2007; “Psychoanalysis, Rights, Knowledge” symposium 20-21 November 2008.

Vienna: Chair, NGO Committee on the Status of Women. Attended: **Commission on Crime Prevention and Criminal Justice (CCPCJ)**, 18th session, 16-24 April 2009; 19th session, 17-21 May 2010. **United Nations Industrial Development Organization (UNIDO)** 12th session, 3-7 December 2007; 13th session, 7-11 December 2009.

United Nations Economic Commission for Europe (UNECE): contributed to ECE Beijing+15 Intergovernmental Regional Prep Meeting, Geneva, 2-3 November 2009 and preceding NGO Roundtables on regional preparations for Beijing+15, 30-31 October 2009.

United Nations Economic Commission for Asia Pacific (UNESCAP): Attended Research Program Consortium on Women's Empowerment in Muslim Contexts (WEMC), 4 August 2008; oral intervention, High-Level Regional Meeting on Beijing+15 Review, 16-18 November 2009.

United Nations Economic Commission for Africa (ECA): Co-organised regional preparatory meeting with ECA, African Union (AU), and ILO on theme of CSW-55, November 2010.

Box 6: Cooperation with the United Nations bodies and specialized agencies in the field

Department of Public Information Non-Governmental Organisations (DPI/NGO): attended 61st Conference on Human Rights, Paris, 3-5 September, 2008; 63rd Conference Advance Global Health, Melbourne, Australia, 30 August -1 September 2010; organised exhibit showcasing 50+ BPW health projects from 5 regions.

Migration. Co-authored papers for Global Forum on Migration and Development (GFMD) Philippines (2008), Athens (2009), Mexico (2010), and 8th and 9th Coordinating Committee of the Department of Economic and Social Affairs (DESA), 2009, 2010.

Fifteen Year Review Beijing Platform for Action (B+15) Preparation: co-organised workshops on Migration and Gender Justice and Women's Principles and Womenomics Forum, Philippine Women's University, Quezon City, Philippines, 22-24 October 2009.

UN Women and United Nations Global Compact (UNGC): Acknowledged officially in Women Empowerment Principles (WEPs) UN brochure for work on international advisory committee to guide development of WEPs, 2009; successfully included WEPs in recommendations to APEC Ministers and Leaders at 15th APEC Women Leader's Network Meeting, Japan, 19-21 September 2010; with UN Women and UNGC, developing a WEPs Toolkit and WEPs pamphlet for BPW Affiliates in 96 countries.

Box 7: Initiatives in support of the Millennium Development Goals (MDGs):

Goal 3: Representatives presented UNIFEM a 10,000 Euros cheque for Say NO to Violence against Women campaign, Vienna, 6 March 2008. Co-launched Empowering Women Worldwide, 2007. Goal 5: Raised funds to finance mobile health care unit offering gynaecological check-ups and breast cancer screening, Kosovo. Created "Think Fertility" website and distributed over 10,000 brochures across Australia. Goal 8: Signatory to United Nations Global Compact (UNGC), 2010. Leading NGO partner for UNWomen and UNGC to raise awareness of the Women's Empowerment Principles.

4.13 Council of Europe—Euphemia Ippolito

Dear Friends,

24 to 27 January 2011 I participated in the work of the Conference of INGOs at the Council of Europe in Strasbourg, as a representative of the BPW enjoying participatory status with the Council of Europe. **The year 2011** was appointed by the European Institutions, **The International Year of Volunteers**. During the meeting of the Conference of INGOs has highlighted the role of INGOs as a force for proactive civil society that ensure the protection of human rights especially against children, women and people with disabilities, stressing the need to combat family violence, at school, in society. **The Commission of civil society and democracy** has analyzed the socio-economic situation in Europe and among the multiple crises, the most serious were:

The financial and economic crisis, causing a major social impact on children and women;

The crisis of European citizenship with a clear decrease in the exercise of social accountability and civil society.

To eradicate poverty, social solidarity efforts must be made concrete in the world and Europe in particular to southern Europe. It insists on the concept of **shared social responsibility**. For civil participation in decision-making process of major importance is the **code of good practice**, prepared by the Conference of INGOs of the Council of Europe, drafted and adopted in October 2009, the code aims to facilitate the active participation of INGOs to local political, regional and national levels. They bring examples of new forms of participation in substantial dialogue between citizens - Institutions Associations - social groups, demonstrating that the new active carriers of social interests, *the INGOs are the new subjects of participatory and deliberative democracy* and participation has four levels: INFORMATION - CONSULTATION - DIALOGUE - PARTNERSHIP- through which civil society must interact with the public authorities.

The Commission on Human Rights adopts resolution aimed at building in Tunisia as a democratic constitutional state of political pluralism and respect for all universal human rights and fundamental freedoms enshrined in international law. It highlights the commitment of INGOs in the fight against social exclusion, the commitment to child protection and parenting support. It highlights also the need for dialogue and solidarity in the North-South Human Rights, the rule of law and democracy is a legitimate aspiration of the citizens of all countries. This year marks the 50th anniversary of the **Social Charter of Human Rights, 1961-2011**. *The cross-group equality between women and men* shows that gender equality is part of Human Rights and that is a goal of participatory democracy. European citizenship, therefore, involves the participation of all women and men. *There is talk of cross-disciplinary participatory*, meaning that a special commission on equality to be present in the various groups and committees to defend the rights of women since equality is a legal issue as well as economic and social equality essentially Human rights belong to and an integral part of the work of the Council of Europe. **The Parliamentary Committee on Equal Opportunities women men** is very important because the INGOs have the opportunity to discuss and work with MPs on the issue of equality. In particular, we show the results of the **Resolution 1635 of 2008: combat violence against women to a convention of the Council of Europe**. In this regard one is reminded that the Parliamentary Assembly carries out joint actions in the framework of the UN campaign to eliminate violence against women and girls (2008-2015). The Commission also shows the results of the Council of Europe campaign "*Stop domestic violence against women*." Note that for the first time he has a legal instrument of the Council of Europe, a draft **Convention** contains provisions and measures to prevent domestic violence against women, against psychological violence against female genital mutilation, forced sterilizations against . We also feature the successes of the "*Day of the Parliamentary Assembly November 25, 2010, two years after the Council of Europe campaign*" *Stop domestic violence against women*. " The Parliamentary Committee on Equal Opportunities decided to study the possibility of creating, in collaboration with the INGO, a *European Observatory* of the murdered women whose purpose is to raise public awareness to eliminate violence against women. The active collaboration, **members of parliament - INGOs**, implementing the principle of subsidiarity and would involve the collection of data and information by INGOs, of each State member of the Council of Europe, to be submitted every three months the House Committee. **The Commission of the social, health and family highlights the Recommendation 1934 of 2010 against sexual violence to children**, paper presented in Rome on 29 and 30 November 2010 by the Minister Carfagna, highlighting also the commitment of 'Parliamentary Assembly in 2011 and the actions to be done in collaboration with the division of political rights of the child in the program: "*Building a Europe for and with children*." It 'been reminded about the effectiveness of the campaign of the Council of Europe for the protection of children: "*Do as Kiko*." **The Commission for sustainable territorial** development has highlighted the agreement Euro - Mediterranean for the prevention of serious environmental risks and the commitment of INGOs to embed *a culture of risk prevention of environmental disasters*, the risk of flooding and the spread of culture developments conditions. *The program: prevention and environmental protection* to build a better world will be put out by the INGOs. In the meeting of the **Conference of INGOs** was presented a draft *Recommendation* on the reform of the European Court of Human Rights of 'Man, a project aimed at eliminating legal costs to the applicants to the Court.

At the same meeting was a marked convergence between the program of the Council of Europe of 2011 and the actions taken by the Conference of INGOs, such as:

- *Education for Democratic Citizenship and Human Rights also seen from the perspective of Media;*
- *Promotion of intercultural dialogue - intercultural dialogue, education;*
- *Promoting good governance through the Code of Practice for the participation of civil Society;*
- *Affirmation of the equality between women and men, equality of salaries between women And men, equality of rights of vulnerable persons.*

When the work was reaffirmed by the **Conference of INGOs is a real civil force for the Council of Europe**.

A hug to All

Eufemia Ippolito
Representative of BPW International in the Council of Europe

4.14 European Women Lobby - Solveig Staffas did not submit a report

4.15 Project Five-0 - Liz Benham

Since 1980 the five Project 5-O partnership included: BPW International, the International Council of Women (ICW), Zonta International, Soroptimist International and the International Federation of University Women (IFUW).

The new partners

The first meeting of the triennium took place on the 28th of February, 2009 at the annual meeting of Project 5-O in New York. It was amicably agreed that only two partners would continue with the mission and future work of Project 5-O. The remaining partners are: BPW International and the International Council of Women (ICW). Both partners continued to pay their fees.

The decision of the three partners to terminate their association with Project 5-O had been made prior to the meeting. We were informed that in 2007 Zonta International had announced its intention to withdraw from the 5-O partnership due to organisational changes/direction based on the future plans not being aligned any further. In 2008 Soroptimist International indicated that through their own restructuring they were considering withdrawing and in 2009 Soroptimist International confirmed this. The International Federation of University Women (IFUW) also announced their withdrawal at the annual meeting.

Collaboration at national and local levels to continue

Even though our organisations have ceased their association with Project 5-O at the international level, the shared view at the meeting of 5-O partners was that, any collaborations at national and local level should continue. While we reduced the partnership at the international level, the amicable separation was with much goodwill and all five of the original organizations are strongly committed to continuing our long-standing and mutually beneficial collaboration at national and local levels. We recognize that our members have forged strong and effective grass-roots alliances. Members are encouraged to continue their collaborative efforts where they are productive and help to advance the well known aims and objectives of the five organizations.

BPW International's commitment during triennium

There were 3 face-to-face annual meetings, chaired and organised by BPW International over the triennium. The BPW International Finance Director assume responsibility for finances. The coordinator up to 2009 was Johanne Sorrensen - she continued her work during the the transitional period. It was agreed that ICW would chair the next annual meeting in New York in 2012.

Project 5-O: Business as usual

Based on the long successful past 28 years of close collaboration of Project 5-O, the remaining partners of 5-O, BPW International and ICW, reinforced their commitment to continue the work of 5-O. Established projects under Project 5-O continued with the same care and cooperation that has characterized our collaborations over the years. Top-ups to existing projects were honoured; some projects were approved. The partners agreed and sent funding to the following existing projects:

Uganda

Estonia (owed balance because maximum is \$15,000.00)

Bangalore received \$15,000.00

Project 5-O Executive Director

It was decided to appoint an Executive Director, to manage the day to day activities reporting to both Presidents. We have enlisted the assistance of Leslie Wright, to provide us with the presence in New York to establish our goals.

Domain names

The domain name and email addresses were set up by BPW International. The Project 5-O website was also updated. The main domain name is: www.projectfive-o.org A photo of the current Presidents was uploaded.

Seeking new partners

After the initial meeting of 2009, we met with the President of FIDA (Federation of Women Lawyers) - Mrs Stella Ugboma. This meeting was arranged by the ICW President. The following year President, BPW International met with and had discussions with the President, Association of Country Women of the World, Mrs. Mary Kidd.

Efforts were made by the remaining two organisations to search for three new partners, however the decision was made to bring the Project 5-O structure in-line with the 21st century - to modernise and formalise the structure of Project 5-O. In looking at how we were organized and where we have come, we realize that the world has changed, and to remain relevant, so must Project 5-O. Our short term goal was to determine which of the projects on our list are still viable, and to fulfill our contractual obligations to those who follow our guidelines. The most part of 2010 was spent on researching the best way in which to reorganize and how to be more effective in our work.

Refreshed vision for Project 5-O

A unanimous vote was taken to consider a new way forward for Project 5-O. The partners discussed a new and refreshed vision for Project 5-O that included the UN Women and UN Global Compact initiative - Women's Empowerment Principles (WEPs). Future funding could be given to projects addressing one of the 7 principles that were identified in being relevant to Project 5-O.

A sustainable funding mechanism was required instead of relying on the funding of both partner's membership. The decision was made to reorganize by incorporating and applying for 501-c-3 status under the US IRS code. The name of Project 5-O, will be retained assuring the continuation of the Project 5-O history. It was decided that we needed to establish: New evaluation forms, mission for Project 5-O and action plan to move forward, allowing Project 5-O the ability to seek and attract partners and funders for projects.

5. CONSTITUTION AMENDMENT : Constitutional Review and Reform

The third draft of the Constitution and Regulations for voting at Congress

As required by Resolution 26 from the 2008 Congress, the Constitutional Advisory Committee and the Constitutional Reform Taskforce present the draft Constitution and Regulations for voting at Congress in 2011.

Background

BPW International members voted overwhelmingly for Constitutional Reform at two successive Congresses. In 2005 the Luzern Congress voted for Organisational Review and Reform, which included a reformed Constitution. The Constitutional reform did not proceed in that triennium, but in 2008 in Mexico the Congress again voted for Constitutional Review and Reform, with a vote of 106 for Resolution 26 and only 6 against. Members indicated they believe the current Constitution and By-laws are outdated and too complicated, and need to be modernised and simplified.

The Constitutional Reform Taskforce and the Constitutional Advisory Committee have carefully followed the instructions in Resolution 26. They were required to consult widely and to produce a Constitution that is modern and high level; includes organizational values, a mission statement, simplified objectives and definitions; that restructures the committees and allows for hoc short-term action groups to address emerging issues; and that provides for a database of member interests, expertise, experience and skills. The Constitutional Reform Taskforce was instructed by Congress to take account of a number of Constitutional Amendments that were referred to it, which focussed mainly on Executive Board membership and voting entitlements.

The Constitutional Review and Reform was conducted in two stages:

Review: The Constitutional Reform Taskforce prepared a comprehensive Discussion Paper which presented options for members to consider and invited members' ideas and comments about our Constitution and Bylaws. It was distributed widely and posted in all 4 languages on the website, and regular messages were communicated to affiliates encouraging contributions.

Reform: Based on the analysis of the submissions by the Constitutional Reform Taskforce, the Constitutional Advisory Committee produced a very short and simple Constitution as required by Resolution 26, and a simplified set of Regulations with definitions of terms. The language was kept simple with particular attention to using terms that can be translated and retain their meaning. An Explanatory Guide was prepared to help members understand the documents, to explain what has changed and what has not, and to describe what will be in the Procedure Manual. Three drafts were prepared with two opportunities for comment.

Consultations were conducted at regional meetings in Europe, Africa, Latin America and New York during the review stage, and in Europe, North America, Asia Pacific and Africa during the reform stage.

Submissions and discussions indicated members supported most of the first draft of the Constitution and Regulations. The second draft included some new clauses to meet registration requirements in Switzerland and took account of comments on the first draft, recognising that members were largely in agreement on some matters but held divergent views on others. The second draft of the Regulations included options for comment, with an Options Response Form to make it easier for members to express their views.

Of the submissions received to the Constitutional Review Discussion Paper from 62 Affiliates and 23 individual members during the review stage, not one submission was in favour of retaining the current Constitution and By-laws, and every one sought changes. There was no support for the current committee structure, and many concerns were expressed about current voting arrangements.

The submissions from the 17 Affiliates and 10 individual members who commented on the first draft of the Constitution and Regulations, and the regional consultations, indicated a wide consensus on most aspects of the draft Constitution and Regulations. Only 7 of 29 clauses remained under discussion and were presented as options in the second draft. The Constitutional Advisory Committee conducted workshops at regional conferences attended by numerous Affiliates and invited submissions. Submissions received from 16 Affiliates, 3 Past Presidents, 4 Executive Board members and 2 members of the Expert Advisory Panel were analysed and taken into consideration in developing the third draft which will be discussed at the pre-Congress Constitution Forum and presented for voting at Congress.

Rationale

The main changes from the current Constitution and By-laws that were largely agreed are:

- revised terminology, simplified aims and inclusion of values
- voting for each Vice President separately
- Regional Coordinators remain on the Executive and can serve two terms
- the Finance Director and Executive Secretary should be able to serve two terms
- fewer committees, better linked to Executives and UN Representatives, and a member database.

Submissions did not support sub-national Federations in very large countries.

The main changes to be discussed at the pre-Congress Constitution Forum and voted at Congress include:

- whether a candidate for president should have international or national experience
- whether a quorum should be representative of the regions
- whether a Federation with fewer delegates at Congress should be able to vote with their full entitlement
- whether advance and proxy votes should be permitted at Congress where affiliates are unable to attend for a defined reason
- whether Affiliate Clubs should each have one vote instead of sharing a vote [up to 3 votes per country], and to maintain relativity,
 - whether Federation votes should be increased to 5 votes minimum
- whether selling BPW property should be decided by a vote of the Executive or the International Board
- whether we want to retain the current committee structure or change it.

Constitutional Amendments have been prepared on these matters for voting at Congress, which present views expressed by members both for and against the proposals. Some regulations, if passed by Congress, will be implemented at Congress or immediately after Congress (see attached implementation plan).

The Procedure Manual is the last document to be finalised, as it must be based on the finalised Regulations. The Procedure Manual is divided into logical sections, mostly drawn from
the BPW International handbook
detailed articles in the By-laws that have not been incorporated in the Regulations
existing membership and congress guidelines.

Where the members support changes to the Constitution and Regulations, specific guidelines will be developed for the Procedure Manual by the Constitutional Reform Taskforce and the Constitutional Advisory Committee, with advice from the members of the Executive Board responsible for each section. The draft Procedure Manual will be circulated prior to Congress.

The Constitutional Advisory Committee, Constitutional Reform Taskforce and Expert Advisory Panel have worked cooperatively and diligently, and with deep and professional consideration of the issues presented. The aim was always to ensure that members' views were sought and considered, the process was inclusive, open and transparent and all views expressed were treated fairly and equally.

Implementation

The following plan proposes a staged implementation where some Regulations apply at this Congress, some apply during the triennium, and others at the 2014 Congress.

Clause	If the following regulations are passed by Congress:	Implementation
	Changes to terminology	At Congress
R2.1	Election of Executive: voting separately for Vice President Membership and Vice President UN	At Congress – vote for each Vice Presidents separately
R2.3	Election of Executive: Regional Coordinators, Executive Secretary and Finance Officer able to restand for a second consecutive term	At Congress – accept nominees for a second consecutive term
R15	Changes to the committee structure	At Congress – transition
R15.1	Action Leaders appointed not elected	Post Congress by Executive
R15.1	Appointment or reappointment of taskforces	Post Congress by Executive
R15.2	Establishment of Working Groups	Post Congress by Executive
R8.3	Financial Management Team	Establish at first Executive meeting post-Congress
R3.4	Possibility of reversal of a Congress vote by the International Board	At post-Congress International Board meeting
R4	Possibility of appointment of Trustees if required, current Trustee appointments terminated	At post-Congress International Board meeting
R3.5	Changes to quorum	After post-Congress International Board meeting – activate for elec-
R11.2	Voting entitlement: Affiliate Federations	After post-Congress International Board meeting – activate for elec-
R11.3	Voting entitlement: Affiliate Clubs	
R2.2	Candidates for president require experience	Implement for Congress 2014
R2.2	Nominations from the floor only where there is no candidate (nominations from the floor will be accepted at Congress)	Implement for Congress 2014
R11.5	Proxy votes / advance votes	Implement for Congress 2014
R11.6		
R9.1	Congress bids decided by Executive	Refer bids for 2017 to Executive

Contacts

Anne Todd-Lambie, Chair, Constitutional Advisory Committee



INTERNATIONAL FEDERATION OF
BUSINESS AND PROFESSIONAL WOMEN

known as

BPW INTERNATIONAL

CONSTITUTION AND REGULATIONS

Mission:

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

DRAFT

for presentation at the

27th CONGRESS, HELSINKI, June 2011

Clauses in boxes are subject to a vote at Congress

Email: presidents.office@bpw-international.org
www.bpw-international.org

Registered address:

Rue de Saint-Jean 26
1203 Geneva, Switzerland

CONSTITUTION 2012

C1 Title

The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN, 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

work for women's:

economic independence

equal opportunity and representation in economic, civil and political life

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

advocate:

for the elimination of all discrimination against women

for human rights and the use of gender-sensitive perspectives

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

BPW International consists of:

- Affiliate Federations
- Affiliate Clubs

Individual Affiliate Members

The International Board may remove an Affiliate.

C6 Fiscal Year

The fiscal year is from the 1st January to the 31st 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 decision-making sessions of the BPW International Congress, including 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 2011

R1 International Board

R1.1 The International Board membership is:

- Affiliate Federations
- Affiliate Clubs
- members of the Executive
- Past Presidents

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 Congress.

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
- 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.

ORIGINAL – THERE IS NO CLAUSE ABOUT PRESIDENTIAL CANDIDATE EXPERIENCE IN THE CURRENT CONSTITUTION AND BYLAWS

ALTERNATIVE A Candidates for President must have been a member of any prior Executive.

ALTERNATIVE B 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

A term is 3 years.

Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Finance Officer and the Regional Coordinators who may 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 has a leadership 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.
- R3.2 The President is an ex officio member of all Action Teams and Working Groups
- R3.3 The Executive has collective responsibility for operational and management matters.
Members of the Executive manage the Action Teams and Working Groups who operate within their area of responsibility
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 Leader or member appointed to an Action Team or Working Group, 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 of a meeting of the International Board or of the General Assembly, or a vote of the International Board between meetings is the same.

ORIGINAL The quorum is one-third [1/3] of the voting representation at Congress and one-quarter [1/4] of the Board members at a meeting of the Board of Directors

ALTERNATIVE A The quorum is one-third [1/3] of the Affiliates from each region.

ALTERNATIVE B The quorum is one-quarter [1/4] of the Affiliates from each region.

ALTERNATIVE C The quorum is one-third [1/3] of the Affiliates from at least 4 regions.

R4 Trustees

- R4.1 In the event that BPW International acquires property, three Trustees may be appointed.
- 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.

ORIGINAL Trustees can sell property in accordance with the directions of the Executive or the International Board

ALTERNATIVE A Trustees cannot sell property without the recommendation of the Financial Management Team and the approval of the Executive.

ALTERNATIVE B Trustees cannot sell property without the recommendation of the Financial Management Team and the Executive and the approval of 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 Model Constitution.

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 and the Spanish-speaking Caribbean
- North America and the non Spanish-speaking 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 annual World Bank ranking as low income economies 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 Finance Officer. It must have 5 members approved by the International Board, including the 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 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 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

ORIGINAL one voting delegate from each country with Affiliate Clubs

ALTERNATIVE one voting delegate from each Affiliate Club to a maximum of 3 per country

the members of the Executive

Past Presidents

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.

ORIGINAL 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 12 delegates.

ALTERNATIVE The number of voting delegates is:

500 or fewer members 5

501 to 1,000 members 6

1,001 to 2,000 members 7

2,001 to 3,000 members 8

and 1 additional delegate for every extra 1 to 2,000 members to a maximum of 12 delegates.

Each Federation is entitled to the same number of alternate delegates.

ORIGINAL – CURRENT PRACTICE IS THAT VOTES ARE LIMITED TO THE NUMBER OF DELEGATES ATTENDING CONGRESS; THERE IS NO EQUIVALENT CLAUSE IN THE CURRENT CONSTITUTION AND BYLAWS

ALTERNATIVE Where the total number of members from an Affiliate Federation registered for the General Assembly is less than the number of votes to which the Federation is entitled, those members attending may cast 1 or 2 votes each up to the total number of votes to which their Federation is entitled.

R11.3 Delegates of Affiliate Clubs attending General Assembly

ORIGINAL 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.

ALTERNATIVE Each Affiliate Club attending the General Assembly is entitled to 1 voting delegate and 1 alternate delegate. There can be no more than 3 votes in a country with no Federation; where there are more than 3 Affiliate Clubs, the 3 votes must be shared.

Each Affiliate Club is entitled to the same number of alternate delegates.

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 are entitled to 1 vote and may vote only in one capacity.

Action Leaders and Working Group Leaders are entitled to speak but cannot vote.

R11.5 Advance votes

Affiliates who are unable to attend the General Assembly due to extraordinary circumstances may submit advance votes for Resolutions, Constitutional Amendments and elections to the Executive Secretary before the start of the General Assembly.

These votes will be added to the votes at the General Assembly, but will not be counted:

if the Executive Secretary and the parliamentarians decide the Resolution or Constitutional Amendment has been significantly amended so that the advance vote is no longer valid

when there has been a nomination for election accepted at the General Assembly.

R11.6 Proxy votes

An affiliate who has no delegate able to attend the General Assembly due to extraordinary circumstances may appoint a member from another Affiliate as its proxy to vote on its behalf at the General Assembly.

An Affiliate may instruct its proxy how to vote or may allow the proxy to vote as she decides.

An Affiliate can hold only 1 proxy from another Affiliate.

ORIGINAL –THE CURRENT CONSTITUTION AND BYLAWS DOES NOT ALLOW FOR ADVANCE VOTES OR PROXY VOTES

ALTERNATIVE A advance votes but no proxy votes, including elections

ALTERNATIVE B advance votes but no proxy votes, excluding elections

ALTERNATIVE C proxy votes but no advance votes, including elections

ALTERNATIVE D proxy votes but no advance votes, excluding elections

ALTERNATIVE E advance and proxy votes, including elections

ALTERNATIVE F advance and proxy votes, excluding elections

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

ORIGINAL Each Affiliate Federation will have 2 votes.

ALTERNATIVE Each Affiliate Federation will have 1 vote, but their vote will have a value between 5 and 12 equal to the votes they are entitled to at the General Assembly.

R12.3 Affiliate Clubs

ORIGINAL Each country with 1 or more Affiliate Clubs is entitled to 1 vote. The 1 vote must be shared by the Affiliate Clubs.
ALTERNATIVE Each Affiliate Club is entitled to 1 vote. There can be no more than 3 votes in a country with no Federation; where there are more than 3 Affiliate Clubs, the 3 votes must be shared.

R12.4 Other delegates

Members of the Executive are entitled to only 1 vote each.
Past Presidents 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 clubs 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 Database

All members are invited to register their areas of interest and/or expertise on the database.

R15 Action Teams and Working Groups

R15.1 Action Teams

Action Teams are led by a member of the Executive:
the Gender Advocacy Action Team is led by the Vice President - United Nations
the UN Representatives Action Team is led by the Vice President - United Nations
the Membership Action Team is led by Vice President - Membership
the Young BPW Action Team is led by Young BPW Representative.

There are 5 Action Leaders who are members of the Gender Advocacy Action Team and are responsible for:
Health and Work
Personal and Business Development
Responsible Business and Trade
Status of Women
Sustainable Development.
The Resolutions Working Group Leader is an ex officio member of the Gender Advocacy Action Team.

ORIGINAL 13 Standing Committees, 11 Taskforces and 2 committees, not connected
ALTERNATIVE 5 Action Leaders on the Gender Advocacy Action Team connected with the UN Representatives, with the capacity to establish taskforces as needed; retaining 9 Working Groups to replace committees that provide operational support to BPW

The Gender Advocacy Action Team coordinates the advocacy work of BPW International, including:
developing resolutions for voting at the General Assembly
taking action on resolutions passed by the General Assembly
initiating and encouraging BPW International campaigns to benefit business and professional women
informing and monitoring the advocacy efforts of Affiliates
informing and liaising with United Nations Representatives.

The Vice President - United Nations may require or approve Action Leaders to form taskforces to work on specific issues that are within the BPW Gender Advocacy Framework.

Taskforce members are selected from the database and from recommendations as set out in the Procedure Manual, and appointed by the President.

Action Leaders and UN Representatives must work together so that BPW International's advocacy follows agreed policy and is effective. Action Teams, Action Leaders, UN Representatives and taskforces are selected as set out in the Procedure Manual and appointed by the President, and must comply with the Guidelines in the Procedure Manual.

R15.2 Working Groups

The Working Groups provide operational support and report to a member of the Executive. They include: Mentoring Working Group, Friends Working Group and Twinning Working Group reporting to the Vice President - Membership Projects Working Group reporting to the Vice President - United Nations Resolutions Working Group, Constitutional Working Group, Archives Working Group and History Working Group reporting to the Executive Secretary Fundraising Working Group reporting to the Finance Officer.

Working Group Leaders are selected as set out in the Procedure Manual and appointed by the President.

Working Group members are selected from the database and from recommendations as set out in the Procedure Manual, and appointed by the President.

Working Group Leaders and Working Groups must comply with the Guidelines as set out in the Procedure Manual.

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 and Past Presidents. Action Leaders and Working Group Leaders may submit resolutions but these must be co-signed by the member of the Executive to whom they are responsible.

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 and Regulations 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.

R18.3 The Regulations can be amended by the pre-Congress meeting of the International Board. The amended Regulations must be presented to the General Assembly for agreement/ratification.

R18.4 Where the International Board does not reach agreement on a proposed amendment to the Regulations, it may refer it to the General Assembly for a vote.

R18.5 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.

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 logo

The name and logo of BPW International can be used only by paid-up Affiliates of BPW International and must not be used for personal benefit or profit.

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.

Gender Advocacy Framework

A set of action areas that fall within the aims and mission of BPW International and agreed by the Executive.

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.

Urgent resolutions

An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

ATTACHMENT 2 CONSTITUTIONAL AMENDMENTS

The draft Constitution and Regulations include several options which identify what the current Constitution and By-laws apply, marked as ORIGINAL, and what the draft Constitution and Regulations propose, marked ALTERNATIVE. In reviewing the submissions and comments to the Constitutional Reform, the Constitutional Advisory Committee identified these matters as those on which there is no clear consensus amongst the members.

These marked sections are grouped into 7 main matters that are being presented to the Congress for voting. These are listed in the following chart:

	Experience required for Presidential candidates	R2.2
	Trustees selling property	R4.3
	Voting entitlements – Past Presidents, Affiliate Federations and Affiliate Clubs	R11
	Federations voting with their full entitlement	R11.2
	Quorum of General Assembly and International Board	R3.5
	Advance and proxy votes	R11.5 and R11.6
	Committee structure	R15 and R16

These are presented in the following Constitutional Amendments with the following information:

Implementation – when it is intended to implement the regulation

Origin – whether these relate to resolution 26, Constitutional Amendments referred to the Constitutional Reform Taskforce or from submissions from members and affiliates.

The original and alternative regulations – original clauses are simplified as required by Resolution 26.

The rationale for both the retaining the original regulation and accepting the alternative regulations – these are taken from submissions and comments received by the Constitutional Advisory Committee and Constitutional Reform Taskforce and illustrate the divergent views expressed by members and affiliates.

VOTING CLAUSE A: experience required for Presidential candidates

Regulation R2.2 Election of the members of the Executive

Implementation Congress 2014

Origin: This proposal arose from a Constitutional Amendment submitted to the 2008 Congress that was referred to the Constitutional Reform Taskforce. It proposed that to be eligible for nomination as President, a member must have served at least one term on a BPW International Executive Board. This proposal was presented in the Constitutional Review Discussion Paper but submissions received indicated no consensus. It was discussed at regional meetings and presented as an option in the second draft of the Regulations but there was still no consensus. At the Vienna workshop on October 2010, it was proposed that experience as President of a federation was equally relevant.

ORIGINAL

Present Constitution / By-laws

No equivalent clause

Rationale: members' reasons for retaining ORIGINAL

The By-laws do not require a candidate for President of BPW International to have served on a BPW International Executive Board or as a federation President.

There have been previous BPW International Presidents who did not serve on the BPW International Executive Board before standing as President. In some instances, those candidates had been Regional Coordinators that were not at the time positions on the Executive Board.

Experience as a Federation President does not equip a candidate for the role of BPW International President, although experience on a national Federation Executive is valuable for candidates for international Executive roles.

ALTERNATIVE A

Proposed Regulations : new clause

Candidates for President must have been a member of any prior Executive.

Rationale: members' reasons for including ALTERNATIVE A

A candidate for President of BPW International should have experience of BPW at the international level to understand the complexity of leading an international organisation, and BPW International's relationships with affiliates, the United

ALTERNATIVE B

Proposed Regulations : new clause

Candidates for President must have been a member of any prior Executive or a President of a federation.

Rationale: members' reasons for including ALTERNATIVE B

A candidate for President of BPW International should have experience as a member of the Board of Directors [International Board], and have been a member of the BPW International Executive Board or have led a Federation.

VOTING CLAUSE B: Trustees selling property

Regulation R4.3 Trustees holding and selling property

Implementation If and when BPW International is given property in the future in a country where the law requires trustees to be appointed, and the property then needs to be sold.

Origin: Executive Board proposal. In the future BPW International may receive a gift or legacy of property – a building or land – in a country such as the UK where an organisation is not permitted to own such property and requires trustees to be appointed. The Regulations do not require trustees to be appointed unless such a circumstance arises. If the property is in a country that does not require trustees, then no trustees will be appointed.

Trustees 'hold' the property for the organisation, and are required by law to have the approval of the actual owners to sell or give away the property. The owners would be BPW International. For instance a building might be given by a Past President as a legacy to BPW International to house our archives. If the building is in a country that requires trustees, these trustees are required by law to make decisions and recommendations about the property that protect the interests of the owners. Owning a building incurs costs including government and local authority fees. If the building also needs repairs or maintenance, or requires a paid person to look after it, it might be too costly for BPW to maintain.

ORIGINAL

ALTERNATIVE A

Present Constitution / By-laws

Proposed Regulations : new clause

Trustees can sell property in accordance with the directions of the Executive or the International Board

Trustees cannot sell property without the recommendation of the Financial Management Team and the approval of the Executive

Rationale: members' reasons for retaining ORIGINAL

Rationale: members' reasons for including ALTERNATIVE A

Rationale for retaining ORIGINAL

Rationale for ALTERNATIVE A

Selling BPW International property should require the approval of the International Board.

The Financial Management Team should have no role in advising on selling BPW International property.

Decisions about selling property require close attention, financial knowledge and understanding of the law. They are decisions best made by a small group of experts.

BPW International will have an elected Executive, appointed trustees who understand their role and a Financial Management Team overseeing financial matters. These members should make the decision.

The Executive Board is concerned that many members of the International Board would not have sufficient knowledge or understanding of finance, law and property management to make such a decision. They may want to honour a gift from a past member and be reluctant to sell it, feeling that this would dishonour her generosity, even though it becomes a financial burden to BPW International.

ALTERNATIVE B

Trustees cannot sell property without the recommendation of the Financial Management Team and the Executive and the approval of the International Board

Rationale: members' reasons for including ALTERNATIVE B

Selling BPW International property is a serious decision that should only be made by the International Board.

VOTING CLAUSE C: voting entitlements of Past Presidents, Affiliate Federations and Affiliate Clubs

Regulation R11 Voting at General Assembly R12 Voting between General Assemblies

Implementation Congress 2014

Origin: This proposal arose from a Constitutional Amendment submitted to the 2008 Congress that was referred to the Constitutional Reform Taskforce. It proposed that Past Presidents and Chairs of Standing Committees should not be permitted to vote, because their vote was the same as that of a whole country with up to 100 members and several Associate Clubs. This was regarded as unbalanced and unfair.

The Constitutional Review Discussion Paper asked whether Past Presidents and Chairs should be able to vote. Members responded that Past Presidents should have a vote, but there was less support for Chairs voting. If Past Presidents retained their vote, then the imbalance between a Past President with 1 vote and a country with 3 or 4 clubs and 90 members sharing 1 vote would remain. The Constitutional Reform Taskforce sought a different solution that did not remove the vote from Past Presidents.

In order to restore a balance it was proposed that

- Past Presidents have 1 vote

- Affiliate Clubs have 1 vote each, to a maximum of 3 votes per country
Affiliate Federations increase from a minimum of 3 to a minimum of 5 votes, but retain a maximum of 12 votes.
This balances the voting allocations between Past Presidents and Affiliates, and between Affiliate Clubs and Affiliate Federations, and encourages Affiliate Clubs to form Federations.

ORIGINAL

Present Constitution / By-laws

Redrafted but unchanged in outcome

Past Presidents have 1 vote

Countries with Affiliate Clubs share 1 vote

Federations have between 3 and 12 votes at Congress but have only 2 votes at meetings of the Board of Directors

Current By-laws

500 or fewer members 3 votes

501 to 1000 members 4 votes

1001 to 2000 members 5 votes

2001 to 3000 members 6 votes

and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 12.

This means

3001 to 6000 members = 7 votes

6001 to 9000 members = 8 votes

9001 to 12000 members = 9 votes

12001 to 15000 members = 10 votes

15001 to 18000 members = 11 votes

18001 to 21000 members = 12 votes

ALTERNATIVE

Proposed Regulations : changed outcomes

Past Presidents have 1 vote

Countries with Affiliate Clubs share 3 votes

Federations have between 5 and 12 votes

Proposed Regulations

500 or fewer members 5 votes

501 to 1000 members 6 votes

1001 to 2000 members 7 votes

2001 to 3000 members 8 votes

and 1 additional delegate for every extra 1 to 2,000 members to a maximum of 12.

This means

3001 to 5000 members = 9 votes

5001 to 7000 members = 10 votes

7001 to 9000 members = 11 votes

9001 to 11000 members = 12 votes

Impact of proposed changes on Federation and Club votes

Federations

27 Federations under 500	3 à 5 votes
5 Federations under 1000	4 à 6 votes
2 Federations under 2000	5 à 7 votes
1 Federation under 3000	6 à 8 votes
1 Federation over 9000	12 → 12 votes

Associate Clubs

35 Countries with 1 club, no change	1 vote
6 Countries with 2 clubs	2 votes
0 Countries with 3 clubs	
3 Countries with 4 clubs	3 votes

Rationale: members' reasons for retaining ORIGINAL

Past Presidents should have 1 vote.

Affiliate Clubs must be required to share 1 vote; if 3 clubs have a vote each, they will not collaborate with other clubs in their country to form a Federation to get 2 extra votes.

Currently most countries with Associate Clubs form Federations within two congresses.

It is appropriate for the first club formed in a country to hold the vote. Newer clubs should not vote until they have more experience and are ready to share a vote.

More digivotes machines will be needed, at added expense.

Federations should only have 2 votes at the pre and post-Congress Board of Directors meetings and should not be entitled to cast their full voting entitlement.

Rationale: members' reasons for including ALTER-NATIVE

Past Presidents should have 1 vote, and it is appropriate that Past Presidents have an equal vote with a single Affiliate Club of 20 members in a country. However, Past Presidents should not have an equal vote with a country that has 3 clubs and 90 members.

Affiliate Clubs should each have one vote instead of sharing one vote, but limited to 3 votes per country. To maintain balance, Affiliate Federation votes should be increased to 5 votes minimum. If Affiliate Clubs share 3 votes, they will still collaborate and form a Federation to get 2 extra votes.

We have 44 countries with Associate Clubs, with many new clubs formed this triennium, but we have formed only 5 Federations in the past 6 years. We have 35 countries with only 1 Associate Club that have not opened new clubs; 80% of our Clubs would still have 1 vote because there is only 1 club in their country and only 9 countries have more than 1 club. The current voting entitlements are not effective at encouraging Federations or more clubs in each country.

Sharing one vote is difficult and where a sole club holds the vote for their country, they may be reluctant to encourage new clubs because they must then share their vote. If the new club has their own vote, this may encourage more clubs in a country and more interest in attending Congress and voting. Sharing 3 votes amongst 4 clubs is easier than sharing 1 vote amongst 4 clubs, allowing more delegate opportunities to be rostered amongst clubs.

Where there are 2 or 3 clubs in a country, they may be geographically distant and may only meet at Congress. If 3 Affiliate Clubs share 1 delegate, then the delegate sits in the General Assembly with other delegates while members attending from the other 2 clubs sit at the back of the room as observers. Usually the agreed delegate is from the oldest Affiliate Club or is an experienced BPW member. If all 3 Affiliate Clubs each have a vote, the 3 delegates can sit together in the General Assembly, and the new delegates can learn from the mentoring of the experienced delegate.

Digivotes can be calibrated to record weighted votes. More digivote machines may not be needed.

VOTING CLAUSE D: Federations voting with their full entitlement

Regulation R 11.2 Delegates of Affiliate Federations attending General Assembly

Implementation Congress 2014

Origin: This proposal arose from a Constitutional Amendment submitted to the 2008 Congress that was referred to the Constitutional Reform Taskforce. It proposed that when there are fewer delegates attending the General Assembly than the Federation is entitled to, the delegates present can still cast their full number of votes to which the Federation is entitled. This is limited, however, so it will not be possible for a Federation to send one delegate to cast 6 votes. They must fill at least half of their delegate positions to cast their full vote.

Each delegate will only be able to cast one extra vote if they have more votes than delegates, even if that means they do not reach their full entitlement. Two delegates present from a Federation entitled to 5 votes will only be able to cast 4 votes – 2 votes each.

ORIGINAL

Present Constitution / By-laws

No equivalent clause

In practice, votes are limited to the number of delegates attending Congress. If a federation is entitled to 6 votes but has only 5 delegates registered at Congress, the federation can only cast 5 votes.

Rationale: members' reasons for retaining ORIGINAL

Federations have difficulty convincing members to attend Congress.

If federations are able to cast their full number of votes without sending the equivalent number of delegates, then they will send the minimum number of delegate to Congress to cast their full vote. This will reduce the financial viability of Congress.

ALTERNATIVE

Proposed Regulation : new clause

Where the total number of members from an Affiliate Federation registered for the General Assembly is less than the number of votes to which the federation is entitled, those members attending may cast 1 or 2 votes each up to the total number of votes to which their federation is entitled.

Rationale: members' reasons for including ALTERNATIVE

Members choose to attend Congress for many reasons, not just to vote. They appreciate the learning opportunities, meeting other members and contributing to their organisation.

Federations should be able to cast their full vote when they are unable to send a full delegation to Congress for a valid reason [set out in the Procedure Manual]. The affiliate should provide the reason why they cannot send their full entitlement of delegates. Acceptable reasons should include extraordinary circumstances as applied to proxy and advance votes, but also financial reasons if the cost of registration, accommodation and travel is well beyond the resources available to the Affiliate and its members.

All registrants at the Congress should be required to be voting delegates. The rules should not permit some members of a delegation to be absent from the General Assembly while 2 or 3 registered members attend to vote on their behalf.

Digivotes can be weighted to cast a multiple of votes where one delegate is casting more than one vote. The quorum would count the number of digivotes being cast.

VOTING CLAUSE E: quorum for General Assembly and International Board votes

Regulation R3.5 Quorum

Implementation after the post-Congress International Board Meeting

Origin: Submissions to the Constitutional Review Discussion Paper expressed concern that the General Assembly would achieve a quorum if only the Affiliates from Europe attended.

The Constitution and By-laws set a different quorum for decisions of the General Assembly and of the International Board. The draft Constitution and Regulations apply the same quorum to each type of vote and proposes that it require regional representation.

ORIGINAL

Present Constitution / By-laws

By-laws article XIV Quorum

A quorum for a Congress is one-third of the voting representation but a quorum for a meeting or electronic vote of the Board of Directors is one-fourth of the members of the Board.

Rationale: members' reasons for retaining

ORIGINAL

BPW International is based on countries, not regions, so regional representation is inappropriate.

If one region decides that none of their members would attend Congress, there would not be a quorum.

Decisions of a General Assembly where the regional quorum was not reached would have to be confirmed after Congress by an electronic vote of the International Board that did reach a regionally valid quorum.

ALTERNATIVE A

Proposed Regulations : changed outcomes

*A quorum is one-third [1/3] of the affiliates **from each region***

Rationale: members' reasons for including

ALTERNATIVE A

The quorum for a meeting of the International Board should be consistent with the quorum for a General Assembly.

The quorum for a vote of Congress is 1/3 but when decisions were made by postal vote, it was more difficult to attain a quorum of the Board of Directors outside of the Congress, so a lower quorum of 1/4 was set. With effective electronic communication, it should be easier to attain a quorum of 1/3 for an electronic vote of the International Board.

At present if only delegates from Europe attended the General Assembly, and all other regions were absent, there would be a valid quorum. Decisions would then reflect the views of only one part of the world, and not an international perspective.

To ensure that a vote of BPW International is a true reflection of the views of business and professional women worldwide, the quorum should require that the vote includes representation from affiliates from all the regions.

A quorum of 1/3 would require representation from each of 4 African countries, 7 Asia Pacific countries, 11 European countries, 4 Latin American countries and 4 BPW North America countries. This has been achieved at all recent Congresses.

ALTERNATIVE B

*A quorum is **one-quarter** [1/4] of the Affiliates **from each region***
Rationale: members' reasons for including ALTERNATIVE B

If there is concern about achieving a 1/3 quorum, the quorum should be reduced to 1/4.

ALTERNATIVE C

*A quorum is one-third [1/3] of the affiliates **from at least 4 regions***

Rationale: members' reasons for including ALTERNATIVE C

If there is concern about one region failing to attend the Congress or vote, then the quorum should include only 4 of 5 regions.

VOTING CLAUSE F: advance and proxy votes

Regulations R 11.5 Advance votes and R 11.6 proxy votes

Implementation Congress 2014

Origin: A Constitutional Amendment was submitted to the 2008 Congress and referred to the Constitutional Reform Taskforce proposing that a Federation or country with Associate Clubs be able to give a written proxy before Congress to a delegate of one other Federation to vote on their behalf. Many Affiliates and regions are experienced and confident in the use of proxy votes and submissions mostly supported proxy votes.

The first draft of the Regulations proposed only advance votes which permit an affiliate to submit written votes in advance to the Executive Secretary. Responses again indicated support for proxy votes. The second draft of the Regulations permitted advance and proxy votes, but only in extraordinary circumstances that are 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.

This limitation means proxy and advance votes would be very rarely used. The alternatives proposed do not permit an affiliate to choose to submit an advance or proxy vote when circumstances do not warrant it and when there was no clear intent to attend the Congress.

If passed by a vote of the Congress, advance and proxy votes will count in the quorum.

ALTERNATIVE E

Permitting advance and proxy votes at the General Assembly, including elections

Rationale: members' reasons for including ALTERNATIVE E

Refer to rationale for alternatives A and C

ALTERNATIVE F

Permitting advance and proxy votes at the General Assembly, excluding elections

Rationale: members' reasons for including ALTERNATIVE F

Advance and proxy votes for elections are based only on the profile of the candidate circulated before the General Assembly, because the delegates cannot meet the candidates in person at the Congress.

VOTING CLAUSE G: committee structure

Regulation R15 Action Teams and R16 Working Groups

Implementation During the 2011 Congress: this will mean Chairs of Standing Committees will be appointed, not elected, and nominees for Chairs of Standing Committees will be considered for appointment to equivalent roles.

Origin: There were several Constitutional Amendments submitted to the 2008 Congress that proposed changes to the committee structure, and that were referred to the Constitutional Reform Taskforce. Resolution 26 specifically required the Constitutional Reform to review and restructure the Standing Committees, taking account of the need for governance committees to support Executives for their term, triennium policy committees, and ad hoc short-term action groups to address emerging issues. It also required a database of interested members to be established.

Submissions to the Constitutional Review and Reform identified

- a lack of communication and sharing of ideas between the Standing Committees and Taskforces and our United Nations representatives, and with BPW projects conducted around the world
 - a lack of focus on BPW International resolutions, aims and our core business of increasing opportunities for business and professional women and developing their business, professional and leadership potential
 - a lack of communication and collaboration within most Standing Committees and Taskforces, and a lack of external communication from the committees
- that our expert members lack the time to commit to a committee for 3 years, but are willing to contribute to short term taskforces on specific areas of interest and knowledge.

It was clear that we had three types of committees:

- Standing Committees and Taskforces working to support the organisation in areas such as mentoring, twinning, archives, projects, resolutions and public relations: *these would be retained as Working Groups*
- Standing Committees that are led by members of the Executive such as the Membership Standing Committee, the Finance Committee and the Young BPW team: *these would be retained as Action Teams.*

Standing Committees and Taskforces focussed on advocacy in areas such as health, environment, status of women and business, trade and technology: *these would be gathered together into a Gender Advocacy Action Team to work with and support the Vice President UN.*

This model is intended to

- connect Working Groups with the Executive member whose portfolio is most relevant to their work
- provide a more connected network for developing BPW International policy, campaigns and advocacy involving committed experts, focussed taskforces and the UN Representatives that includes communication with the Projects Working Group Leader and the Resolutions Working Group Leader.

The proposed arrangements retain most of the current committees as Working Groups or Action Teams, linked to the Executive. The main change is to establish a central Action Team of experts, selected by the Vice President with the Executive, to better coordinate the advocacy efforts of BPW.

One of the 2008 Constitutional Amendments proposed to change the name of the Vice President from Vice President UN Status of Women. The Constitutional Review Discussion Paper asked members for ideas, and Vice President United Nations was most supported.

ORIGINAL

Present Constitution / By-laws

Retaining the 13 Standing Committees, 11 Taskforces and 2 ad hoc committees as described in the current Constitution and By-laws.

No separation of Standing Committees and Taskforces that provide direct support to the organisation from those that develop external positions and campaigns.

Standing Committees and Taskforces are both ongoing and require a 3 year commitment.

Rationale: members' reasons for retaining ORIGINAL

The Standing Committees and Taskforces are working effectively, and simply need more support and clearer instructions to help focus their work.

Reducing the number of Standing Committees and Taskforces limits the involvement of members in the work of BPW International.

The Vice President UN role is currently very heavy; she has to organise all the CSW events and work with the UN representatives, and also develop new programs and campaigns. She will be unable to work with two Action Teams: the Gender Advocacy Action Team and the UN Representatives Action Team.

All the Working Groups and Action Teams should report to the President as the Chair of BPW International. They should not report to other members of the Executive.

Vice President United Nations is an inappropriate title because the work of the Vice President is much broader than just United Nations matters. Vice President Status of Women or Vice President Advocacy are broader and more appropriate.

The titles Action Teams and Action Leaders do not sound professional. The Action Teams should be called committees and the Action Leaders are Coordinators.

ALTERNATIVE

Proposed Regulations : changed outcomes

Retaining the 9 committees that work to support BPW International as Working Groups that report to a member of the Executive.

Retaining the 4 Standing Committees that are led by Executives as Action Teams, and adding a UN representatives Action Team.

Reforming the committees that work to develop advocacy, resolutions and campaigns into a connected network of 5 Action Leaders under the leadership of the Vice President UN, and ensure information flow between this team and the UN representatives, BPW projects and resolutions. Permit this Action Team to form short-term responsive taskforces of interested committed members to address issues as they arise.

Rationale: members' reasons for including ALTERNATIVE

Some of our committees have been working effectively, but many chairs complain that they do not get responses from their members and struggle to achieve their aims. Even when committees do achieve their aims, this is often a result of the hard work of the chair rather than the collaborative efforts of the committee.

Efforts this triennium to ensure regional representation on Standing Committees and Taskforces, and build Expert Advisory Panels to support them, have not achieved the anticipated results.

We have many members with expertise and experience who are keen to contribute to BPW but cannot commit to a 3 year term.

The Executive should work as a team, with roles and responsibilities delegated to all elected members. The President's role is one of leadership and fostering external relationships. Her workload is heavy, and having 26 committees and a number of staff reporting to her adds to that load. Many of the committees are working in areas that relate directly to the work of other members of the Executive, so these Executives should share the load of managing the operations of BPW International.

The terms Action Teams and Action Leaders are consistent with modern management language and show BPW as an active and focussed organisation. Standing Committee does not suggest action or leadership.

EXPLANATION OF THE GENDER ADVOCACY ACTION TEAM

The Vice President UN chairs two teams: the Gender Advocacy Action Team that coordinates the advocacy work of BPW and the UN Representatives Action Team. This triennium the Vice President UN Status of Women formed the UN representatives into a team, so this proposal continues that arrangement.

The Gender Advocacy Action Team's role is to support the Vice President with arrangements for CSW and BPW side events, establishing campaigns such as the Equal Pay Day campaign, developing materials to support advocacy such as for the Women's Empowerment Principles, and developing reports for the UN such as the WHO report. Action Leaders will establish taskforces for this work, and several existing taskforces will fit under this model.

The Vice President UN sets the scope and focus of advocacy efforts for the triennium, with the Executive, taking account of General Assembly resolutions. The Action Leaders on her Gender Advocacy Action Team can only establish taskforces that she approves or requires, and that fit within the agreed framework. This will better focus the efforts of BPW International on the aims and needs of business and professional women, and will involve many interested members in the work of BPW International.

Only action areas that are directly related to a UN body to which BPW has representation are retained; other committees related to BPW's advocacy role have been absorbed into these areas:

Health and Work

Personal & Business Development

Responsible Business & Trade

Status of Women

Sustainable Development

The areas of activity of the Action Areas and their links to the UN are outlined below:

Health and Work

covers healthy workplaces and health as a requirement for productive work

the Action Leader is linked to WHO representative

Personal and Business Development

replaces Development, Training & Employment

covers personal development: education, training and culture

and business development: employment and business opportunities including in trade, technology and primary production
[such as farming, fishing and forestry]

includes Life-long Learning, the International Trade Centre collaboration, leadership skills and entrepreneurship

the Action Leader is linked to UNESCO and UNIDO representatives

Responsible Business and Trade

replaces Business, Trade and Technology

covers fair workplace practices and fair trade, and inclusive practices in business, trade and technology

includes Equal Pay Day, the Global Compact and the Women's Empowerment Principles

the Action Leader is linked to ILO, FAO and UNCTAD representatives

Status of Women

covers CSW, CEDAW, the MDGs, the inclusion of women in decision-making and human rights

the Action Leader is linked to CSW representatives

Sustainable Development

replaces Environment

covers climate, environment, land and water

the Action Leader is linked to CSD and UNCTAD representatives.

Other Action Areas were considered, but on analysis most can be included under one of these 5 Action Leaders. This broad framework is designed to accommodate many fields of endeavour. It recognises that BPW's role is to make sure women are recognised and empowered as leaders and experts, that practices are fair and educational and development opportunities are accessible to women, and that a gendered approach be taken to policies that could adversely affect women.

PROPOSED TRANSLATION OF COMMITTEES

Current committee

Proposed committee

Current committees reporting to Executive Board members

Finance Committee

Financial Management Team: Chair Finance Officer

Membership Standing Committee

Membership Action Team: Chair Vice President Membership

United Nations - Status of Women Standing Committee

Gender Advocacy Action Team: Chair Vice President United Nations

United Nations Representatives

United Nations Representatives Action Team

Young BPW committee

Young BPW Action Team: Chair Young BPW Representative

Current Standing Committees

Health

Health and Work Action Leader on Gender Advocacy Action Team

Development, Training and Employment Standing Committee

Personal and Business Development Action Leader on Gender Advocacy Action Team

Business, Trade and Technology Standing Committee

Responsible Business and Trade Action Leader on Gender Advocacy Action Team

Environment Standing Committee

Sustainable Development Action Leader on Gender Advocacy Action Team

United Nations - Status of Women Standing Committee

Status of Women Action Leader on Gender Advocacy Action Team

Legislation Standing Committee

Legislation is the responsibility of national affiliates, encouraged and supported by the Gender Advocacy Action Team

Arts and Culture Standing Committee

Included under Personal and Business Development (increasing the capacity of women in arts and culture) and Responsible Business and Trade (increasing leadership and business opportunities for women in arts and culture)

Agriculture Standing Committee

Included under Personal and Business Development (increasing the capacity of women in agriculture) and Responsible Business and Trade (increasing leadership and business opportunities for women in agriculture)

Projects Standing Committee

Projects Working Group reporting to the Vice President United Nations

Public Relations Standing Committee

Public Relations Working Group reporting to the President

Current Taskforces

Equal Pay Day Taskforce

Continued as a Taskforce under the Responsible Business and Trade Action Leader on Gender Advocacy Action Team

Women's Empowerment Principles Taskforce

Continued as a Taskforce under the Responsible Business and Trade Action Leader on Gender Advocacy Action Team

Water Taskforce

Included under the Sustainable Development Action Leader on Gender Advocacy Action Team

Leadership and Lifelong Learning Taskforce

Continued as a Taskforce under the Personal and Business Development Action Leader on Gender Advocacy Action Team

Power to Make a Difference Taskforce

Continued as a Taskforce under the Status of Women Action Leader on Gender Advocacy Action Team

Peace and Intercultural Understanding Taskforce

Responsibility of the Vice President United Nations

Friends and Fellows Taskforce

Friends and Fellows Working Group reporting to Vice President Membership

Archives Taskforce

Archives Working Group reporting to the Executive Secretary

Fund Raising Taskforce

Fundraising Working Group reporting to the Finance Officer

History Taskforce

History Working Group reporting to the Executive Secretary

Twinning Taskforce

Twinning Working Group reporting to the Vice President Membership

Mentoring Taskforce

Mentoring Working Group reporting to the Vice President Membership

6. RESOLUTIONS

6.1 RESOLUTION 1: TO FORMALISE THE IMPLEMENTATION OF THE REVISED CONSTITUTION AND REGULATIONS

The BPW International Executive Board submits the following resolution for debate at the XXVII BPW International Congress 2011

Aware that BPW International has been undertaking intensive Organizational Review for over 6 years, formally commencing at the XXV BPW International Congress in Lucerne

Having close regard to Resolution Number 26: Modernising the BPW International Constitution from the XXVI BPW International Congress in Mexico City

Recognising that all 14 Clauses of Resolution Number 26 have been completed

Recognising that there has been full and extensive consultation with affiliates and members at all levels of the International Federation throughout the triennium

Be it resolved that:

Following discussion and voting on the draft Constitution and Regulations on the floor of the XXVII Congress, the revised Constitution and Regulations as accepted by Congress be implemented immediately.

However, the following clauses related to voting arrangements which need forward planning (if passed) will constitute an exception and will not be implemented immediately:

- changing voting allocations to affiliates

- allowing proxies to be nominated prior to congress so that proxy votes can be cast, and permitting advance votes

- changing the numbers of delegates required for a quorum

- permitting nominations from the floor only where there is no candidate for a position.

RATIONALE:

The Constitutional Review and Reform was established under Resolution 26 passed at the 2008 Congress in Mexico City. This Resolution required the Constitutional Reform Taskforce to prepare a discussion paper and consult the members, and required the Constitutional Advisory Committee to produce a modern and simplified Constitution supported by regulations, policies and procedures.

The Resolution required the Taskforce to examine how BPW International establishes and uses Standing Committees and utilises members' expertise, experience and skills to build knowledge as an organisation and to better inform BPW International's advocacy at the United Nations and with other agencies and governments. In addition a number of Constitutional Amendments which related mostly to voting entitlements and membership of the Executive Board were referred to the Taskforce instead of being decided at the 2008 Congress. The Discussion Paper circulated by the Taskforce was limited to these Constitutional Amendments and Resolution 26.

As explained in the circulated Explanatory Guide, most clauses of the draft Constitution and Regulations are simply a reworded version of equivalent clauses in the current Constitution and By-laws, with detail that belongs in the Procedure Manual removed. Other clauses reflect the requirements of the office in Geneva where BPW International is registered or the views expressed by members in their responses to the Discussion Paper. In many cases, there was a clear majority view which the Constitutional Advisory Committee took account of when drafting the Constitution and Regulations. Those matters where divergent views remain have been highlighted in the draft Regulations as options for debate and voting at Congress.

IMPLEMENTATION:

Members have indicated to the Constitutional Advisory Committee that they are largely in support of implementing the new Constitution and Regulations at Congress.

Affiliates are advised to refer to the Constitution papers that include a detailed implementation table for explanation about which arrangements will be put in place immediately if they are passed.

Please note that voting will be the same from the beginning of Congress to the end of Congress and changes to voting entitlements will apply only after the post-Congress Board of Directors meeting. This means that:

- Federations will still have 3 or more votes

- Affiliate Clubs will still have 1 vote per country

- proxy votes and advance votes will not be permitted

- the current quorum will apply to this Congress.

FINANCIAL IMPACT on BPW International:

Nil

6.2__RESOLUTION 2 : SEXUAL EXPLOITATION OF YOUNG WOMEN AND GIRLS (AND BOYS/YOUNG MEN) THROUGH MOBILE PHONES AND INTERNET INTERACTIVE MEDIUMS

BPW Australia submits the following resolution for debate at the XXVII BPW International Congress 2011

Mindful that action to stop and prevent violence against women and girls is a BPW International priority policy;

Mindful that women take the major responsibility for family wellbeing and health including the protection of their children;

Mindful that the aim of BPW is to support the development of girls and women to their full potential and to achieve equity and justice for them:

Recognising that the workplace and educational institutions are environments where sexual harassment and bullying is often situated

BPW International

Notes with concern the significant and growing emotional and mental assault occurring in many countries across the globe through the targeting of girls and young women (and boys/young men) through the misuse of modern forms of technology such as mobile phones, social networking sites and other on-line media.

Further notes with grave concern the potential of these technologies being misused to sexually exploit women and girls by people who, for example, share images of these women/girls without their consent and in contexts for which they were not intended. This can amount to sexual abuse and exploitation, and is an assault on the emotional and mental health of the victims, leaving them feeling isolated, shamed, and besieged. This can cause serious long-term damage to the emotional, mental health and personal safety of those affected, including through self-harm and suicide;

Further notes that schools, tertiary education institutions and the workplace are all environments where this abuse occurs and notes the effects of the abuse of increased anxiety and depression, diminished self esteem and fearfulness due to the intimidation undermining the capacity of victims to achieve their potential in education and careers.

Resolves to address this issue as a policy priority by:

Including the misuse of technology for sexual violence against women and girls in the work of the BPW International Health Committee and End Violence Against Women and Girls Campaign by

Advocating for the eradication of sexual abuse and intimidation of women and girls through the abuse of interactive technology as a standard requirement of educational and workplace safety

Working through UN Representatives to promote the inclusion of "sexual violence and modern technology" in UN debates and resolutions on violence against women and girls, and to monitor responses to the problem through the UN system

Empowering affiliate clubs worldwide by providing concise, accurate information on this issue, and a 'toolkit' of guidelines and strategies for individual clubs and members to pursue action and advocacy at national levels.

RATIONALE

New technologies (including mobile telephony, wireless media devices and on-line spaces such as the World Wide Web) and the applications they make available (such as social networking sites such as Facebook and MySpace, Twitter, YouTube and other interactive media) provide unparalleled opportunities for people across the world, especially young people, to break down barriers that isolate and separate them.

Sadly, these same technologies are being used as a tool by those who seek, as global barriers fall, to gain access to girls and women in order to perpetrate sexual violence on them. This primarily takes the form of:

Sexual harassment, including through the misuse of images (across all technologies that allow texting, exchange of words and photographs);

'Grooming', where abusers seek to become 'friends' with girls and women on-line, with a view to then organizing a meeting and sexually abusing them;

Distributing illicit pornographic images (ie falling outside legal limits, for example child pornography or 'snuff' pornography where victims are actually killed during the act);

'Soliciting', including through so-called 'dating sites', where girls and boys, especially, are lured into providing sexual services for money, thus making them vulnerable to exploitation and abuse.

Although some of the perpetrators of on-line violence are people (most often men) who have a psychological deviance that leads them to act this way (paedophiles, psychopaths), it is recognized that the majority of men who abuse new technologies to perpetrate sexual violence are criminal profiteers who aim to make money through their activities, or else 'normal' men (and boys, and sometimes women) acting beyond accepted legal and socially accepted norms for a variety of reasons including curiosity, ignorance and malice.

As technology advances, becomes cheaper and more accessible, and as children and young people grow in skills and familiarity and move out of the protection nets once provided by their families and other adult carers, there is an urgent need to take action in this area. This action should be complementary to the actions of government and law enforcement, and should focus on using the social outreach and privileged position of BPW in the community.

This recognises that it is not the technology per se that is a problem, but the misuse of it both by those who actively seek to sexually abuse their victims; and those who do so because they are not fully aware of the serious consequences of exploiting images and personal information to which they have access.

While the first of these two groups remains the focus of the work of law enforcement, the second group is a potential target for the attention of organisations such as BPW, which has considerable outreach and influence in the community, and can help to influence understanding and behaviours.

IMPLEMENTATION:

Include the misuse of technology for sexual violence against women and girls in the work of the BPW International Health Committee and End Violence Against Women and Girls Campaign by

Advocating for the eradication of sexual abuse and intimidation of women and girls through the abuse of interactive technology as a standard requirement of educational and workplace safety

Working through the system of UN Representatives to promote the inclusion of “sexual violence and modern technology” in UN debates and resolutions on violence against women and girls, and to monitor responses to the problem through the UN system;

Empower affiliate clubs worldwide by providing concise, accurate information on this issue, and a ‘toolkit’ of guidelines and strategies for individual clubs and members to pursue action, including advocacy, at national levels if they wish to do so; for this purpose, the toolkit in development by BPW Australia may serve as a model.

FINANCIAL IMPACT on BPW International:

None

6.3 RESOLUTION 3: BLOOD DONATION

BPW Argentina submits the following resolution for debate at the XXVII BPW International Congress 2011

To support the Millennium Goals 5 and 6 and the policies of WHO and the Pan-American Health Organization (PAHO) on safe blood donation by increasing awareness in the global community about the importance of blood safety, encouraging each country to establish a national blood program and approve legislation on blood safety to achieve a supply of adequate and safe blood for all citizens to allow the achievement of:

Development Goal 5: Improve Maternal Health by reducing by 75% the maternal mortality

Development Goal 6: Combat HIV/AIDS, malaria and other diseases –

6a – by halting and beginning to reverse the spread of HIV/AIDS

6b – by achieving universal access to treatment for HIV/AIDS for all those in need.

6c – by halting by 2015 and beginning to reverse the incidence of malaria and other major diseases.

RATIONALE:

Every year, more than 500.000 women die on the planet during pregnancy, childbirth or postpartum, 99% of them in developing countries. It is estimated that 25% of these deaths are caused by severe bleeding during childbirth, which ends up being the most common cause of maternal mortality. Cases of severe hemorrhage during or after childbirth, with maternal mortality, account for around 34% in Africa, 31% in Asia and a 21% in Latin America and the Caribbean. Pregnant women in the developing countries, in conjunction with children, are one of the main groups of patients requiring blood transfusions. They are therefore particularly vulnerable to blood shortages and to HIV infection and Hepatitis B and C contracted through blood transfusions which did not receive proper screening or whose donors denied, in an emergency, the risks involved during the window period.

IMPLEMENTATION:

Increase awareness in the community, schools, universities on the importance of safe blood donation

Train volunteers to help educate the community (local BPW clubs training program), receive assistance from Young BPWs. members

Encourage each country to establish a national blood donation program

Support and lobby governments to approve legislation on blood safety to achieve a supply of adequate and safe blood for all citizens, especially women

Plan an annual “Safe Blood Donation Day “with the support of the government and other NGOs in order to promote this issue in the community.

FINANCIAL IMPACT on BPW International

None

6.4 RESOLUTION 4 : EQUAL PAY

BPW the Netherlands, on behalf of the European Federations as decided in Vienna October 2010, submits the following resolution for debate at the XXVII BPW International Congress 2011

BPW International calls on / urges affiliates to lobby governments to:

develop and implement gender-sensitive policies and programmes aimed at promoting women's economic empowerment, including through enhancing their access to full and productive employment and decent work for all and to equal pay for equal work or work of equal value, and at supporting women's technical, managerial and entrepreneurial capacities and initiatives, with the aim of ensuring sustainable and adequate income generation and empowering women as equal partners with men in these fields

Continue to develop and strengthen policies, strategies and programmes to enhance the employability of women; and ensure their access to full and productive employment and decent work, including through improving access to formal and non-formal education and vocational training, lifelong learning and retraining, long-distance education, including in information and communications technologies and entrepreneurial skills, particularly in developing countries, to support women's economic empowerment in the different stages of their lives

Adopt effective measures to promote equal pay for equal work or work of equal value

call on the Member States and UN institutions to organise an Equal Pay Day – the day on which women have earned (on average) the pay which men earn (on average) in a year – which must contribute to raising awareness about the existing wage gap and encourage all those involved to take additional initiatives to eliminate this gap

implement the ILO provisions and incorporate into their public procurement contracts a labour clause, including the issue of equal pay

abolish all measures that are based on the male (one per family) bread-winner model, from an equity perspective but also looking at demographic development i

reduce the career-break: implement legislation to promote equal sharing of parental care in the first year by continuing a substantial percentage of payment of wages, provided men also take parental leave, thus diminishing the career-break of women (good examples are Germany, Austria, Finland, Iceland and Sweden);

raise awareness with employers and women that the gap exists and what they can do

recognize and reward (at least partially) (previous) experience and competences, acquired in unpaid and volunteer jobs in "scaling" women into the pay scales

enhance transparency of salary schemes / fees paid and forbid confidentially clauses

create a balance in paid and unpaid work by women by e.g. change the "status" of "care" work and other typical feminine "business" sectors

start an Equal Pay Day campaign and involve the national government and other stakeholders in that; Make Equal Pay Day a yearly event.

Companies and Unions to:

point out that collective negotiation and bargaining have an important role to play in combating discrimination against women, not least as regards access to employment, pay, working conditions, career advancement, and vocational training

call on workers and employers' organisations to jointly develop objective job evaluation instruments, in order to reduce the pay gap between men and women

implement the ILO provisions and incorporate into their public procurement contracts a labour clause, including the issue of equal pay

change the appraisal scheme of jobs

raise awareness with employers and women that the gap exists and what they can do

recognize and reward (at least partially) (previous) experience and competences, acquired in unpaid and volunteer jobs when "scaling" women into the pay scales

Women and women's organizations to:

overcome their (sublime or deeply psychological) anticipation that men are the bread-winner, and women just the secondary wage earner by changing the message to our daughters and sisters and educate for economic independence

raise awareness with employers and women that the gap exists and what they can do

stimulate the deployment of control tools like: Do I scale equally, Am I scaled equally

empower women to advocate for themselves

organize and participate in targeted training on e.g. benefits and salary negotiations

not sell themselves "short" (do research before you set your fee for freelance work e.g.); invest in themselves

create a balance in paid and unpaid work by women

start an Equal Pay Day campaign and involve the national government and other stakeholders in that; Make Equal Pay Day a yearly event

set up / join a "wage club"

RATIONALE:

Noting the provisions of the International Labour Organisation's (ILO) 1994 Part-Time Work Convention, which requires countries to incorporate into their public procurement contracts a labour clause, including the issue of equal pay

Noting Article 11(1)(d) of the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the UN General Assembly by Resolution 34/180 of 18 December 1979

Noting the EU Lisbon Strategy for Growth and Jobs and the European Commission's campaign for reducing the pay gap

Recalling the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)(3) states that the principle of equal pay for equal work or work of equal value is an essential and indispensable part of the aquis communautaire

Recalling the resolution on Women's economic empowerment of the CSW 54 in 2010ii

Whereas:

- A. implementation of the principle of equal pay for the same work and for work of equal value is crucial to achieving gender equality
- B. the pay gap has a serious impact on the economic and social status of women throughout their working life and beyond, whereas as a result of contributing to society by means other than employment, such as by looking after children and elderly relatives
- C. in spite of the significant body of legislation in force for more than 30 years and the actions taken and resources spent on trying to reduce it, the gender pay gap still persists, women earning on average at least 4 – 8,5% less than men for which no objective reason can be found and this gap does not show any sign of significantly narrowing ; the pay gap is even more pronounced among immigrant women, women with disabilities, women belonging to minorities and unqualified women
- D. women now achieve a higher pass rate at school than men all over the globe (and especially in all EU Member States, USA and a number of Asian countries) and account for the majority of graduates, without a comparable pay gap reduction
- E. the pay gap results from direct and indirect discrimination, as well as from social and economic factors, labour market segregation and the overall wage structure and is, moreover, linked to a number of legal, social and economic factors, which go beyond the single issue of equal pay for the same work
- F. professions and jobs in which women predominate have a tendency to be undervalued in comparison with those in which men predominate, without necessarily being justified by any objective criteria – e.g. the gender-based digital divide that exists clearly impacts on pay
- G. the pay system, whereby length of service is taken into account in setting the level of pay, is unfavourable to women who have (repeatedly) to interrupt their career because of external factors, such as child-related employment breaks and care-taking for the sick and elderly
- H. gender-specific data and a new gender-aware legal framework, enabling the causes of pay discrimination to be tackled, are essential
- I. (vocational) education can and must contribute to eradicating gender stereotypes from society
- J. unjust pay differences should not be allowed, the law must be upheld; a legal framework regarding equal pay as belonging to good corporate governance, as good for business, helps.

i At the moment, women are 52% of the world's population and e.g. in the USA 63% of them are single

ii Recognizing that the full integration of women into the formal economy, in particular, into economic decision-making, means changing the current gender-based division of labour into new economic structures where women and men enjoy equal treatment, pay and power, including sharing of paid and unpaid work http://www.un.org/womenwatch/daw/beijing15/outcomes/L%205%20%20Ec%20empowerment_Advance%20unedited.pdf

iii e.g. women earn 15% less than men in the European Union - and up to 25% less in the private sector; whereas the gender pay gap varies between 4% and more than 25%; evidenced by data pointing to extremely slow progress (in the EU from 17% in 1995 to 15% in 2005; women in the North need to work on average 3 month more in order to earn as much as men do in a year

IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates:

continue and facilitate the BPW international Taskforce on equal pay

disseminate information on equal pay and possible actions through the international website (both the public and member's space)

lobby jointly with UN agencies and programmes on the above issues to be incorporated in policies and conventions

start an Equal Pay Day campaign and involve the national government and other stakeholders in that

make Equal Pay Day a yearly event everywhere

set up "wage clubs"

FINANCIAL IMPACT on BPW International:

No direct impact; but budget will be needed to facilitate an international campaign and allow for the taskforce to do their work. Estimate € 17.630 for three years.

6.5 RESOLUTION 5 : COMMUNICATIONS STRATEGY

The BPW International Executive Board submits the following resolution for debate at the XXVII BPW International Congress 2011

Whereas BPW International is represented in 96 countries across five continents

Whereas institutional communications now include many platforms

Recognizing that these communication platforms transmits the identity and image of the organization

Aware that standardization of transmittals is very important on the international stage

BPW International therefore resolves to address this issue by ensuring that communication from the president's office to the members and external audiences is consistent with a policy and plan that takes full advantage of new opportunities in electronic communications but maintains a consistent image across all communications.

A clear policy and action plan should be developed by the Executive Board, informed by communications from the Affiliates, with the following primary goals:

Branding – consistent use of the logo and name

Public Relations – constant management and evaluation of contacts and relationships among BPW International, its affiliates and external public such as sponsors, agencies, governments and other organizations

Media Relations – increased visibility through developing productive relationships with media channels by providing information about the organization, updating and maintaining the website and engaging through use of social media.

This plan should be implemented by the existing team of competent public relations staff.

RATIONALE:

BPW International Congresses in Melbourne, 2002, in Luzern, 2005 and in Mexico, 2008 revealed concerns about a lack of interest and involvement by the affiliates in BPW International issues. Grass root members lack information about BPW International and question the benefits of being part of BPW International.

The many avenues and volume of communications today can put an organisation at risk of not clearly and accurately conveying a positive image. The Executive Board agreed unanimously that BPW communications and promotional material should accurately and clearly transmit the BPW International goals and actions to ensure a consistent image of BPW International.

IMPLEMENTATION:

The Executive Board agrees a central communications policy and an annual action plan for the organizational services PR Director, News Coordinator, and Website Coordinator and an additional team of voluntary experts.

Affiliates will provide the PR team with up to date information about their efforts and activities to inform communications, and will adhere to the branding guidelines in the communications policy.

FINANCIAL IMPACT on BPW International:

The organizational staff already exists. A voluntary team of experts needs to be engaged in addition.

No financial impact.

6.6 RESOLUTION 6 : MEMBERSHIP DUES INCREASE AND ANNUAL COST OF LIVING ADJUSTMENT

The BPW International Executive Board submits the following resolution for debate at the XXVII BPW International Congress 2011

Mindful that from 1998 to 2004 Congress approved an annual increase in dues whereas since 2005 dues have not been increased;

Recognising that membership has stabilized at approximately 25,000 members, with no substantial increases foreseen;

Mindful that low income affiliates only pay 50% of dues and that our budget is based on approximately 95% of membership dues;

Recognising that BPW International fixed costs increase annually and this increase needs to be acknowledged and accommodated;

Recognising that BPW International needs to operate in today's economy with realistic budgets for financial sustainability;

The BPW International Executive Board proposes a membership dues increase of **€5** and an annual cost of living adjustment of **€1** to accommodate rising operational expenses.

RATIONALE:

The BPW International Executive Board unanimously endorses the need to increase the dues to maintain the professional and business credentials of our organisation. This Executive Board was elected on a platform of modernising and professionalising BPW International, and this is not possible if the dues remain at the level set in 2005. As business and professional women, we must acknowledge that costs have inevitably increased over the past two trienniums and will continue to increase, and we must recognise the need to support our organisation and maintain its stature in the international community.

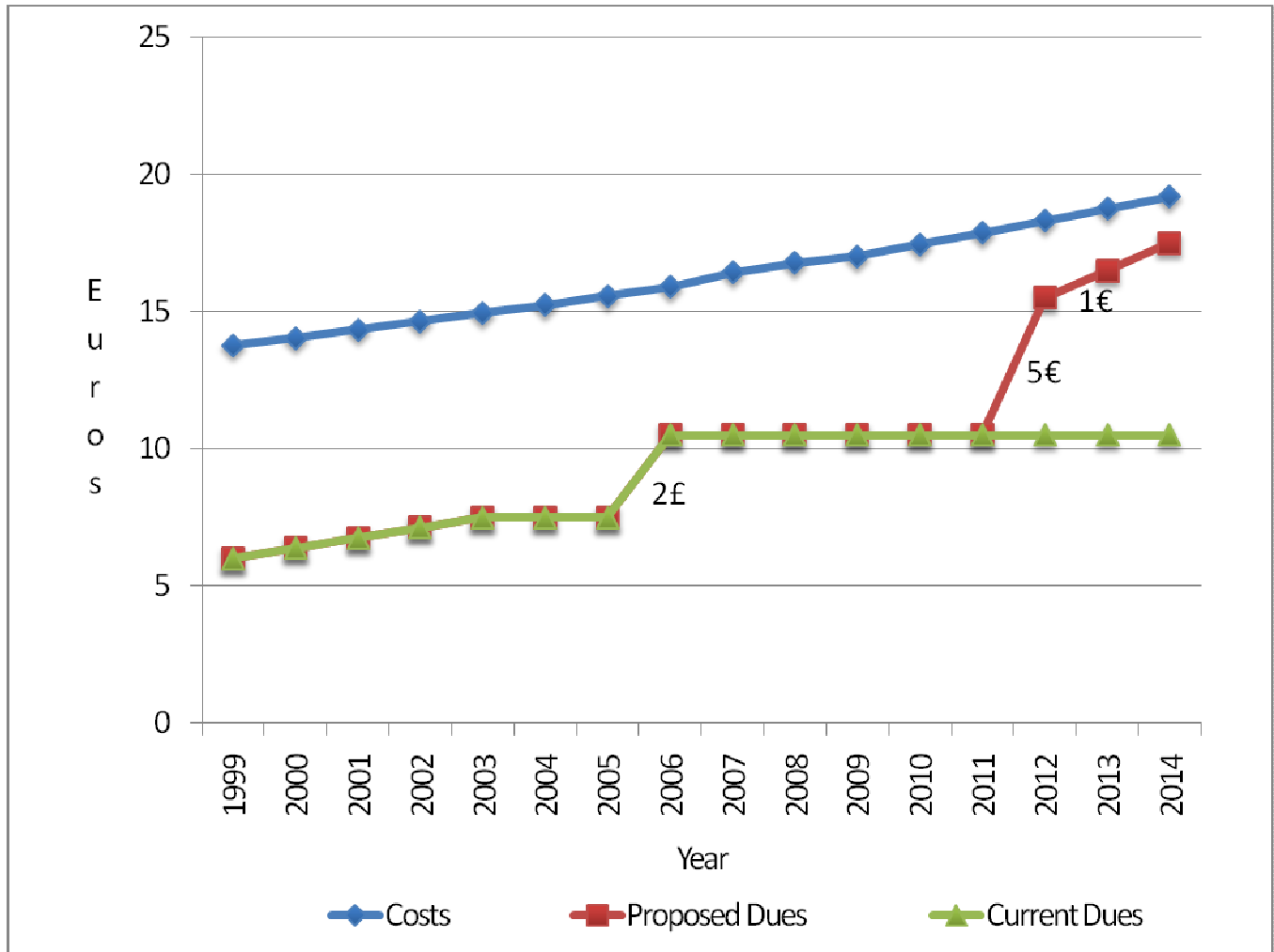
BPW International holds high ideals of fiscal responsibility and fair payment for work done, yet its staff receives minimal remuneration for providing continuity, professional services and knowledge. In addition, the BPW International Executive incur personal expenses due to minimal budgets. The current BPW International dues of €10.50 cover basic operational costs, and do not permit BPW International to meet the needs and expectations of its members or to sustain the optimized benefits generated in this triennium.

Compared to other international organisations BPW International's dues are low. Our low rate of dues compromises our capacity to attain our aims and to attract sponsorship – if our members do not support their organisation, why should sponsors

agree to bridge the gap?

Without a dues increase BPW International will not be able to provide the value that our members expect of an international organisation. It will not be possible to continue to provide current services, maintain the website or extend the visibility and relevance of BPW International on the existing budget.

The following graph illustrates the BPW International dues that would and should be payable in 2011 if the practice of increasing dues in recognition of increasing costs of business had been maintained. A lesser dues increase would simply maintain a gap into the future between income and expenditure that would need to be filled by the continuing generosity of the Executive and staff. This would not be acceptable in industry or the corporate world, and should not be acceptable in an organisation of business and professional women.



IMPLEMENTATION:

The dues increase should be implemented in two parts. The first part should be an increase to bring the organisation up to today’s standards with a one time increase of €5 to restore the lost income from the recent 5 year period of static dues contribution. Thereafter, there should be an annual cost of living increase of €1 to ensure continued sustainability.

FINANCIAL IMPACT on BPW International:

2012 Membership dues will be	€15.50.	Low income countries dues will be	€7.75
2013 Membership dues will be	€16.50.	Low income countries dues will be	€8.25
2014 Membership dues will be	€17.50.	Low income countries dues will be	€8.75

6.7 RESOLUTION 7 : EXTENSION OF FRIENDS CATEGORY

Gabriella Canonica, Vice President Membership, submits the following resolution for debate at the XXVII BPW International Congress 2011

Aware that many women who are not BPW members, and have no intention to join, want to show their support for the aims and ideals of BPW

Recognising that women will not achieve full equality with men unless men also support our efforts

Recognising that many men support the ideals of BPW International and want to show their support

BPW International resolves that:

Friends of BPW be extended to include women who are not members and men, who want to support the aims and ideals of BPW International and to be included in celebratory events

these women and men pay the standard Friends fee plus 25%

all friends are invited to Friends functions held at Congress.

RATIONALE:

Currently becoming a Friend of BPW International is open only to members of BPW who want to contribute further to the work of BPW International. Friends are covered by section 16 of the handbook (they are not mentioned in the Constitution and By-laws), and will be incorporated into the new Procedure Manual if the Constitution and Regulations are passed by Congress. Forms for Friends can be found in the member area of the BPW International website.

There are women who because of their workload, travel commitments or commitment to other organisations choose not to become members of BPW, but want to demonstrate their support for our aims and be recognised as a close associate. These women may be politicians, corporate leaders or leaders of other women's organisations. They may be mothers, sisters or daughters of BPW members. Some of these women might want to become Friends of BPW International but that is open only to members.

There are men who also support BPW International as husbands, partners, fathers, sons and colleagues who attend our conferences and congresses and would like to be recognised as Friends. They often give a lot of time and support to BPW that we value highly. There are also men who would like to contribute to increasing the opportunities for their daughters in business and the professions, who support our activities and projects and work with us to advocate for change. Some of these men might want to become Friends of BPW International but that is open only to women.

It is proposed the BPW International offers the opportunity to become a Friend to these two groups.

It is possible that a woman would find it easier and cheaper to become a Friend rather than a member, and this might reduce membership. For that reason it is proposed that Friends who are not BPW members be nominated by an existing member or Affiliate.

Currently, there are six categories of Friends:

Friend	€ 75
Bronze Friend	€ 150
Silver Friend	€ 375
Gold Friend	€ 750
Diamond Friend	€ 1125
Business	€ 2000

It is proposed that non-members who are Friends pay the member rate plus €25.

At a Congress, at least one special event is organised for Friends of BPW International, which the members of the Executive attend. It is not proposed to change this arrangement, but simply to allow women who are not BPW members are unlikely to join and men who support BPW to apply and pay to become a Friend of BPW International. This would not mean that non-member Friends have any of the rights of membership at either the international or national level.

These changed arrangements would not apply to Federations that already have a Friends category.

IMPLEMENTATION:

This can be incorporated into the Procedure Manual at Congress and be made available as soon as a nomination form can be drafted.

FINANCIAL IMPACT on BPW International:

Increased revenue for extended numbers of Friends.

6.8 RESOLUTION 8 : SENIOR BPW

BPW Argentina submits the following resolution for debate at the XXVII BPW International Congress 2011

Recognising that the population is ageing

Recognising that many BPW members are still active within their club and the community once they pass the age of 65

Recognising that these members have considerable expertise and experience

BPW Argentina moves

that BPW Clubs be encouraged to develop programmes attractive to their older members enabling them to continue to be a part of BPW after they retire.

that as part of that programme, the clubs utilise the skills and expertise of these senior members to advise and mentor members within their club and also arrange for them to be available to offer expertise and advice to the local community.

RATIONALE:

As women retire earlier and live longer, there is a growing need for a space of belonging to accompany their new life especially as they grow older. Women need the encouragement to sustain a full physical and mental attitude as there is a logical decrease of their physical and mental skills, reducing their social contacts, walks and excursions. Yet, as health care improves, women can continue until a late age contributing to the welfare of the community, as well as enjoying the results of their lives' hard work.

The idea of Senior BPW came as the result of the activity of two members of BPW Recoleta, Argentina who have an NGO club specially dedicated to older women. It is a great success, and older women with professional and business backgrounds are delighted to have a space where they can mentor younger generations and work in new projects taking advantage of their life-long experience. This could be an interesting option for our BPW members as they become older yet wish to continue being part of the BPW community.

IMPLEMENTATION:

Acknowledge in each BPW Club, its Senior members in the same way as Young BPW is recognized.

Senior BPW could in the future have their own congresses and meeting places in order for them to have a forum to grow and develop new activities that will enrich their role actively within BPW.

Senior BPWs can offer other members BPWs their expertise or mentorship through training programmes

FINANCIAL IMPACT on BPW International

Each club will have the opportunity to group their Senior members according to their possibilities. We consider that as life expectancy is expected to grow there is an interesting niche that could enrich BPW financially as well as intellectually.

6.9 RESOLUTION 9 : BPW "TEENAGER" PROGRAM.

BPW Argentina submits the following resolution for debate at the XXVII BPW International Congress 2011

BPW Argentina recommends that BPW International encourage the development of a programme for Teenage Girls within their clubs to help develop the potential of girls through childhood, adolescence and late teenage years by including them in club functions and by mentoring and assisting them to attain their goals and develop their full potential.

RATIONALE:

The main purpose of this program is the social inclusion of girls (13 to 18 years old) by promoting the education in arts, leadership and community action (e.g. environment) as means for the social and individual promotion and development.

IMPLEMENTATION:

To create within "BPW Teenager" a space for them (girls, young women and future leaders) to apply their own ideas and world vision to achieve their own projects with the purpose of perfecting the quality of the local and international community and so, from "BPW Teenager" work to nourish the development of future leaders. This will mean that girls know and understand the work of BPW at the national and international level, and also will know and integrate into their knowledge the functioning of other International Organisations such as the United Nations and other international institutions.

FINANCIAL IMPACT on BPW International:

None

6.10 RESOLUTION 10 : ADOLESCENTS COLLABORATING WITH BPW

BPW Argentina submits the following resolution for debate at the XXVII BPW International Congress 2011

BPW Argentina proposes that BPW International encourages affiliates to develop a programme for adolescents, both male and female, from 13 onwards whilst they are still in schools and colleges to inform them of the work and interests of BPW, and to encourage both boys and girls to suggest programmes for the future which will enhance their lives.

RATIONALE:

The main purpose of this program is the integration of male adolescents attending school or college (13 years onwards) who have the will and the potential to accompany, add and contribute new ideas to the work of BPW partners.

Adolescents collaborating with BPW opens the door to many concerned and commends young men as well as young women who are willing to work for the aims and objectives of BPW International, and to educate them always to respect the values and ideals of the Federation. The education of young boys from the early age is a basic need to reach the goals and objectives of BPW International. The equality of opportunities and of women in the economic, civil and political life in every country and

the elimination of discrimination, among other ambitions, are only possible if we educate future men and leaders to accompany our organisation.

IMPLEMENTATION:

Adolescents collaborating with BPW supports school and college students to contribute to BPW projects from their own perspective, as young actors of the present world and also as students.

FINANCIAL IMPACT on BPW International:

None

6.11 RESOLUTION 11: SELECTION OF INTERNATIONAL CONGRESSES

The BPW International Executive Board submits the following resolution for debate at the XXVII BPW International Congress 2011

Mindful that intensive demands are made on an affiliate hosting an International Congress

Recognising that the affiliate leadership at the time of a Congress may have changed along with the hosting federation's capabilities.

Aware that the financial responsibility of the Congress lies with the Executive Board and is a key factor in the success of any congress

Aware that in 2008 Congress agreed that International Congresses will be rotated in the regions

Recognising that due diligence should be applied to any application to host an International Congress of BPW International and that an analysis of the capacity of the Affiliate to host a Congress must be properly assessed

BPW International resolves that the BPW International Executive Board will be responsible for selecting the Congress after all bids have been fully reviewed and it has been determined that the hosting federation has in place all the requirements to be selected.

RATIONALE:

The practice has been that Congress selects the hosting country without knowledge of the affiliate's capabilities and capacity. Too often, the BPW International Executive Board is placed in the position of having to provide a Congress of international standing and working with a hosting country that is not any more able to meet all the requirements.

BPW International should learn from this experience and implement a process of due diligence to assure the viability of future Congresses.

IMPLEMENTATION:

To take effect immediately.

Congress bids will be sent to the Executive for assessment in line with the guidelines, eg rotating around the regions, financial viability, visa requirements etc. The Executive Board will short-list viable candidates and bids that fail to meet the criteria will be rejected. The Executive Board will recommend viable candidate bids and the International Board will be asked to either vote, if more than one bid fits the criteria, or to endorse if there is only one candidate country.

The Executive Board must retain the right to change the location of a Congress if circumstances materially change and the viability of a planned Congress becomes questionable.

FINANCIAL IMPACT on BPW International:

A very big risk of deficit for the organization.

6.12 RESOLUTION 12 : BPW INTERNATIONAL BRANDING

The BPW International Executive Board submits the following resolution for debate at the XXVII BPW International Congress 2011

Mindful that in 1999 BPW International agreed on a universal logo to be used by all affiliates

Believing that BPW International needs to further strengthen our international brand

Recognising that colour is a powerful component of all corporations branding policy

BPW International agrees to adopt the PMS (Pantone Matching System) colour yellow #122 as the standard in our printed and electronic materials.

RATIONALE:

There is no intent to change the logo but only to standardise the colour. The standard use of colours is accepted in the business world and acknowledged as a critical factor in brand recognition.

Optional forms of the logo can be approved by BPW International and made available provided they maintain the logo and the standard colour. It is recognised that the world globes do not readily communicate who BPW is. A version of the logo that includes the words Business and Professional Women will be made available to Affiliates for local use as appropriate.

The 80th anniversary logo will not be used after August 2011, when BPW International turns 81.

IMPLEMENTATION:

Provide branding guidelines toolkit for all affiliates which incorporate the logo usage as well as the standard colour.

Provide a graphic chart that includes letterheads, PowerPoint slides, business cards and other materials for use by Affiliates.

Allow for transition where non-standard logos are in use.

FINANCIAL IMPACT on BPW International:

No cost impact: BPW International has already implemented much of this branding into our website, brochures and printed materials.

7.1 Nominations of Officers

7.1.1

PRESIDENT

Aphroditi (Freda) Miriklis

Nominated By: BPW Australia

Occupation: Investment Advisor/Master Stockbroker

BPW Activities:

Club: BPW Mid City: Advisor to Executive 2008-2009; Coordinator of Project 5-0 Tsunami fund Appeal 2005; Young Achievers Chair 1996-1998; BPW Victoria: Executive Board member and Convenor Young BPW Victoria Program 1997-1999; BPW Melbourne - founding member (chartered April 2011).

BPW Australia & Mid City, member / BPW Melbourne club: Founding Member (chartered in April 2011)

Federation: BPW Australia: Australian Young BPW 1998-2000; Executive Board member and Convenor Australian Young BPW Standing Committee 1998-2000; Founder BP W Australia Equal Pay Day Working Group 2009.

BPW International: 2008-2011-2nd Vice President , Chair, United Nations Committee on the Status of Women, Member of International Planning Committee, Chair, Women Empowerment Principles Taskforce(2000-2011), Ex-officio Member,-Equal Pay Day Taskforce (2009-2011), Executive Secretary (2005-2008), Chair- Constitution Advisory Committee(2005-2008), Member- International Planning Committee (2005-2008), Member of Fund Raising Task Force (2005-2008), Member of Business Trade & Industry Committee (1999-2002,2002-2005).

Other Voluntary Positions:

- Main Australian Representative for APEC WLN Drafting Committee [Australian Trade Commission recommendation] 2009-2010
- UNIFEM/UN Global Compact Multi-stakeholder Working Group guiding the Women Principles 2009-2010
- Member, Women in FinSia (Financial Services Institute of Australasia) 2008 - current
- Secretary, Project Five-0 Sleep Safe Committee 2007-2008;

Related Experience/Qualifications:

BPW International Papers & Projects:

- United Nations Department of Public Information [DPI] Annual Review, December 2010
- IFBPW ECOSOC Statement to the 54th Session of the Commission on the Status of Women, *E/CN.6/2011/NGO*, March 2011
- Project Five-0 ECOSOC Statement to the 54th Session of the Commission on the Status of Women, *E/CN.6/2011/NGO*, March 2011
- APEC Project Concept Note - "Empowering APEC Women in Business and Trade" Proposed by Australia GFPN, HRDWG, SMEWG, 15th APEC WLN Meeting, September 2010
- IFBPW ECOSOC Statement to the 53rd Session of the Commission on the Status of Women, *E/CN.6/2010/1.*, March 2010
- Project Five-0 ECOSOC Statement to the 53rd Session of the Commission on the Status of Women, *E/CN.6/2010/1.*, March 2010
- Joint statement - IFBPW and ICW ECOSOC Statement to the 53rd Session of the Commission on the Status of Women, *E/CN.6/2010/1.*, March 2010

- Concept Note: BPW International - UNIFEM Asia Pacific Consultations: UN Global Compact/UNIFEM "Advancing Women In the Marketplace' October 2009
- BPW CSW Handbook - 2nd Edition - Handbook for BPW Delegates to CSW, March 2011
- BPW CSW Handbook - 1st Edition - Handbook for BPW Delegates to CSW, March 2010
- BPW International Women Empowerment Principles Toolkit, January 2011

Conferences & Key Events Attended as Speaker:

NAB: Influential Females Meeting, "Diversity at NAB", NAB Head Office, Melbourne Australia, October 2010

BPW Australia 35th National Conference Power to make a Difference through Action Perth, Western Australia; 22-24 October 2010

BPW Asia Pacific Regional Conference, Empowerment of Women to Make a Difference, Singapore, 15-18 October 2010

BPW Oceania Meeting Power to make a Difference through Action, Wellington, New Zealand, 31st July -1st August 2010

Women Power and Womenomics" Forum, Taipei City, Taiwan, 25 May 2010

20th Anniversary Global Summit of Women, Beijing, China, 19-22 May 2010

54th Session of UN Commission on Status of Women, "Equal Pay Day: Closing the Pay Gap" Headquarters", New York, U.S.A., March 2010

"BPW International 80th Anniversary Celebration & Annual UN Claire Fulcher Dinner, Mistress of Ceremonies, Princeton Club, New York, U.S.A., 4 March 2010

54th Session of UN Commission on Status of Women, "Putting Gender on the A-genda" New York, March 2010

BPW International Presidents Seminar, Harmonie Club, New York, February 2010

Consultation on the Women's Principles, "Advancing Women in the Global Market Place", The Philippine Women's University, Philippines, 27 Oct 2009

BPW Victoria Taking Action for Women's Equality, Bendigo, Australia; 31st October 2009

Asia Pacific NGO Forum on B+15; "Advocating Gender Justice in the Economy", Parallel Session, 24 Oct 2009

Asia Pacific NGO Forum on Beijing +15, "Weaving Wisdom, Confronting Crises, Forging the Future", Miriam College, Quezon City, Manila, Philippines, Oct 2009

53rd Session of UN Commission on Status of Women, "Launch of BPW International Equal Pay Day" parallel session, The Permanent

German Mission to the United Nations, New York, March 2009

53rd Session of UN Commission on Status of Women, "Gender budgeting and pay equity: the direct way to equal sharing of caregiving responsibilities - a road map of implementation ideas from the regions of BPW International" Headquarters, New York, March 2009

BPW International Presidents Seminar Harmonie Club, New York, February 2009

BPW Conferences Attended:

- XXVI BPW International Congress, Mexico City, Mexico, 2008 - elected Vice President
- XXV BPW International Congress, Luzern, Switzerland, 2005, - elected Executive Secretary
- XXIV BPW International Congress, Melbourne, Australia, 2002, appointed Business and Trade Committee

- XXIII BPW International Congress, Vancouver, Canada, 1999 - Delegate, Australian Young BPW Representative

Key Awards & Achievements:

- Convenor, Round Table Summit on Women's Economic Development, 1999
- Young Australian Business & Professional Woman, 1998
- Young Victorian Business & Professional Woman, 1997

Supporting Statement:

We meet at one of those defining moments - a moment when our organization is finding its way after completing a term of review and reform and after having laid the foundations and streamlined much needed systems and processes to equip BPW International for the 21st century.

While we have much to celebrate, more than ever before, the focus for BPW must be to continue and build on this good work, developing the initiatives already in place to unite Affiliates worldwide. Remembering that our inspiration taken from our founder's vision and later the Beijing Platform for Action relates to the critical areas of - women in the economy and women in decision-making roles - we must continue to join forces in the campaigns that BPW is now leading around the world. These are the: Equal Pay Day Awareness Campaign and the Women's Empowerment Principles that address the core issues of social injustices that still exist in the workplace, marketplace and community.

With the creation of UN Women comes the calling for BPW to once again take its rightful place and lead discussions by strengthening and building mechanisms for civil society engagement with the UN. The legacy of Esther Hymer, and so many others after her, shows us just what is possible. It is up to each one of us to continue or initiate conversations with governments about setting funding goals for UN Women and through our newly established partnerships continue our outreach with the private sector. Our successes can only be measured when we are united and working for the common cause that advances the professional standing of BPW International globally.

To truly develop the business and professional potential is to bring unprecedented opportunities to the heart of our membership – women entrepreneurs. We are developing a blueprint to tap the entrepreneurial power of women through trade and development programs and our newly formed association with the ITC [International Trade Council] excites us. Our commitment to lifelong learning will remain through the annual Leaders Summit that develops the BPW leaders and future leaders amongst us.

After a lifetime of achievement already, we now have a unique opportunity to shape events and focus on gender equality and women's empowerment. Having served this great organization for the past 6 years, I re-commit myself to BPW International because I believe in the plurality of cultures, characters, languages that makes BPW what it is. I am also aware of the great many challenges that lie ahead to integrate all these different aspects into common strategies and action plans to advance, connect and strengthen the voice of working women everywhere. I wish to lead and share my vision with you.

It would be a great honor and privilege to serve as President of this esteemed international organization.

7.1.2 VICE PRESIDENT

7.1.2.1

VICE PRESIDENT

Huguette Agplokou Dossa

Nominated By: BPW Cotonou

BPW Activities:

Club: President BPW Cotonou 2004-2010

International: Regional Coordinator - Africa 2008-2011

Other Voluntary Positions:

*Advisor to the Republic of Economic and Social Council (CES), Presidents of the Commission Economy and Finance

*Coordinator of Social Watch Benin

*Coordinator of the Network Regional Social Alert for the promotion of human economic crisis, as social and culture in West Africa;

*Executive Directrice NGO's sisters the United WORKS (OUA) since 1993; Coordinator of the African Network for the Promotion Law .

SUPPORTING STATEMENT:

Letter to support my Candidacy for Vice-president Position.

Dear members of BPW International,

After having worked in this triennium for the Clubs and Federations of the African Continent as the Africa Regional Coordinator, I would like to seek your support to be the next Vice-President.

Indeed, I fully support BPW's aims and objectives and the initiatives already established.

As I reflect about the issues from our members all over the world, I realize that the issues at the United Nations, whether the Committee on the Status of the Women or other agencies which specialize on women's issues such as the UN Women, are important to our development.

UN Women arose from the fusion of UNIFEM and from three organs of the United Nations which were affiliated, and which focused on the questions of gender. Over the years, all these organizations worked effectively with national, regional and international partners to obtain public policies answering the questions connected to women's rights which have remained underestimated, including ending violence against women; increasing their participation in decision making and political life; giving priority to the leadership of women; and providing peace and security.

The appointment of the past-president of Chile, Michelle Bachelet, as the head of the new structure of UN Women, " intended to fight for the gender equality and the empowerment of the women in the world ", by the General Secretary of the UN Ban Ki-moon, is a strong sign.

If elected, I will carry out the Vice President's duties to coordinate the participation of BPW International in the activities of the Committee on the Status of the Women in addition to the initiatives aligned with the United Nations. We shall find the appropriate strategies to fight the violence against women at every level (CEDAW) and also, our campaign for equal pay for equal work.

It will be an honor so serve and build on the foundation established by the hard work of the former 2nd Vice-president and I will work in very close collaboration with her and will be most appreciative of her mentorship.

It will be my goal to bring the United Nations and BPW members closer and to help build on our great credibility and strong foundation with the United Nations.

7.1.2.2

VICE PRESIDENT

Dr. Amany Asfour

Nominated By: BPW Egypt

Occupation: Medical Doctor- Pediatrics

BPW Activities:

Club: President: BPW Egypt

International: Africa Regional Coordinator 2005-2008, President BPW Egypt 2007-2008

Other Voluntary Positions:

- President African Alliance for Women Empowerment
- President Afro-Arab Network for Women Empowerment
- Secretary General African Society for Scientific Research and Technology
- Chair of Human Resources, Science & Technology Cluster at African Union ECOSOCC (Economic Social Cultural Council)
- Chair of FEMCOM – Federation of Business Women Associations of COMESSA Common Market for Eastern & Southern Africa)
- Vice Chair of COMESA Business Council

Related Experience/Qualifications:

- Establishment of the First Women Business Development Center & Business Incubator in Africa. Hatch-upsut Women Business Development Center (HWBDC) for the Economic Empowerment of Women in Egypt & Africa (funded by the Spanish Government)
- Establishment of Regional program titled “ Support of Female Entrepreneurs” in Egypt, Sudan & Ethiopia. Among BPW – Egypt, BPW – Sudan for the promotion of Women Entrepreneurs & Support of SMEs (funded by the Danish Government).
- Mobilizing resources from Private Sector and African Development Bank to Sponsor members of BPW- Africa to attend Afro-Arab Congress for Business & Professional Women held in Cairo – Egypt 2010
- Participation as a Speaker in the BPW – International Panel in New York 2007 & Speaking about Economic Violence Against Women
- Organization of Panel by BPW – Africa at CSW 2008-2009-2010 on Economic Empowerment of Women in Africa

Supporting Statement:

My dear sisters of BPW family from across the globe, It is my real pleasure to greet you all from the new democratic Egypt after what we passed through of the Egyptian revolution where youth, women and men, raised their voices for political reform . For us BPW Egypt has a big role to contribute in the economic reform of Egypt and the economic empowerment of women in Egypt .

It is my great honor to be a candidate for the position of Vice President of BPW International and contribute with my experience to have BPW International as the driving force for the economic empowerment of women across the globe and to have a real impact on the daily life of our members across the world.

My vision for BPW – International is to join all our efforts as BPW Clubs and Federations across the globe to Empower Women to Meet the Millennium Development Goals .

How could we really do that?

- By Strengthening & building the capacity of our existing Clubs and Federations.
- By expanding our membership across the globe with quality and strong Members,
- By consolidating a plan of Action through integrated projects among our members.
- By fostering global partnership with International and Regional Organizations .
- By promoting Leadership and mentorship.

- By advocating and Lobbying for the empowerment of Women and mainstreaming of Women in the Policies and in Decision-making .
- By building the Entrepreneurial culture & promotion of Young Women Entrepreneurship
- By Building bridges among ourselves, our clubs & our members and promoting inter cultural dialogue
- By Empowering Women in least developed countries and in Conflict zones

By Branding our BPW – International

I am really looking forwards to join our efforts for our BPW International to be a power to make a difference for our Clubs and Federations.

With all my warm regards

Dr Amany Asfour

7.1.2.3

VICE PRESIDENT

Jill Worobec

Nominated By: BPW Canada

Occupation: Certified Financial Planner

BPW Activities:

Club: President of British Columbia & Yukon 1996-98

Federation: President of BPW Canada 2002-2004

BPW International: 2008-2011 Regional Coordinator for North America and the non-Spanish speaking countries of the Caribbean.

Other Voluntary Positions:

Related Experience/Qualifications:

Supporting Statement:

As International Regional Coordinator of North America and the Non-Spanish speaking Caribbean in this triennium, I have very much enjoyed meeting members from my region as well as working with the International executive from around the world.

Serving my own federation, BPW Canada, at all levels has given me vast experience in management of a voluntary organization. As Canada is a bilingual country I have also gained communication skills and cultural understanding. I am passionate about the growth of BPW International through its membership.

We hear frequently that BPW is really a wellkept secret. I think it is critical that we concentrate on spreading the word and expanding our public image to ensure that potential members are aware not only of the long standing legacy of our organization but of how it can empower women through networking and personal growth.

I would be happy to serve as Vice President – membership to continue to build on the foundation that has evolved over the years and that has been expanded during this triennium. After 80 years of empowering women, there has never been a better time for BPW to help women to advance at all levels – through advocacy, visibility and accomplishment. We have made substantial contributions to the UN Commission on the Status of Women as one of the longest serving UN Non-Governmental Organizations.

BPW International’s vision for the future is to be the voice of working women worldwide.

We are indeed a critical network for women and should be recognized as the leading international organization on women’s issues.

BPW is a grassroots organization; our membership is our strength. Member support and participation is critical to our continued success.

It would therefore be an honour to continue as part of a team that will strengthen this powerful organization in assisting business and professional women all over the world to reach their full potential.

7.1.2.4

VICE PRESIDENT

Elena Torres Seguel

Nominated By: BPW Chile

Occupation: Attorney, Journalist

BPW Activities:

Club: President, BPW Santiago

Federation: President Chile

International: Committee Chair

Other Voluntary Positions:

Related Experience/Qualifications:

Supporting Statement:

Since 1986 I have participated and worked in BPW International as a member and President of the Association in Santiago (Chile). I've also participated for several years, as the Chilean Federation's President and internationally as a member of BPW International like president of permanent committees.

Also organized and participated in several regional meetings, conferences, seminars, Presidents meetings and permanent committees like legislation, labor and training. I've attended national and international meetings convened by the United Nations in different countries.

I've applied twice for the BPW Vice-president position, and once to the Latin American Coordinator getting a very good vote and lost by a few votes.

I firmly believe that from the International Directory, is possible to contribute to dynamize global BPW actions but also help every country Federation.

- I believe it's important and necessary that members from different federations and associations actively participate. This is an essential and relevant matter.
- Also, is necessary that international Committees work in the best way; for that, their actions must be strengthened by clear objectives and actions, but also support from BPW International. it's needed.
- Support to encourage actions, renew achievements and merits even with a minimum funding it's needed.

Moreover, assuming a position in both, International BPW and national federation, it's an interesting challenge; but also is a position that needs experience and knowledge regarding this matter.

Objectives: Dynamize BPW action

- This requires a shared work but also concrete actions.
- Maintain clear and an objective work by the Federation and its members with a knowledge of their capacities.
- Recognition of the Federation work in different countries, because is the sum of the members and Federations that makes BPW have presence in the world.
- Help Federations or association that are going through hard times, and also increase membership, difficult task but not impossible that needs knowledge of different countries and federations.
- Raising projects that make a good Organization image. Image without action is not the best formula. What is needed is to reinforce action and projects and display them properly.

These are the points that I propose to improve. I hope to provide not only my professional experience but also my relationship ability regarding women from different countries that I've worked. This, with a permanent participation, action and commitment with BPW.

7.1.3 Executive Secretary

7.1.3.1

EXECUTIVE SECRETARY

Yasmin Darwich

Nominated By: BPW Mexico

Occupation: Medical Doctor in Obstetrics & Gynecology. Orthomolecular Nutrition.

BPW Activities:

Club: BPW Torreon 1978-2010

Federation: BPW Mexico National President: 2000 – 2003

BPW International: Regional Coordinator in Latin America & Spanish Speaking Caribbean Countries. 2008-2011, Chairman of the International Health Committee, Period 1999-2002, Chairman of the International Committee of Education and Culture for Latin America and the Spanish Caribbean, periods: 1985-1987, 1987-1989, 1989 - 1991, Chairman of the International Health Committee, Period 2002-2005, Liaison of the International Projects Committee, period 2002-2005, Chairman of the International Public Relation Committee, period 2005-2008.

Other Voluntary Positions:

Melbourne, Au., Oct. 1985- Representing the Young Carrier Woman of Mexico at the BPW Australian Federation Annual Meeting.

Project Five-0 - Have, since 1985, worked in the presentation of the Nursing School Project Five-O Mexico and thereafter participated in all the relevant events of this project. (First stone placement, school opening ceremony, first day of classes, first ceremony of students graduation, and all the International Presidents' visits). Started the construction of the Nursing school's "Dr. Yvette Swan Auditorium" in 2003, and started the sponsorship program selling "Brick Certificates" to raise money for the building materials.

Related Experience/Qualifications:

BPW International Congress Attended: Auckland N.Z. 1985, The Hague, Netherlands 1987, Bahamas 1989, Vancouver Canada 1999, Melbourne Au 2002, Lucerne Switzerland 2005, Mexico City 2008.

BPW Latin America Regional Congress Attended: Tijuana Mexico 1998, Bonita Brasil 2001, Villa La Angostura Argentina 2004, Buenos Aires Argentina 2010.

YBPW Meeting Attended: First YBPW International Congress Acapulco Mexico 1998, Rome Italy 3rd YBPW International Congress 2003.

Latin America Presidents Meeting Attended: Santiago Chile 2001, Cd. Juarez Chih 2002, Panama Pa. 2003.

BPW North America Regional Meeting Attended: Havana Cuba 2002, Jamaica 2007, Las Vegas Ne. 2010.

BPW California Regional Meeting Attended: Los Angeles 2001, Los Angeles 2003.

BPW Australia National Congress 2000, BPW European Regional Congress 2003, BPW New York Annual Meeting 2003-2010, BPW Brazil National Congress 2010.

Supporting Statement:

I would like to encourage the knowledge of our Constitution and By-Laws within all Clubs and Federations as the fundamental base of our organization, and accomplish the work stipulated in our Constitution for the position of executive secretary:

Section 4.

The Executive Secretary shall perform the following duties:

- a) advise on constitutional and procedural matters
- b) credential compliance

- c) supervision of affiliation procedures
 - d) monitoring of members services and quality assurance
 - e) recording resolutions and their implications
 - f) serve as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee
 - g) other such duties as may be designated by the Executive Board, Board of Directors or the President.
- Section 5.

The Executive Secretary on behalf of the Executive Board shall ensure that a permanent record is kept of all proceedings of Congress, the Executive Board, and the decisions of the Board of Directors. The Executive Board at the start of each triennium shall approve arrangements for the custody of all records and official documents belonging to BPW International.

7.1.3.2

EXECUTIVE SECRETARY

Faye Gardiner

Nominated by: BPW New Zealand

Occupation: Independent Health Service Consultant and Quality Systems Auditor

BPW Activities:

Club: Tamaki Club President 2000 and 2001

Secretary 2002, Membership 2000 – 2002, Speakers 1999 – 2002

Delegate to National Conference 2000 and 2001, Member BPW Tamaki since 1998

Federation: BPW NZ Immediate past President 2009 to date

NZ Federation President, 2006 – 2009,

BPW NZ 1st Vice-President, 2003 – 2006

Deputy Leader, NZ Delegation to BPW International Congress in Lucerne, 2005

Leader, NZ Delegation to BPW International Congress in Mexico, 2008

NZ Delegate to BPW Australia Conference, 2004, 2007; and Asia Pacific Conference 2007

Chairperson of NZ Conference 2003 Planning Committee

International

Chairperson, BPW International Health Standing Committee, 2005 to date

Member of the Constitution Advisory Committee, 2008 to date

Other Voluntary Positions:

President UNIFEM Auckland branch, 2008 to date

Related experience/qualifications

Governance, strategic and operational management of large organization, extensive experience in development, implementation and compliance auditing of policies and procedures in health services. Please see attached CV for further details.

Supporting Statement:

When I became self employed after 19 years of serving the larger community through institutional nursing, I saw BPW as an avenue through which I could continue to contribute to my community, have some influence on decision makers who order our daily lives, and develop relationships with colleagues outside of healthcare.

Since serving as President of the New Zealand Federation and then undertaking the role of Chairperson of the Standing Committee on Health for BPW International, I have become very aware of the power for good that this organization can wield on behalf of women at a national level and world wide. It can be the means to unlock the potential of every woman who participates in the programs that are offered to members, and it never ceases to amaze me that through BPW an ordinary woman can bring an issue to her BPW club and eventually see it taken to the United Nations – what an incredible organization we are honored to belong to.

None of this happens without a structure and framework of guidelines, communications and processes that ensure that all members can fully participate in the life of the International Federation, and that the Federation meets it's obligations to members, to partners and to associated organizations with whom it has links and relationships. The Federation is in the process of revising and updating that framework to provide a new Constitution, Regulations and Procedures. The Executive Secretary will play a vital role in working with the new Executive to ensure that both the letter and the spirit of this new structure and framework are implemented and used to underpin, support and facilitate the work that we do.

I am New Zealand born and bred, a Registered Nurse by profession and an independent consultant in quality and risk management to health services. For the last 16 years I have worked with health care providers to help them develop systems to ensure that their services are safe and of a high standard. I am an experienced Lead Auditor with RABQSA registration to audit quality management systems against national and international standards. From my consulting work with business organizations, my experience as a director on the Board of a large regional health enterprise, and my service with BPW at national and international level, I know how vital it will be for Federation officers to have access to advice, guidance, and support as they endeavor to meet the expectations of their positions and the Aims of BPW within the constitutional and legal frameworks that constrain them.

I would be honored to undertake the role of Executive Secretary and work with you all to advance these Aims.

7.1.4 Finance Director

7.1.5 REGIONAL COORDINATOR

7.1.5.1

REGIONAL COORDINATOR - AFRICA

Adenike Adeyanju-Osador

Nominated By: BPW Nigeria

Occupation: Book Publisher

BPW Activities:

Club: Project Coordinator/Archivist - From 2008

Federation: Chairman Africa Regional Conference 2009

Other Voluntary Positions:

- Member of the Board of Community Women and Development in Ibadan, Oyo State, Nigeria (1998 - 2005). This body provides policy framework for mobilization of women for full economic independence through micro-credit financing of small informal sector businesses and vocational skills building, as well as mobilization for full participation in the political process.
- Member of the Coordinating Committee, Great Age Ministry (2001-2005), an organization that supports the vulnerable older population within the age bracket of 60 years and above.
- Volunteer Mentor to the Department of Policy and Implementation of the Education Secretariat, Federal Capital Territory, Abuja in their mentoring program in secondary schools within the territory (2009 to Present).
- Ex-Officio member, Women in Publishing (2007 to Present)
- Membership of School-Based Management Committee of Ladela Secondary School, Garki, Abuja. The National Council on Education directed the establishment of this committee in all schools throughout the federation, the purpose of which is to ensure representation of community interest in schools in their locality to the extent that the community assumes ownership through involvement in planning, monitoring and evaluation (2009 to Present).

Related Experience/Qualifications:

- NGO Consultancy Professional consultancy services to national and international agencies and organizations including UNICEF (Nigeria) and The World Bank (Nigeria) projects.

- Community mobilization since 1998
- Development work since 2005 including HIV/AIDS advocacy and OVC programming.
- UNIFEM National Consultant
- UNAIDS Publishing Consultant

Supporting Statement:

Apart from being one of the oldest Federations in Africa, if not the oldest, Nigeria, has in its 48 years as a Federation, propagated the aims and objectives of BPW through various programs locally and nationally. BPW Nigeria has grown as BPW International has grown, and has garnered a lot of experience in the process. Her members have the capacity and knowledge to rally other African countries to join the BPW family. We have supported other African Clubs by participating in most of the projects and programs carried out in their various countries. Internationally, we have been at most international congresses including the CSW at the United Nations.

BPW Nigeria has produced 2 Regional Coordinators in the past, during a period when there was no internet, but Fax and Telex, and in spite of this and other challenges, both performed creditably well. We believe we should be given the opportunity to produce the Region's Coordinator now that communication is no longer a challenge for Africa, so that we can bring to bear on the Region all the many years of experience.

Our nominee for the position of Regional Coordinator, Adenike Adeyanju-Osador, is an active and highly responsible member of the Abuja Club of the Federation. She has held different positions of authority and has performed excellently well in all of them. For example, she was the Chair of the Local Organizing Committee of the Africa Regional Congress which held in Abuja in October 2009. She received an Award of Excellence from the Club for her performance. She is currently a member of the Executive of the Club as Projects Coordinator.

Her experience over the years has straddled the academia, scholarly publishing and development work as detailed in her CV. Apart from running her own publishing outfit, ABBI Books, she also provides consultancy services to national and international organizations including the UN system in Nigeria. She is currently involved in work with orphaned and vulnerable children (OVC) under a USAID sponsored project in Nigeria. She has put her wealth of experience at the disposal of Abuja Club and the Federation at large in their various projects and activities.

7.1.5.2

REGIONAL COORDINATOR - ASIA PACIFIC

Susan Jones

Nominated By: BPW Australia

Occupation: Business Owner

BPW Activities:

Club: Various, including President, Membership & Treasurer - 1989 - Current

Federation: BPW Australia - National Vice President 1994-1997

BPW International: *Oceania Sub-Regional Co-ordinator – Asia Pacific 2008-2011*

Other Voluntary Positions:

Chairman – BPWI Projects Standing Committee

2005-2008 & 2002-2005

BPWI Project Five- O Liaison

2005-2008 & 2002-2005

Judge – BPWI Competition - Beyond 2000 2005 & 2008
Chairman – BPWI Mentoring Task Committee 2000-2003
Member of BPWI Mentoring Task Committee 1997-2000

Related Experience/Qualifications:

UNIFEM – Member of founding Committee, UNIFEM Australia

Rotary Club of-Sydney

Women Chiefs of Enterprises International

Trustee – CEDA (Committee for Economic Development of Australia) 2000-2002

Vice President - NSW Small Business Association

Events Attended:

BPW Asia Pacific Regional Conference – Singapore 2010

BPW Oceania Conference – NZ 2010 (Co-coordinator)

BPW NZ Conference – NZ 2010 (Presenter)

BPW International Congress – Mexico 2008 (Standing Committee Projects Chair)

CSW, United Nations & BPW Presidents Seminar NY 2008

BPW UK National Congress, Scotland 2007 – Guest Speaker

CSW, United Nations – NY 2007 / Workshop Speaker (“Small Funds Big Ideas”)

BPW NY Federation AGM - 2007

Project Five-O, School of Nursing Scholarship Ceremony, Mexico 2007

Project Five-O Annual General Meeting – NY 2007

BPW North American Regional Conference – Jamaica 2007

Project Five-O Annual General Meeting – NY 2006

CSW, UN – NY 2006 – BPW Workshop Moderator

BPW NY Federation AGM – 2006 - Presenter

BPW International Congress - Lucerne, Switzerland 2005 – Workshop Presenter (Projects Chair)

Project Five-O, School of Nursing Scholarship Ceremony, Mexico 2005

Project Five-O Annual General Meeting – NY 2005

CSW, United Nations – NY 2005

BPW NY Federation AGM – 2005 – Presenter

BPW Asia Pacific Regional Conference, Nepal 2004 - Presenter (Projects)

Project Five-O, School of Nursing Scholarship Ceremony, Mexico 2004

Project Five-O Annual General Meeting – NY 2004

CSW, United Nations – NY 2004

BPW Mexico National Congress, La Paz 2002

BPW North America Regional Conference - Havana, Cuba 2002 – Presenter

BPW International Congress - Melbourne 2002 - Presenter

BPW California Regional Meeting - Los Angeles 2001 - Speaker

BPW Mexico, National Congress – Cd. Juarez 2001 - Speaker

BPW Latin America Regional Congress - Bonito, Brazil 2001 – Presenter

BPW International Congress - Vancouver, Canada 1999 – Workshop Presenter (Mentoring)

BPW International Congress – Venice 1996 / Board Member and Delegate – Workshop Presenter

“Mentoring for Success”

BPW NZ, National Conference 1995

BPW International Congress – Nairobi 1992

BPW International Congress – The Bahamas 1989 - Workshop facilitator

BPW Australia National & State Conferences, from 1988 to 2006

Supporting Statement:

I have been a member of BPW since 1988, holding positions at club, state, national, regional and international levels. I have travelled extensively, attending and presenting at BPW conferences throughout the five regions and I have seen first-hand how BPW develops the potential of women through our programs and projects world wide.

During the past ten years I have chaired two BPW International Committees. I therefore have a good understanding of the international aspects of BPW and Asia Pacific’s role in the broader sphere

I currently hold the position of Oceania Sub-Regional Co-ordinator - Asia Pacific. In May 2010 I coordinated the Oceania Sub-Regional Conference in NZ, the first to be held in 8 years.

Since 2002 I have attended seven of the annual CSW sessions at the UN in New York where I have both moderated and presented at workshops. As BPWI Project Five-O Liaison for 6 years, I attended the annual general meeting, held during CSW - supporting funding for BPW partnership projects in developing countries, including those in Asia Pacific.

At the BPW Australia National Conference in 2007 I was awarded the Jean Arnott Award in recognition of outstanding commitment and service to women through BPW.

I joined BPW because I believe as a member of this organization I can help make a difference. I am passionate and committed to BPW's aims and objectives and I believe that I have the skills and experience to represent the region on the Executive Board making a valuable contribution as a direct link between the region and International. I believe membership growth and communication is essential. I am committed to the importance of holding sub-regional meetings and to ensure as a region we support and learn from each other.

I am a business owner and director of four diverse Australian companies with a background in tax accounting, economics and corporate governance – I hope to bring those skills to the position. I am married, with a son and four wonderful grandchildren. If elected, it will be an honour to serve my region and contribute to the future of BPW Asia Pacific

7.1.5.3

REGIONAL COORDINATOR -EUROPE

Edda Neumann

NOMINATED BY: BPW Germany

OCCUPATION

Self Employed Translator

BPW ACTIVITIES

Club: Club Goettingen – Advisor to Board, organizer transnational meetings & twinnings 2002 to present
BPW Germany Vice President/Domain International Relations 2004 -2007

BPW International: BPW International Task Force “Constitutional Review and Renewal” 2009 -2010

OTHER VOLUNTARY POSITIONS

Member of The Malibu Junior Women's Club 1970-1973 - Fundraiser (horseback trainer for blind children)
Chair of the board of Examiners for Interpreters & translators/Chamber of Commerce

SUPPORTING STATEMENT

Please accept my candidacy for European Coordinator 2011 - 2014. Those of you who know me personally are aware of my dedication to work for inclusion of all European clubs by reaching out across the borders to the rim affiliates, as proven by my support of and work with BPW Cyprus in the south, BPW Poland in the east, Croatia and Hungary in the southeast, and Latvia and Estonia in the north. It is my firm belief that the clubs of mainstream federations have the obligation to take the initiative in supporting smaller affiliates of Europe, particularly the countries at the outer edges of the continent (new clubs in Greece, Turkey, the Balkan, Cyprus, Croatia, and the Baltic), by keeping in close communication, encouraging them to join in regional initiatives, and to exchange ideas, good practices, updates of action by law- and decisionmakers, and making all affiliates aware of the current power drives decided by BPW International. I am sure I can be a strong messenger carrying the vision to streamline our efforts, live solidarity, and reach out for the power and the high profile we deserve and can achieve in society, politics, business and every walk of life.

My vision is to motivate European affiliates to form solidarity clusters for more thrust in subregions, to spearhead joint activities for greater impact and public visibility. I believe I am known as a teamworker with the capability to draw women together to synergize our strength and resources, sharing the challenge of our common targets within BPW International. I sincerely ask for your vote at Congress to permit me to join the workforce of BPW International for everyone's benefit.

7.1.5.4

REGIONAL COORDINATOR: LATIN AMERICA

NO CANDIDATE

7.1.5.5

REGIONAL COORDINATOR: NORTH AMERICA

Bessie Hironimus

Nominated By: BPW USA

BPW Activities:

Club: President 1974 - present

Federation: State President 1990-1991, National President 2009-2011

BPW International: EPW USA President 2009-2011

Other Voluntary Positions:

Served as volunteer interpreter/translator at two International Congresses and Board of Directors' meetings.

National Federation of BPW : Four years on the National Board. Membership

Committee, Membership Diversity Task Force, workshop presenter and trainer in several states

including California, Nevada, Wisconsin, Michigan, Washington DC.

Related Experience:

Captial District BPW, CCBE, California Board of Executives, American Institute of Parliamentarians, California Forum of Civic Mission of Educations, CEWAER: California Elected Women's Association for Education and Research., Soroptomists International.

Supporting Statement

I joined BPW in May 1974. I am a strong supporter of BPW's mission, its aims and objectives, and have kept active at all levels of the organization. I served as president of three BPW Clubs, my District and the California State Federation. I am currently serving a second term as National President of EPW -USA. At the International level, I have served on committees and task forces, and volunteered as a translator at two International Congresses.

My main interest within the BPW structure is that of membership. I strongly believe that belonging to BPW is as crucial to all working women, as the members are to BPW. While members benefit from belonging to BPW through participation, BPW benefits from its members as a whole. The most important characteristic of BPW is that it is a member-driven organization. It functions from the ground up; at the will of the members; anti-administered by those elected by the members;

I have extensive experience in public policy and in the education field. I have been elected to the Butte County Board of Education since 1985; I served on the Executive and Board of Directors of three statewide educational organizations and have held other executive positions statewide. I am also active in other nonprofit organizations.

My BPW activities include presenting workshops and training sessions in several states in the US, as well as in the Caribbean. I presented a two-day training seminar in Puerto Rico, and several workshops in the Bahamas and in the Virgin Islands. I believe that the Caribbean has a tremendous potential for growth and development. More people are traveling and moving there, and overall, the area will be experiencing an expanding economy, bringing employment and educational opportunities. BPW membership expansion and participation play an important role for the working women of the area. Through active participation and advocacy, BPW members have an important role in the progress of the Region. Even in the times of need, such as with Haiti's disaster, BPW members are a key to recovery and support for their community and local government.

I would like to see that the Region works in a cohesive manner, and that the different areas and clubs don't feel disenfranchised but are a part of the whole. Communication, participation and training are needed to succeed.

As president of EPW-USA, I had the opportunity to host the 2010 North America/Caribbean Regional Conference in Las Vegas. This gave me a closer view of the structure of the Region and its diversity. Also, through EPW~USA, I am working in cooperation with a Canadian club to start a new club in the USA.

I believe that the experience, dedication and knowledge I bring will be an asset for the position of Regional Coordinator. I know that while we are different in backgrounds and demographics, we are all one in the spirit of BPW. We need to spread the word and make BPW a part of every working

7.1.6 YOUNG BPW

7.1.6.1

YOUNG BPW

Anastasia Safarian

NOMINATED BY: BPW USA

SUPPORTING STATEMENT:

Dear Federations and Associate Clubs,

My name is Anastasia Victoria Safarian and I would like to nominate myself for the post of Young Business Professional Women (BPW) Representative on the 2011 -2014 International Executive Board.

I am 25 years old and was born in Bishkek, Kyrgyzstan. I moved to the United States before just before my 16th birthday and subsequently moved to Rome, Italy to finish college. I graduated in 2008 with honors from The American University of Rome with a degree in Business Administration. I am currently working for Bioversity International in Rome, an international organization dedicated to use and conservation of agricultural biodiversity and would like to pursue acceptance in a Masters Degree in Peace and Conflict resolution in the United Kingdom. Traveling around the United States, Europe and Asia allowed me to learn about and better understand the world around me and I speak Russian, English and Italian fluently.

I joined BPW in 2007 with encouragement of a close family friend, Barbara Howie, who currently serves as a President for Enterprising and Professional Women (EPW) - New York. Barbara helped me to see the networking opportunities this organization provides and helped me realize that BPW creates a bridge which connects a woman's world with the business world. My learning and experiences in BPW have helped shape me into who I am today. I would like to share that knowledge by being a mentor to other young women around the world. I have held different leadership roles in numerous clubs and through that I have gained invaluable experience as a leader. My aim is to inspire others to become leaders themselves by encouraging personal development and leadership skills. I would like to be the voice of Young BPW and encourage international participation that will allow exchange of ideas, projects, strategies as well as professional and personal accomplishments.

Being a young member myself, I am excited to learn from admirable women around me. I see the post of Young BPW Representative as an opportunity to test my knowledge and everything I have previously learned while sharing with other young women. I am hoping to be a link in finding a balance between personal and professional life as I have managed to do. I also would like to continue championing for women's and human rights around the world. I believe I can motivate more young women to become a part of this wonderful circle of an international sisterhood which BPW provides.

Kind regards,

Anastasia Victoria Safarian

7.1.6.2

YOUNG BPW

Fareena Nazir

NOMINATED BY: BPW Pakistan

SUPPORTING STATEMENT

I ask for your support in my nomination because I will bring new program and events which will help each national representative to unite there young BPW members to become active member and mentor.

If I would be elected as an international young representative my three years programs will be as under:-

I will ask each country national young BPW representative to make compulsory for their members to study about CSW and Beijing declaration and PFA and submit their article each year in December.

As our BPW international have been divided in to five regions I will ask young bpw member to become regional coordinator voluntarily so that they could get the first hand knowledge of their region and forward it to the BPW International.

I would like to make 10 different programs for each country to adopt it according to their requirement so that It would help young BPW to get fund raised by themselves for their clubs and federation.

I would like to compose a book in which all the details about the natural disaster and how to cope with this situation as young BPW representative.

I assure you that all these above mentioned program will not be limited to the writing but will be implemented during my regime of three years.

I believe my hard work and dedication to work will make me a qualified candidate who is willing to help BPW international in the new upcoming era.

7.1.6.3

YOUNG BPW

Lorena von Koschitzky

NOMINATED BY: BPW Spain

SUPPORTING STATEMENT

My interest in serving for BPW International as Young BPW Representative comes from my different experiences with BPW members at local and international level.

Being Office Director at BPW Valencia, I had the opportunity to travel to different international events such as: the International Congress in Mexico in 2008, the Regional Congress in Munich in 2009, the Presidents Seminar and CSW in New York in 2010, and a twinning with BPW Riviera del Ciclope in June 2009.

I believe that BPW is a great place to get to know women from all over the world and to learn from the diversity and experiences from all of them. For Young BPW members it is crucial to have other women as role models, as the business life is still a place where we find more men than women. BPW offers many “already empowered” women that have already had experiences we still have to face. We can learn from each other, encourage young women to work on their professional careers, and help them to solve problems and obstacles they can find on their way.

On the other hand, the young BPW project in itself is a very great and ambitious project, which I think has a lot of potentialities. Young BPW members can learn a lot from their senior sisters, because of their lack of experience, but this has also two directions. I think that our task as BPW members is also to help the organization and their members to give a “younger” perspective. I mean that we should take the opportunity to participate in everything that is being organized, and we should also help and organize activities by ourself. These activities can be for young members, or for young and senior members, so that we offer this focus to the whole organization. We are developing these focus at local and national level in Spain, with very good results.

Finally, my task as BPW Young Representative would have a priority on trying to engage all BPW young members to participate more actively in the organizations, and to begin activities with them which can help to encourage more young members to step into BPW. Another important task would be to try to help them to get to know each other, also if they have no opportunity to travel to the international meetings. As we have a very good internet network at BPW-International, my idea is to base on that network and try to get the best of it. A good communication among us is the best tool, but it is also a challenge as it is not being used as it could. My idea is to try to motivate all the members to participate more actively in this network. I know the challenge behind this idea, as I have worked on it at local level. Nevertheless, I think that a good strategic plan behind these ideas will help a lot in this task.

7.2 Nominations for Standing Committee Chairpersons

7.2.1 Agriculture

7.2.1.1

STANDING COMMITTEE: AGRICULTURE

Elsa Gardeweg de Kulempkampff

Nominated by: BPW Chile

Occupation: Agriculture

BPW Activities:

Club: Member BPW Chile 1994 to 1996

Federation: President BPW Chile 2008 to 2011

Other Voluntary Positions: Farmers' Federation President; VP Confederation of Agricultural Producers in Chile

SUPPORTING STATEMENT:

My long experience as a farmer and as a leader in farmers' organizations enables me to help women in agriculture organize better.

Farming has mainly been a man's job, but today we meet professional women in charge of running farms and farming enterprises, farmers' organizations, and cooperatives all over the world.

Communications shorten each day, distances, and we are able to learn from faraway countries, to be informed of their needs, markets and possibilities.

Building and promoting nets of friendships, exchange of experiences, science and knowhow, would be my aim in the BPW Agriculture Committee, since women are more active in agriculture all over the world.

7.2.1.2

STANDING COMMITTEE: AGRICULTURE

Nancy Astone

Nominated by: BPW Italy

Occupation: Wine Growing and Production Entrepreneur; Marketing and Public Relations Manager

BPW Activities:

Club: Barcellona P.G. Tesoriera 2007 to 2009; VP 2009 to present

Federation: BPW Italy Commission of Agriculture 2009 to present

Related Experience/Qualifications:

Agriculture Commission Representative of the Sicilian District

SUPPORTING STATEMENT:

Women are the backbone of the agriculture sector in rural areas. Their presence is becoming increasingly important. This is the reason why I would like to contribute and emphasize women's role in farms and rural environment, especially their multitask role.

One of the main goals is to incentivize competing institutions to guarantee equal living conditions in all regions and prevent the unilateral development of urban centres, to ensure that both women and men can project their future life in the countryside with a successful outcome. It is also important to ensure a sustainable utilization of rural areas, ecological and energetically efficient and of good quality. It is necessary to take care of women needs living in rural areas and utilise their capabilities.

I would like to put my twenty years experience in the sector at BPW disposal to reduce women of all ages drift from the land and/or incentivize their return to the rural life. In my opinion it is extremely important that their needs and requirements are backed up by politics.

A cornerstone of good quality and working life in rural areas is training and education. Consultancy, educational and training projects have proven efficient but they ought to be supported since they are fundamental for innovation and development.

In the past, women knowledge, professionalism and competence contributed to the evolution of traditional ways of life and production in the countryside. Women are stabilizing and modernization elements in the entrepreneurial environment that carry out an indispensable function to obtain a sustainable rural development.

In recent years, women have decisively contributed in the diversification of firms and their adaptability to the market in the agriculture sector. This is why it is essential to emphasize women various professional competencies and above all make their voices heard in agriculture as they are not yet represented within the decision-making bodies. There is scarcity of information on women numbers and their role inside agriculture firms.

I would like to put my experience at BPW disposal, although I am aware I am a drop in the Ocean, but many drops make the Ocean, and together could reach the stars.

7.2.2 Arts & Culture

7.2.2.1

STANDING COMMITTEE: ARTS & CULTURE

Giuseppina Bombaci

Nominated by: BPW Italy

Occupation: Professor of Administrative Law

BPW Activities:

Club: Livorno – member 1992 to present

Federation: BPW Italy - President 2007 to 2009

Other Voluntary Positions:

Lions Club Livorno Host President 2004 to 2005

Lions – Delegate Zone 2005 to 2008

SUPPORTING STATEMENT:

During my professional life, in the service of the Ministry of Finance, I administered the Italian State assets, especially the historical and artistic heritage; my work has been devoted mainly to the enhancement of managed assets.

Even today, the High School of Ministry of Finance and at the Agency of the assets owned by the State, using my knowledge to teach to juniors but also to senior employees, this particular matter, even with the e-learning methodology.

For this reason, it was easy for me, to bring this experience in the BPW Italy. When I was Vice National President, I coordinated the national theme "Women, environment and culture, an economic resource for our country", performed by 285 Italian clubs. Within this theme, I have asked the Club to find in their territory, an asset almost unknown, but full of history and artistic value and to present it for the enhancement. This theme was entitled "The Pearls of BPW Italy FIDAPA" .

I collected the work of 105 Club and at the conclusion of the first phase of work, BPW Italy has published the book "The Seven Pearls of Fidapa".

This work was brought to the attention of local and national institutions and has received praise from the Minister for Cultural Heritage.

An example: in Sardinia Region, the Municipality has funded (Euro 20.000) a training course for young guides for the religious paths of Cagliari city.

The BPW Italy, the cradle of art, has always had the responsibility for the Arts and Culture Committee , but over the years, the Chair - persons have not shown great commitment nor have achieved significant results.

For all these reasons, I decided to submit my candidacy and I commit myself, if I am elected, to develop intercultural projects, aiming at concrete results, which can develop opportunities for cultural growth, but also for work.

However this goes, I wish you all, good luck and good job.

7.2.2.2

STANDING COMMITTEE: ARTS & CULTURE

Edoarda Grego Pozza

Nominated by: BPW Italy

Occupation: Phd.

BPW Activities:

Club: Trieste 2002

Federation: BPW Italy – Fidapa 2002

BPW International: Member of the Arts & Culture Committee 2006

SUPPORTING STATEMENT:

As a member of the past International Arts and Culture Committee, I expressed my ideas in the document titled “Cultural Heritage and 'The Law 1089 Italy Model', A Proposal for Europe”. My main interests were then centered on the importance of protecting and preserving the historical and cultural heritage *in situ*, all over the world, particularly in Europe, but also for the U.S.A. It is a field where many women are employed at any level and prove their capacity, competence, sense and taste, as ever. It is still my belief that we all people of sense can – and that we, BPW Arts and Culture International Committee - must try to attract the attention of the public and force them to support tradition as opposed to excessive innovation and to reevaluate collective memory in the light of nature and history. Only in this way – by any means of communication - we can protect ourselves from the threat of cultural uprooting and consequent loss of identity.

At present I am working on a national project regarding the many problems linked with motherhood in history and in literature. Sometimes the mother-children relationships are not so easy as one can expect. It is sadly known how many mothers abandon their children because of their awkward and/or precarious situation, and how many kill them, not only at birth or just before birth, but also afterwards, even if their financial and social status seems to be excellent.

How can we give help and support to mothers in difficulty in order to avoid such dramatic outcomes?

There could be considered many ways, of course. I trust history and literature at the most, especially works of fiction. We have been told that “a pen could hurt deeper than a sword”. Well, we won't hurt anybody – only anybody's conscience, perhaps – and we do not use very often today a pen, but we still understand the meaning. A well written, good novel, could move and strike people's emotions, imagination, feelings much deeper than whatever other mean.

It could be useful, e.g., to explore how the world of novel writers face the subject of natural and adoptive mothers who are not able to run a good parental relationship with their children. There are many books from the last two or even three centuries on the matter, therefore it would be necessary to set limits for our researches. For example: a fixed number of novels for every country; only novels recently published (in the last ten years or so). E.g., in Italy three good novels have been published of late about the subject: the first tells the story of an adoptive inadequate mother, the second is on the sufferings of a child abandoned in an orphanage in Venice who became a great musician; the last on a mother who loves her child but cannot stand him. Reviewing, collecting the cases described by the writers, comparing them with some real fact newly occurred, and then spreading our considerations by any means at disposal could be a way of provoking a vigorous expression of public opinion and drawing lawmakers' attention to the problem. And - why not - announcing a literary competition for novels on the matter? The aim is to give support to mothers at risk. In Italy Mr. Fazio, Minister of public welfare, proposes to apply the TSO (Compulsory Medical Treatment) procedure *extra moenia* to mothers who suffer from or are in danger of serious *post partum* depression, in order to protect mother and child. But these mothers need much more than a medical treatment, they need above all constant affectionate company, and not to be left alone.

My proposals on what could be done by the Arts and Culture International Committee have to be discussed with all the members of the Committee itself. of course, but, we must remember that our ideas have to be exportable and practicable, not impossible missions far above our strength, available funds, personal willingness, etc.

7.2.2.3

STANDING COMMITTEE: ARTS & CULTURE

Filomena Mustacchio

Nominated by: BPW Italy

Occupation: History Teacher

BPW Activities:

Club: President of BPW Italy – Crotone 2009 to 2011

Related Experience/Qualifications:

- PRESIDENT OF THE COMMITTEE FOR PUBLIC EMPLOYMENT AT THE MUNICIPALITY OF CROTONE FROM 1993 TO 1997
PRESIDENT OF THE EQUAL RIGHTS COMMITTEE AT THE MUNICIPALITY OF CROTONE IN THE YEARS 1996 / 1997 AND
VICE PRESIDENT FROM 1988 TO 2001
- MEMBER OF FOUNDATION “CALOIRO” CROTONE FROM 1998 TO 2002
- MEMBER OF THE NATIONAL FORUM NAZIONALE OF COUNCILLORSHIPS,, NATIONAL CONCILLOR OF FEDERSANITA’ –
ANCI FROM 1995 TO 2002 AND REGIONAL COUNCILLOR DELLA STESSA FROM 1996 TO 1998
- MEMBER OF THE FAMILY GUIDANCE COUNCIL OF CROTONE AND CRUCOLI

SUPPORTING STATEMENT:

Art and culture have been, since old times, an excellent instrument of integration and communication among peoples. However it is difficult to find, both in the one and in the other, signs of female presence. In fact, women have been, since old times, confined in the only role of wives and mothers, and only occasionally they have succeeded in leaving signs in History. This one, at its turn, having been written by men, ignores women’s presence; but things are not exactly like this, and it is for this reason that in the last decades female universe is coming to light thanks to women who are historians, philosophers, scientists, intellectual who, if on one side operate with the purpose of writing again the human route, on the other side, they are trying to fill in the exiting gap.

FIDAPA BPW Italy helps, promotes, solicits women’s action and engagement, and does it not in the name of a sterile claiming that leads nowhere, but in order to affirm that women’s sensibility and approach to various problems, small and big, can improve the quality of life, both of men and of women, giving sap to the human route. It is in this perspective that it is important that our association has “Art and Culture” commission.

In my life I have devoted myself mostly to this, however without neglecting the role of wife and mother of two sons, who, today, are professional figures. In my profession of teacher of Humanities, that I carried out for forty years, I tried to transmit my passion for culture and art, always linked to philological rigour and critical investigation.

For about four years I was councilor in charge of Equal Opportunities and Cultural Heritage at the Municipality of Crotone; in different associations, including sports ones, I have always been in charge of cultural development.

I have also written some newspaper and magazine articles, and I have held several lectures about literature, art and history.

For FIDAPA BPW Italy, I have organized several meetings and lectures about literature, art, history, female politics, and I have done this especially in this period in which I am the president of my BPW Italy club in Crotone.

I would like to give my contribution in a commission of international character, to share my experience with those ones of other women, who have a different formation and experience, so that, from a synergistic and plural action, ideas and projects can come out, that can be shared with all our associates, and also outside our association.

Some time ago I took part in a long international seminar in the beautiful town of Heidelberg: it has been a pregnant experience that I would like to do again. On that occasion I represented my home town, and I had the opportunity of sharing my ideas with women in representing their municipalities, and coming from all the countries of the European Union; today I would like to do it as an Italian member of BPW.

I have time and vital energy that can allow me to devote myself to such an experience, and I want to grow more and more, and I am sure I could give the best of myself.

7.2.3 Business, Trade & Technology

7.2.3.1

STANDING COMMITTEE: Business, Trade & Technology
Julianna Garibay-Spacracio

Nominated by: BPW USA

Occupation: International Communications

BPW Activities:

Club: BPW Long Island 2010 to present

Other Voluntary Positions:

2010-present New York Women in Film & Television (NYWIFT)

2010-present United Way of Long Island, Marketing Committee Board Member

2008-present Education & Assistance Corporation, Chance to Advance Program, Mentor (EAC)

2005-present National Association for Multi-Ethnicity in Communications

Related Experience:

- Ø Spearheaded development of “Project Blueprint” – a program aimed at preparing minority professionals for Board of Directorships
- Ø Developed first-ever UW organization web site to gain online contributions; donations rose 37% in 1998
- Ø Negotiated free publication of annual report in Newsday circulated throughout Long Island’s 900 subscribers, valued at more than \$1.2 million in revenue

SUPPORTING STATEMENT:

As Chair of the Standing Committee, I hope to challenge and inspire women world-wide on the benefits of advanced technology and how we can continually tie into this technology to help guide our businesses forward in impactful and resourceful ways. With my background in digital and multiplatform technologies as it relates to the media industry, I am both excited and eager to share resources and knowledge I have gained throughout the years!

7.2.4 Development, Training & Employment

7.2.4.1

Standing Committee: Development, Training & Employment

Maria Albano

Nominated by: BPW Italy

Occupation: Bank Manager

BPW Activities:

Club: President 2005 to 2007

Federation: District Treasurer 2007 to 2009

BPW International: Development, Training and Employment Committee 2008 to 2011; Peace and Intercultural Relations Taskforce 2008 to 2011

Other Voluntary Positions: School of Formation; Tailoring, weaving and sewing for young women of Sirimba

SUPPORTING STATEMENT:

None

7.2.4.2

Standing Committee: Development, Training & Employment

Graciela de Oto

Nominated by: BPW Argentina

Occupation: Associate & Marketing CEO of Grispo Law Firm; President of Suma Veritas

BPW Activities:

Club: BPW Buenos Aires 2006 to 2010

Federation: Argentina

BPW International: Training, Development & Employment Committee; Leadership & Lifelong Learning Task Force 2008 to 2010

Other Voluntary Positions:

Suma Verita Foundation 2004 to 2010

American Women's Club 2009 to 2010

Latin American & Caribbean Women's Network 2005 to 2010

Argentine Entrepreneurs Assoc. 2009 to 2010

Argentine Marketing Assoc. 2004 to 2010

Related Experience:

Speaker at XXVI BPW Congress – Mexico (Migration Challenges)

Presentation of a project to ISDH on Empowerment Women Entrepreneurs for the Human Development Report, July 2010

President of the Commission on Gender, October 2010

SUPPORTING STATEMENT:

Although a generation of projects has supported women's economic activities, in particular through microcredit, these activities have not automatically led to the increased well-being and the social, political, and legal empowerment of women.

I have based my career in having multifunctional experiences, really diving into and running different companies in a variety of fields.

As a consultant I have worked in areas I have no formal training in. I graduated in marketing and then ended up at Pacific Western University in USA learning about corporate management, where I got an MBA and a PhD. After that I did a local MBA to have a complete vision about business in my country and abroad.

I started working in several small businesses as a marketer, and then I did counseling work and finally management. I did all this so that I could really understand the tradeoffs you make in leadership and talent management and how to develop a vision people can rally around.

Now that I am in a leading position with people in charge, I try to have the more understanding about what it takes to run major functions in a business, because if you want to lead, you have to understand people and recognize the skills that are necessary for every job.

As a President of my own foundation focused on women issues (www.sumaveritas.org), my experience showed me that it is necessary to develop activities that reinforce women's self confidence. Training, exposure to other women's experiences, networking, and discussion groups are among the activities that make women more aware of their own situations and enable them to look for solutions in their own environment.

My work in those issues resulted in two international awards:

* Best Latin American Entrepreneur, Women in Business Award, New York 2008

* TIAW, World of Difference Award, Economic Empowerment of Women, Canada, 2010.

As a Directive Board Member of Latin American and Caribbean Women Network (LAC-WIM) I had the chance to be a coauthor of the book "**Women in the organizations of Latin America and the Caribbean**" published by AIDS (Swedish International Development Cooperation Agency), organizing conferences around the region.

Committee Experience

My five years working intensively in the Committee have given me the chance to be a part of a team and at the same time to take action in several areas.

Coordinated with BPW Buenos Aires I worked on the project "**Reinserting women migrants to the labor force**", doing some research, surveys and generating spaces where they could train on different trades. The amazing experience was exposed in the XVI BPW International Congress, where I had the chance to be a speaker.

Also, I participated in the design and development of the following projects:

Empowering women through effective training (International Level). The **project** is based on four types of specific **actions** aimed at: skills training, career guidance, motivation and communication, and the compartment of experience and support.

Empowering micro & small entrepreneurship women (Local Level) where I conducted four training modules of the marketing & management workshop, organized an entrepreneur fair and began to do some mentoring with some of the entrepreneurs who started their businesses.

Conclusion

Labor market is a cornerstone for economic growth and poverty reduction. It's the first line of defense for preserving and improving women welfare. My vision is to generate an impact on the daily life of women achieving a demand driven female labor force to lead sustainable livelihoods, social stability and to provide a well educated talent pool joining efforts with BPW clubs and federations.

Participating in this relevant Committee is a way of making and advancement in the status of women creating and maintaining a coherent, flexible, skills development and training system, accessible to all women and tailored to meet the human development needs of a modern, progressive, technologically and advancing society through four critical issues:

Entrepreneurial culture. Entrepreneurship creates jobs and demonstrates the women potential of business activity for income generation. Building a culture of "**female-preneurship**" can shed the light to the challenges faced by women in the global society.

Training Programs. Women with poor technological base, low capacity to innovate and attract financing for their business projects, are extremely affected. Developing a supporting network to provide them of training to advance their capability of business can give them an opportunity of growth inside the BPW Community.

Result Oriented Activities. The private sector and the informal economy which include a lot of women, is struggling to access capital and tap into new markets. Identifying regional activities, exchanging information, maintaining contacts with planned and ongoing initiatives will help to create a higher value added product and services to our clubs

Partnership. Providing popularity to projects arising from the committee among member countries by promoting partnership with other actors and agencies in each region will create synergy between skills development and training programs and women needs facilitating the access to knowledge.

In the interest of establishing a strong connection with BPW and start to make a difference, I believe I have the conditions to apply for Chair of the Development, Training and Employment Standing Committee.

7.2.5 Environment & Sustainable Development

7.2.5.1

Standing Committee: Environment & Sustainable Development

Kiran Asad Javed

Nominated by: BPW Pakistan

Occupation: Teacher of Economics

BPW Activities:

Club: Member of BPW Karachi

Other Voluntary Positions:

Currently heading three projects of The International School, Karachi to help the flood victims of Pakistan.

Bhong Relief Fund

Allahbad and Tangwani Relief Fund

Thatta Relief Camps

Related Experience:

March 1999 - April 2000: Assistant Manager Research Department at Fascom Network Systems Limited.

January 1999 - April 2000: Thesis Advisor for MBA students at Adamson University

September 1998 - December 1998: Assistant Lecturer at Adamson University, for Master in Business Administration students. Have taught Human Resource Management, Business Policy, and Strategic Management.

June 1996-July1998: Management Trainee, Pakistan Venture Capital Limited, Karachi. Training involved rotation to all departments, preparation and presentation of business reports on underlying functional and procedural aspects of each department.

SUPPORTING STATEMENT:

Being an Economist and linked with the teaching profession since the past ten years, the subject of Environment and Sustainable Development is of keen interest to me. Sustainable Development being, "Development which meets the needs of the present without compromising the ability of future generations to meet their own needs."

As human beings we are not indifferent to human suffering and this matter is not only relevant to just teaching but applying it practically. Welfare, unemployment, poverty are not mere theoretical and abstract concepts. On the contrary, they are at the core of what we teach because they happen to mankind in the "ordinary business of life." I see no better platform but to use the Business and Professional Women's Organization to get my message across on the current Environment and Sustainable development in Pakistan.

Pakistan, unfortunately is faced with enormous environmental hazards both human caused and through natural disasters. Human caused problems are like air and water pollution, noise, dumping of waste, chemical toxicities etc, it is also faced with its worst natural disasters like the 2005 Earthquake in Northern Pakistan and the devastating recent floods which displaced approx 20 million people. All of which, causes long term effects on generations to come which affects both on our sustainable growth and development.

Let me highlight one such case: the recent floods in Pakistan (the worst in its history), is considered as one of the huge scale disasters. According to a UN envoy, 26 August 2010 "more than 17 million people were affected by the floods, 8 million in a serious way in an area of 160,000 square kilometers, that is, more than one fifth of the total area of the huge country that is Pakistan. This is an area larger than England, or Tunisia, or Greece or Bangladesh." When Pakistan thinks its now ready to stand on its feet and then happens this massive natural disaster, do we even have an option for sustainable development? With this can sustainable development be achieved?

Owing to floods, people of Pakistan lack basic food, clothing and shelter, even have to bear the cold temperatures and fight the war against wide spread diseases such as cholera and malaria due to contaminated flood waters..Nonetheless, floods has set Pakistan many years if not decades....It has affected roads, bridges, health clinics, schools, electricity , communication... all factors which on face of it cannot lead us to anywhere close to sustainable development. Mere words cannot possibly serve justice towards explaining the degree of misery and hardship that these people are suffering.

In the face of such unimaginable catastrophe, the only tool we have is to fight against this calamity by showing our united front to the world. It is our test of patriotic and humanitarian obligation to do whatever we can to alleviate the suffering of those 20 million people who remain clueless about when their nightmares will end. We must stand "shoulder to shoulder" to overcome the existential threat that these floods pose towards the stability and welfare of Pakistan and to fight against the environmental hazards posed by it. The waters may have submerged our lands, homes and crops, but we will not allow them to submerge our unity, hope and courage.

I do look for opportunities like the Conference in Finland to put forward the threats of environmental disasters towards the sustainable development of my Country.

7.2.6 Health

7.2.6.1

STANDING COMMITTEE: HEALTH

Dr. Luisa Monini

Nominated By: BPW Italy

Occupation: Physician/ Scientific Journalist

BPW Activities:

Club: Villa Franca Basso - President 2007-2009

BPW International: Europa (Member of the Standing Committee-Health) 2008-2011

Related Experience/Qualifications:

PROFESSIONAL CAREER AS SURGEON:

Specialist in Orthopaedics and First Assistant of Orthopaedics, Private Hospital S.Camillo, Brescia, 1976-1995.

Specialist in Orthopaedics of the National Health Service, Iseo Hospital, Brescia, till 1997.

Orthopaedics and Hand Surgeon, Private Hospital S.Rocco, Ome, Brescia, 1997-2000.

PROFESSIONAL CAREER AS SCIENTIFIC JOURNALIST

Author, anchor woman and promoter of the weekly TV program "Teletutto Medicina" from 1990 to 1998 and afterwards of the program "Medicina Insieme", Teletutto, from 1998 to 2002 and at present of the medical-scientific divulgation program "Pan@cea".

President Club Innerwheel Brescia 2009-2010 ,Socia Rotary Club

SUPPORTING STATEMENT:

I was born on the sea, in Pescara, and on the sea I lived my first 20 years with love for my family and for the people and with a great faith in God. Following the Love, afterwards, I went north where I finished my graduation in medicine and I took my specialisations. In the North I changed from girl in woman, in wife and mother. For this evolution I must overall thank Giorgio, my husband and my master of life besides being teacher of science. He taught me determination, constancy, to always look forward, to neglect regrets, to always choose the positive aspect of the life and to fight for fundamental values. In my family, in the hospital, in my relationship with the patients and with friends I tried to give my best certainly receiving more from them. From this privileged situation of a loved woman I want to tell the second part of my life in which I became aware that to be a doctor certainly means to treat and possibly to cure patients but also means to engage by all means in order that the greater number of people do not fall ill, mainly by diseases linked with bad habits. And my specialisation in Hygiene gave a great contribution to my changing my mind from that of a surgeon to that of a doctor engaged in the solution of socio-medical problems. Like this I followed the guidelines of the W.H.O. given as sanitary policy to fight the diseases typical of the developed countries, identifying in the communication media the best ally in teaching people the health problems and the way of preventing them. To communicate the health, anyway, is not easy. A medico-scientific journalist has the big responsibility of translate to people the difficult language of science and to render it friendly. Also the news must be pushed deep not to leave dark zones where the misunderstanding could hide and false hopes take place.

I have been asked why, during my interviews, I often smile, if it is because I amuse myself. I could even answer: yes, but it would not be the truth. My smiling want to be an invitation to the interviewed to open themselves, to unveil more of their experience, in practice to break the bread of science for all of us. Anyway I was able to appreciate the great humility of great personages, their use of terms easy to be understood by everybody. To listen to Renato Dulbecco Nobel laureate explaining the secrets of human genome with words and sentences comprehensible even by children has been a touching experience as well as listening to Rita Levi Montalcini (also Nobel laureate) when she says that only by forgetting ourselves we can live until the end of life dedicating ourselves to posterity.

7.2.6.2

STANDING COMMITTEE: HEALTH

Dr. Sara Louzan Rossi

Nominated By: BPW Argentina

Occupation: Clinical Psychologist

BPW ACTIVITIES:

Club: BPW Buenos Aires, VP 2009 to 2011

Federation: BPW International Argentina, Executive Secretary, 2008 to 2010

BPW International: Member of the Standard Health Committee of BPW INTERNATIONAL (2008-2011) BPW LATINAMERICA (2008- (2011) and BPW ARGENTINA (2008-2010) y 2010-2012). Ex-Member of the "Status of Women" United Nation Committee of BPW INTERNATIONAL(2008-2009).

Related Experience/Qualifications:

President of INCISO (Intercambios Civicos Social) Titular

Member of A.I.E.M.P.RC Asociacion Internacional de Estudios Medicos, Psicologicos y Religiosos) from Switzerland.

SUPPORTING STATEMENT:

To fight against violence, with different programmes. Include education at schools, in universities, in the office, and at home. Also in the Court, and helping the victims of abuse to talk with her families for denouncing it to the lawyers so we can prevent it. The States can help too. Take care of nutrition. Education for a free and healthy LIFE. Children had to eat, clean and play to be happy. Mothers must be loved to be able to love their children. Without Love, people can't be healthy. Prevent Cancer in women. Education and earlier Diagnostic let women fight against this. This improves the economy of each one and produce a high impulse in the macro economy of the world.

7.2.6.3

STANDING COMMITTEE: HEALTH

Maria Ines Bastidas Buijuy

Nominated By: BPW Chile

Occupation: Nurse

BPW Activities:

Club: President of Los Angeles, Chile 2009 to 2011

SUPPORTING STATEMENT:

VISION :

Suction BPW International partners are motivated in the pursuit of knowledge in health to support his work within their associations and the personal, respecting the dignity of the individual, family and community, bringing continuous, with the consequent opening to new technologies according to the challenges posed by globalization, based on proactive and leadership development, intercultural level, responding with adaptive to the demands and constraints posed by promotion and prevention of problems of the world health capacity.

MISSION:

Having BPW members highly engaged, with powers to exercise leadership on basic issues of health, being a reference in your Federation / Association and in their own community, with respect to freedom of thought and expression, able to develop an operable critical and reflexive, with a sense of social responsibility, keeping consideration by diversity in tune with the needs of public health topics, development.

OBJECTIVES:

1. Facilitating an optimistic, and welcoming atmosphere with interactions respectful and matchless, which promotes the study of basic health issues.
2. Promote reflective capacity, the development of critical thinking and the permanent search of the truth, to favor the achievement of a solid partner BPW, based on a knowledge based on ethical, theoretic, coherent and updated elements identity.
3. Support the personal development of the BPW, partner promoting basic training in health, guided by the virtues of respect for life, responsibility, honesty, tolerance, service and empathy.
4. Set a progressive knowledge as an instance in which the BPW partner reflect on health and disease, to build and apply knowledge axis.
5. Encouraging a process of exchange of knowledge, where they actively participate, by modern tools and methodologies giving responses to challenges current and relevant national or international level.
- 6 The development of responsible and committed to the needs of the community health BPW partner capable of managing knowledge in promotion and prevention.

7.2.6.4

STANDING COMMITTEE - HEALTH

Abiodun Mojisola Obakin

Nominated By: BPW Nigeria

Occupation: Business Woman

BPW Activites:

Club: BPW Abuja, Health Committee Chair 2009 to present

Related Experience: Medical Laboratory Scientist (Hematologist)

SUPPORTING STATEMENT:

none

7.2.7 Legislation

7.2.7.1

STANDING COMMITTEE: LEGISLATION

Oluyemisi Aluko-Olokun

Nominated by: BPW Nigeria

OCCUPATION: Legal Practitioner

BPW Activities:

Club: President Abuja Club 2008-present

Federation: Executive Member- BPW Nigeria 2008-present

BPW International: Member: Constitution Reform Taskforce 2008-present

Related Experience/Qualifications

Secretary -Nigerian Union of Pensioners

Vice Chairman: Good Women Society

Asst. Secy. - Matrons League, Wosem International

SUPPORTING STATEMENT:

I am Oluyemi Aluko-Olokun a graduate of Law and thirty-one years post-call to the Bar and Supreme Court of Nigeria, had the privilege of taking short courses in legal drafting, parliamentary and ministerial counseling in both my state's Ministry of Justice and the Federal Mortgage Bank of Nigeria.

I have served on the constitution Review Task Force of Business and Professional Women (BPW) International.

I am also currently working on revising the constitution of BPW Nigeria.

With my wealth of experience and geographical location, I believe can bring to the for the needs and views of African members of BPW. In addition I am also interested in exploring and improving the legislative aspect of our kind of international association.

My experience on the Constitution Review Taskforce places me in an ideal position to bring about uniform legislation that cuts across various cultures and needs .

Finally, I would be particularly honored to serve on this committee. Not only do I look forward to contributing my knowledge, but also to developing myself through the experience and interaction with other women.

7.2.7.2

STANDING COMMITTEE: LEGISLATION

Giliola Langher

Nominated by: BPW Italy

Occupation: Justice of the Peace

BPW Activities:

Federation: Fidapa Italy 2009 to 2011

BPW International: Southwest Commission Legislation President 2005 to 2007

Other Voluntary Positions:

Member of Lyons Club Cosenza 2008 to 2011

SUPPORT STATEMENT:

On occasion of the renewal of the appointments, I offer my willingness, since I think the new proposals of law in favour of women impose to the political forces:

To assume the responsibility regarding the engagement to strengthen women's presence in regional and national organs because, if women's freedom and authority have produced and continue to produce strong changes in society, their presence in decisional places is very inadequate , above all in politics and especially in the south of Italy.

To ensure, with the double preference system, of which one must be for a woman, the equal presence of both genders in political activity and in programmes of political communication broadcast by public and private televisions;

To strengthen women's rights against stereotypes, thus realising the integration of gender equality;

To make effective conciliation between work and family, improving the right to leave for parents and measures in defence of elderly people, thus allowing women to take part in the productive process, without renouncing procreation, with consequent economical, social and demographical benefits;

To make proposals for continuous professional formation in favour of women who have or want to have activities of autonomous or entrepreneurial work, promoting study and research activities and of formation about actions that sustain female entrepreneurial activities, in order to spread entrepreneurial culture;

To reactivate meritocracy, thus giving women authority in politics and in the world of work; to create, for this purpose, an organisation of welfare that is able to be spokesman of those initiatives, in favour of those people who will turn ideas into projects;

To make Mobbing a tort, persecuted in itself, as a tort to produce danger the event, that is to say, as an offence of conduct, and not for the effects produced. The legislator should aim at punishing the damaging behaviour on the place of work, besides the fact that the damaging effect has been really produced.

To make stalking a tort to be persecuted by the court and not a part lawsuit, because women have often difficulties in denouncing their persecutor.

To conclude, I think it is necessary to trace a new woman's profile: a determined woman, sure of herself, who wants to act and who makes pragmatism her flag, but who does not renounce her role as a mother, partner, daughter.

7.2.7.3

STANDING COMMITTEE: LEGISLATION

Enrichetta Bellini Fornera

Nominated by: BPW Spain

Occupation: Entrepreneur

BPW Activities:

Club: BPW Ticino, VP and President 1989 to 1997; BPW Fidapa Bergamo, President 1988 to 2000

Federation: BPW Italy Fidapa, National Commission 2003 to 2005

BPW International: Europe Finance Officer 2007 to 2009; Finance Committee 2008 to 2011

Other Voluntary Positions:

Committee to Aid Families with Autistic Children

SUPPORT STATEMENT:

As you may see from my curriculum, already in 2003 I started to work on BPW International Statute and By-law being a member representing BPW Italy of the ad hoc Finance Taskforce established in Berlin by European BPW Presidents with the aims to give BPW International a contribution to improve their Finances and better organize International Congresses. The two former Congresses in Melbourne and Vancouver had caused financial losses which had to be covered by BPW International, what could not be accepted anymore.

From 2003 to 2005 I collaborated in preparing relevant Resolutions and amendments which have been submitted to the Congress in Lucerne. Some of them have been accepted.

In 2007 I have organized in collaboration with BPW Valencia the logistic of the Constitution International Hearing and had the opportunity to have a follow up to the coming in changes, among of them some connected to the Resolutions presented in Lucerne.

In these two last year, being member of the ad hoc Taskforce (Expert Panel) for Constitution Reform I have given my contribution with comment and suggestions already from the beginning of the consultation.

Beside this I have translated into Italian almost the documents which have been prepared by the Chair Jean Murray.

After Helsinki Congress and the decisions taken during the General Assembly an additional heavy work is expected to write the final version of the Constitution and new Regulations besides the procedure manual drawing and the extensive control of all the Constitutions in force with the BPW Federations and associated Clubs.

Thanks to my background and the knowledge of Constitution and By law I have cumulated over the time, I think that I will be able to give an additional constructive contribution to get a modern and efficient Constitution with relevant new Regulations and Procedure Manual.

I will be pleased and proud to serve BPW International for next coming triennium.

7.2.8 Projects

7.2.8.1

STANDING COMMITTEE: PROJECTS

Giuseppina Seidita

Nominated By: BPW Italy

Occupation: Director of Secondary School

BPW Activities:

Club: Member from Federation BPW ITALY from 1992 to today

President BPW ITALY FIDAPA District Sicily from 2003 to 2005

Federation: President BPW ITALY FIDAPA from 2009 to today

Member CDA Foundation FIDAPA from 1992 to today

Vice President BPW ITALY FIDAPA National from 2007 to 2009

BPW International: Member Projects Committee of BPW from 2002 to today

Other Voluntary Positions:

Responsible projects committee Foundation FIDAPA from 1992 to today

Related Experience/Qualifications

- Planner and coordinator of projects Foundation FIDAPA:
 1. Project P.O.R. Sicily "Prevention of Dispersion scholastic"
 2. Project P.O.R. Sicily "Exploitation of women"
 3. Project P.O.R. Sicily "Equality Education"
 4. Project National "Legality Education"
 5. Project P.O.N. "School for development"
 6. Project for INAIL "Women for work"
 7. Project "Venere", l. 125/91 Minister of Work.
 8. Project "Women for Women", l. 125/91 Minister of Work
 9. Project Now "Hermes"
 10. Project "TIC for Women"
 11. Project "Work for Disability"
 12. Project "Carpe Decision"
 13. Project "Women for politics", Ministry of P.O.
 14. Project APQ "Babilonia"
 15. Project APQ "Women for children"
 16. Project APQ "Women for town"

SUPPORT STATEMENT:

I'm Josephina Seidita from Italy, president of BPW Italy and responsible for FIDAPA. Foundation projects.

I'd like very much to work and give my contribution to BPW International and so I submit my application to be appointed again as a member of Committee Projects.

For about 20 years I have been planning national and community projects.

I think every business should be scientifically designed and implemented. I think it is important to know the opportunities of the projects and know how to complete the applications in the right way

I think it is important to know the opportunities for financing projects.

BPW Italy has funded many projects and all proposed by me, as well as the FIDAPA. Foundation.

In a few words I'll do my best to be in contact with other Countries to help every club who needs to have a contact or a link.

I could involve BPW women of my region informing them about all the interesting events and news about foreign Countries and, above all, everything concerning the social conditions of women and what the other countries do in favor of women to urge their interest.

I have worked with many other countries and ministries for the financing of many projects and am also a member of the Italian Ministry of Labor and a member of the Equal Opportunities Commission.

I propose my experience in support of BPW, which I already work with.

I will always be at the service of BPW.

Thank you for your attention.

7.2.9

STANDING COMMITTEE: PUBLIC RELATIONS

None

8. PROVISIONAL AGENDA FOR THE 70th POST-CONGRESS BOARD MEETING

Congress Wing Hall A, Finlandia Hall Helsinki, Finland
Tuesday 21 June 2011 at 16:00 hrs.

1. President's Opening Remarks
2. Roll Call of Board Members
 - a. International Executive Board
 - b. Standing Committee Chairpersons
 - c. Past International Presidents
 - d. Federations / State Federation (2 Delegates per Federation)
 - e. Associated Clubs (1 Delegate per country)
3. Observers
 - a. Representatives to United Nations and other Agencies
 - b. Outgoing International Executive Board
 - c. Outgoing Chairpersons of Standing Committees
 - d. Others
4. Apologies for Absence
5. Adoption of Standing Orders
6. Appointment of Tellers and Time Keepers
7. Appointment of Parliamentarians
8. Minutes Previous 68th Board Meeting
9. Matters Arising
10. Any Other Business
11. Venue and Date for XXVIII Congress
12. Announcements
 - a. Arrangements for Post Congress Executive Meeting,
 - b. Arrangement for IPC/HPC handover (Incoming and Outgoing IPC to attend).
13. Next Board Meeting

71st Board Meeting – to be held in Jeju Island Korea at the XXVIII Congress