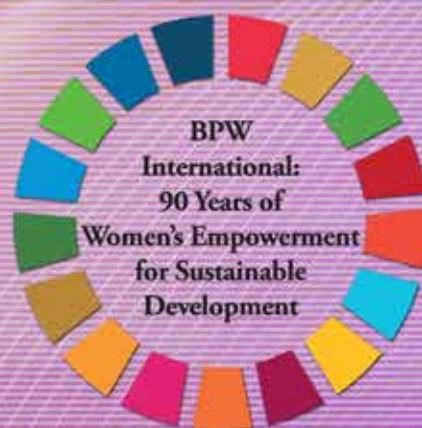


# WORKBOOK



**The XXX BPW International  
General Assembly  
21-30 March 2021**





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# I GENERAL ASSEMBLY

- 1 Standing Orders*
- 2 Program*
- 3 Reports*

# 1. *Standing Orders*

## Virtual BPW General Assembly Meeting Standing Orders

*These Standing Orders are derived from Standing orders that were developed by the Constitutional Advisory Committee from the previous Standing Orders.*

It has been adopted to comply with the regulations of the Swiss Law during COVID-19 during the virtual meeting. (No Voting during the Virtual meeting to comply to the Swiss Law during COVID)

The Standing Orders set out the procedures to be used during the Virtual General Assembly of BPW International at the Online Congress and during the International Board meetings held during the online Congress. They cover the rules for discussion, who may speak.

The conduct of all meetings is controlled by the general will of the membership, giving a majority decision after a full and fair consideration of the issues involved.

The Standing Orders are designed to provide for constructive and democratic meetings to help, not hinder, the business of the meeting. 'Undue strictness' should never be allowed to intimidate members or limit full participation.

During the International Board Meeting the President chairs the meetings, with the following exceptions:

- the presentation of the President's Report when the First Vice President takes the Chair
- discussion of the Constitution and Regulations when the Constitution Committee Chairperson takes the Chair
- discussion on the resolutions when the Resolutions Committee Chairperson takes the Chair
- when the Elections Committee Chairperson takes the Chair (refer to the requirements for electronic / online voting).

If for any reason, the President or any Chair is unavailable for longer than 15 minutes during the virtual meeting to attend (due to technological issues), the First Vice President takes the Chair, until she returns.

Any Chairperson of a General Assembly session or International Board meeting must always be impartial. The Chairperson (including the President) cannot take part in a discussion or speak for or against a motion or resolution, and should not chair an item of business where she may want to express a view. To take part in the discussion the Chairperson must vacate the Chair at the start of the item of business and announce that the Chair is being passed to another appropriate officer, and must speak from the floor of the meeting.

The Chairperson cannot resume the Chair until the matter has been concluded, and if it is adjourned, must vacate the Chair each time the matter is discussed.

At the pre-Online Congress/ General Assembly / International Board Meeting, the President nominates a Chief Parliamentarian and two (2) other Parliamentarians for approval by the International Board. All Parliamentarians must be familiar with the Constitution, Regulations and Procedure Manual and be impartial members with experience in meeting procedure who advise the Chairperson on issues which arise during discussion.



Parliamentarians cannot be members of the Executive or Delegates, and may not participate in the discussion. If they have a vote in their own right they may only exercise their right to vote in secret ballots.

## **A VOTING (Electronically)**

### **Formal change to Rules of Debate / Standing Orders:**

1. Voting Delegates, members of the Executive, Chairpersons of Standing Committees and Past Presidents of BPW International may vote online. These are referred to as “Voting Members”.
2. Credential Chair must announce the voting strength for online voting of General Assembly / International Board prior to the Call for online voting. Total online voting representation at the General Assembly include eligible voters who also registered to attend the meetings and already pre-identified themselves electronically (e.g. by e-mail) at least two days prior to the meeting. Eligible voters should have access to attend the meeting and/or view its recordings at a set date due to technology/timeframe restrictions.
3. Each Delegate will have an electronic invitation to submit her vote. The online voting method must enable the confirmation of the identity of the voter, such as by unique login and password. Each Executive member, Standing Committee Chairperson and Past President of BPW International has one vote if she does not already hold a vote in any other capacity.
4. Decisions are made by a simple majority of the voting representation, except for constitutional changes which will require two-thirds of voting representation or where otherwise specified in the Regulations or these Rules of Debate. Voting members may choose to abstain, but abstentions are not counted in the total vote.
5. Voting will be held electronically through the International Board and GA where appropriate or necessary through a Secure web based voting system as per the notifications and formal receipt of emails as noted in item 3 above.
6. As voters can be located in various time zones world-wide, adequate time, of no less than 12 hours, should be given to allow all eligible voters to view the rerun of the recorded session and to hear the debates (e.g. if they missed it due to unstable internet connection or scheduling issue). Then they can cast their votes.
7. A valid quorum is required for a vote to proceed. 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.
8. The Scrutinizer of Online Voting for the General Assembly must be nominated by the International President and approved by the International Board prior to General Assembly. The scrutineer should not have a voting right at the General Assembly.
9. The appointment of the Elections Chair, will have no voting rights, will be nominated by the International President and approved by the International Board prior to the General Assembly.
10. The role of the Elections chair, will be to review the Online voting throughout the General Assembly and International Board meetings, with the support of her committee and appointed scrutineers.
11. During the voting for elections, Election Chair takes the Chair in place of International President.



## **B OPEN DISCUSSION AND PRESENTATION OF REPORTS**

1. After reports have been presented and seconded, discussion is open to Voting Members.
2. No speaker may speak to the same discussion more than once except to establish a point of order or ask one question.
3. Presentation of report is allowed for maximum of 5 minutes, with exception of the report of International President who has 20 minutes
4. Other than for the presentation of reports, no one may speak for more than 2 minutes.
5. Reports are presented and debates take place with voting to adopt the reports through web based secure system. Seconders are required but only to state name and that they will second the report(s).

## **C MOTIONS, RESOLUTIONS AND AMENDMENTS TO THE CONSTITUTION AND REGULATIONS**

1. In these Rules for Debate, “motions” includes only Resolutions and Amendments to the Constitution and the Regulations.
2. Only Voting Members may move and second motions and must present in person at the online meeting. Motions can be seconded prior to the meeting.
3. No new amendment during the virtual online meeting that requires voting is allowed, unless it is a friendly amendment that the proposer has accepted without the need for vote. It should be presented in writing (e.g. by email) and put on the screen. No new amendments that require voting will be allowed
4. Time limit for mover of the motion is 3 minutes. The time limit for the seconder of the motion, and for each speaker participating in a debate is 2 minutes per person.
5. After the mover and the seconder has spoken, others wishing to speak to the motion would go through the following process:
  - o Ask those who want to speak in FAVOR (FOR) the motion to raise their hands.
  - o Take a screen capture of the sequence of those who raise their hands in FAVOR
  - o Ask everyone to lower everyone hands
  - o Ask those who want to speak AGAINST the motion to raise their hands.
  - o Take a screen capture of these sequence of those who raise their hands AGAINST
  - o Ask everyone to lower hands
  - o Present the sequences of screen captures of both to the Chairperson

The speaking order will alternate between FOR and AGAINST, given the following criteria:

- o No one may speak more than once for a motion and no delegation may speak more than twice.
  - o To ensure a fair and democratic process with the online meeting process, those who have not had the opportunity to speak to a prior motions will be provided first opportunity to speak (in respect to for or against the motion).
- a. The speaker will ensure her video is turned on to verify her identify before she should be allowed to speak. Each speaker must identify herself, her BPW position and her country before she speaks. Online caption of each speaker should also identify her name and her country and (optionally) her BPW position.
  - b. The queues of speakers alternate between FOR or AGAINST. It either one runs out, the debate ends.
  - c. The time limit for the entire debate for each motion is maximum 30 minutes (6 people speaking FOR and 6 people speaking AGAINST).





Point of Clarification: once the mover/seconders have spoken the motion is open for debate from the registered delegates, Past President, Executive Board etc. The debate process permits the first speaker that opens the debate to present their argument, for example FOR the motion, then the next speaker must be one AGAINST. If all the speakers are FOR or all AGAINST the motion, only one is permitted, e.g. you can't have three speaking AGAINST in succession.

The mover of the motion has the right of reply for 2 minutes to the discussion but must not introduce any new matters.

***Due to the online General Assembly and to comply with the Swiss Code and the practicality of inclusion of all the voting delegates due to the interruption of the internet at any time and the cut off of power and electricity sections that are related to raising motions online or voting online during the real time is suspended due to the timeframes and restrictions of the online procedures.***

6. A simple majority is required for a resolution to be passed. A 2/3rds majority is required for an amendment to the Constitution or Regulations to be passed.

#### **D Points of Order**

1. During discussion on any matter, a Voting Member may raise a point of order.  
A symbol of reaction could be chosen to signify the wish to make a point of order.
2. The Chair would allow 2 minutes for the person who raises the point of order, provided that she did not already raise point of order during that session.
3. No other speaker can raise the same point of order.
4. The Chairperson may confer with the Parliamentarians and then she will immediately state the ruling.

#### **E Resolutions**

1. An amendment to increase the figures proposed in a resolution on finance or dues cannot be accepted from the floor of the General Assembly unless it has been circulated to Affiliates 4 months before the General Assembly with the original resolution.

***Due to the online General Assembly the following sections are to be moved to be suspended due to the timeframes and restrictions of the online procedures.***

2. Due to the XXX BPW International General Assembly being an online meeting only an emergency resolution would be accepted if:
  - An emergency resolution may be presented at a General Assembly if it relates to something which has happened since the deadline for receiving resolutions.
  - It must be referred to the Resolutions Committee.
  - Is a resolution that is a direct result on the impact on women and girls.

If the Resolutions Committee decides it qualifies as an emergency resolution, it will be put to the next voting session of General Assembly for voting to accept it as an emergency resolution. The resolution must be circulated to delegates via e-mail at least one day before it is to be discussed. Only a simple majority is required for it to be passed. The emergency resolution would then be presented by the mover and seconder.

A Constitutional, Regulations and/or procedure manual change is not an emergency resolution item.

#### **F SUSPENSION OF THE STANDING ORDERS**

Due to the COVID regulations according to the Swiss Law and the Impracticality of the voting at real time the standing orders have been modified accordingly. And suspension of some standing orders are done accordingly.



## 2. PROGRAM

## 2. Program

### Virtual General Assembly



#### Pre-General Assembly Voting / Approve Appointments

- Appointments of General Assembly Officials
- Adoption of the Standing Orders
- Abrogation
- Pre-General Assembly Procedure Manual Amendments

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Opening Remark (5')</li><li>• BPW International Collect (3')</li><li>• BPW Alternate Collect (3')</li><li>• Apologies &amp; Greeting Messages (5')</li><li>• Minutes of Silence – Memorial</li><li>• IT Demonstration for Virtual General Assembly (20')<ul style="list-style-type: none"><li>• Electronic Roll Call</li><li>• Access the Platform<ul style="list-style-type: none"><li>o Delegates</li><li>o Observers</li></ul></li><li>• Access Simultaneous Interpretation</li><li>• Participating in discussion</li><li>• Debating online</li><li>• Online identity</li><li>• Access to Rerun</li></ul></li></ul> | <p>Dr. Amany Asfour<br/>PIP Sylvia Perry<br/>PIP Dr. Chonchanok Viravan<br/>Bessie Hironimus<br/>Dr. Amany Asfour<br/>IT support</p>                              |
| <ul style="list-style-type: none"><li>• Announcement of General Assembly Officials (10')<ul style="list-style-type: none"><li>• Credential Chair</li><li>• Election Chair</li><li>• Constitution Advisory Chair</li><li>• Resolution Chair</li><li>• Parliamentarians</li><li>• Time Keepers</li><li>• Scrutineers</li></ul></li></ul>   | <p>Dr. Amany Asfour</p>   |
| <ul style="list-style-type: none"><li>• Announcement Nomination Committee and Instruction (3')<ul style="list-style-type: none"><li>o Nomination committee elects its chair in breakout room</li></ul></li></ul>   | <p>Bessie Hironimus</p>   |
| <ul style="list-style-type: none"><li>• General Assembly Program (10')</li><li>• President's Report (20')<br/>(GA Chaired by First Vice President Susan Jones)</li><li>• Report of the First Vice President &amp; Membership Chair (5')</li><li>• Report of the Second Vice President and UN Chair (5')</li><li>• Report of the Executive Secretary (5')</li><li>• Report of the Executive Finance Officer (10')</li><li>• Announcing the Chair of Nomination Committee</li></ul>  | <p>Dr. Amany Asfour<br/>Dr. Amany Asfour<br/><br/>Susan Jones<br/>Dr. Catherine Bosshart<br/>Bessie Hironimus<br/>Dr. Guiseppina Seidita<br/>Dr. Amany Asfour</p> |



- Call for Nomination from the Floor (5')
- Credential Report for GA (3')

Nomination Chair  
Credential Chair



### **General Assembly Voting Session I**

Starting: Sunday, 21 March 2021 18:00 hrs UTC

Ending: Monday, 22 March 2021 23:00 hrs UTC

- Adoption of the Reports
- Adoption of the Program

### **General Assembly Session 2**

**Monday, 22 March 2021 14:00 – 16:30 hrs UTC**

#### **Chair: President Dr. Amany Asfour**

- Opening Remark (5')
- Report of Regional Coordinators
  - Africa (5')
  - Asia-Pacific (5')
  - Europe (5')
  - Latin America (5')
  - North America and the Caribbean (5')
- Report of the Resolutions Chair (5')

Dr. Amany Asfour

Abla Mahdi  
Dr. Narudee Kiengsiri  
Guisepina Bombaci  
Dianna Barragan  
Dawne Williams

Vicky Mee

#### **Chair: Vicky Mee, Resolution Chair**

- Internal Resolution
  - 2020-14: Cessation of Annual Increase in Membership Dues (30')
  - 2020-19: Increase Dues increase 1 Euro per Triennium ??? (30')

#### **Chair: President Dr. Amany Asfour**

- Speech of Candidate for International President
  - Dr. Catherine Bosshart (5')
  - Hellen Swales (5')

### **General Assembly Session 3**

**Tuesday, 23 March 2021 14:00 – 16:30 hrs UTC**

#### **Chair: President Dr. Amany Asfour**

- Nomination Committee Report (5')
- Announcing nominees from the floor
- Report of PILOT Taskforce (5')

Nomination Chair

Dr. Antoinette Ruegg

#### **Chair: Vicky Mee, Resolution Chair**

- Internal Resolution
  - 2020-16 Result of the Pilot Group 2014-2020 (30')
- Report of Constitution Advisory Chair (5')

Sylvia Perry

**Chair: Sylvia Perry, Constitution Advisory Committee Chair**

- Amendment C22: Standing Committees (30')



**General Assembly Voting Session II**

Starting: 23 March 2021 18:00 hrs UTC

Ending: 24 March 2021 23:00 hrs UTC

- Adoption of Reports of Regional Coordinators and Young BPW (1 vote)
- Voting on Amendments and Resolutions debated in GA Session 2 and Session 3
- Election of the President

**General Assembly Session 4**

**Wednesday, 24 March 2021 14:00 – 16:30 hrs UTC**

**Chair: President Dr. Amany Asfour**

- Opening Remarks(5')
- Introduction of Candidates for Executive (40' – 2 min each)
- Report of Young BPW Representative (5')
- Briefing on Reports of UN Representative (5')

Dr. Amany Asfour

Neelima Basnet

Dr. Catherine Bosshart

**Chair: Sylvia Perry, Constitution Advisory Committee Chair**

- Amendment C1: The Registered Office (15')

**Chair: Vicky Mee, Resolution Chair**

- External Resolutions (30') \*\*
  1. 2020-01 BPW making the achievement of the SDGs is essential – BPW International Past President Sylvia Perry
  2. 2020-02 Gender Responsive Budgeting – BPW New Zealand
  3. 2020-03 Financial Inclusion for Women – BPW International President Dr Amany Asfour
  4. 2020-04 Gender Pay Gap at Retirement – BPW New Zealand
  5. 2020-05 Public Procurement for Women Owned Businesses – BPW International President Dr Amany Asfour

\*\* No debate on External Resolutions. Only the mover and seconder speak.

**Chair: Judith Van Unen, Election Chair**

- Announcement of President's Election

**General Assembly Session 5**

**Thursday, 25 March 2021 14:00 – 16:30 hrs UTC**

**Chair: President Dr. Amany Asfour**

- Opening Remark (5)
- Highlight from Taskforce reports (30')
- Introducing Candidates for Standing Committee Chairs (30')

Dr. Amany Asfour

Dr. Amany Asfour

**Chair: Vicky Mee, Resolution Chair**

- External Resolutions 6-10 \*\*
  6. 2020-06 Gender Equality in Sport – BPW New Zealand
  7. 2020-07 Skills Development for Migrant Women and Recognition of Their Foreign Credentials – BPW International President Dr Amany Asfour (with support of Jenny Gulamani-Abdulla, BPW International Task Force Chair, Women Migrants and Global Citizenship)
  8. 2020-08 Access for Rural Women to Technology – BPW New Zealand
  9. 2020-09 Development of National Biodiversity Strategies – BPW New Zealand
  10. 2020-10 Provision of Alternatives to Detention for Women and Girls 23 – BPW New Zealand

\*\* No debate on External Resolutions. Only the mover and seconder speak.



### General Assembly Voting Session III

Starting: 25 March 2021 18:00 hrs UTC

Ending: 26 March 2021 23:00 hrs UTC

- Adoption of the reports of UN representatives and Taskforces reports (2 votes)
- Voting on Amendments and Resolutions debated in GA Session 4 and Session 5
- Election of Executive (10 votes)

### General Assembly Session 6

Friday, 26 March 2021 14:00 – 16:30 hrs UTC

**Chair: President Dr. Amany Asfour**

- |   |       |                        |
|---|-------|------------------------|
| • Opening Remarks                               | (5')  | Dr. Amany Asfour       |
| • Report of Immediate Past President            | (5')  | Dr. Yasmin Darwich     |
| • Presentation of the Cairo Congress Proceeding | (5')  | Dr. Catherine Bosshart |
| • Disaster Relief Campaign                      | (10') | Dr. Amany Asfour       |
| • Discussion Future International Congresses    | (15') | Dr. Amany Asfour       |



### General Assembly Voting Session IV

Starting: 26 March 2021 18:00 hrs UTC

Ending: 27 March 2021 23:00 hrs UTC

- \* Adoption Cairo Congress Proceeding (1 vote)
- Adoption of Immediate Past President report (1 vote)
- Election of Standing Committee Chairs (9 votes)

### General Assembly Session 7

Sunday, 28 March 2021 14:00 – 18:00 hrs UTC

**Chair: Judith Van Unen, Election Chair**

- Announce Election result of Executive
- Announce Vote Result from Voting Session III & IV

**Chair: President Dr. Amany Asfour**

- |   |                        |
|---|------------------------|
| • Presentation and Discussion of Budget 2021-2023 (40') | Dr. Guiseppina Seidita |
| • Unfinished Business                                   |                        |





### **General Assembly Voting Session V**

**Starting: 28 March 2021 18:00 hrs UTC**

**Ending: 29 March 2021 23:00 hrs UTC**

- Adoption of Triennium Budget 2021-2023

## **Award Ceremony & Global Candle Lighting Ceremony**

**Sunday, 29 March 2021**

**14:00 – 18:00 hrs UTC**

### **Awards Presentation**

- Lena Madasin Philips Awards
- Badge of Honor Awards
- Gertrude Mongella Awards
- President's Awards
- BPW Power to Make a Difference Awards
  - Excellent Business Leaders
  - Excellent Professional Leaders
  - Excellent Young Leaders
  - Excellent Advocacy for Women
  - Excellent Projects

### **Awards Presentation**

- Cultural Performance from 5 Regions

### **Candle Lighting Ceremony**

### **General Assembly Session 8**

**Tuesday, 30 March 2021 14:00 – 16:30 hrs UTC**

#### **Chair: Judith Van Unen, Election Chair**

- Announce Election result of Standing Committees
- Announce Vote Result from Voting Session IV & V

#### **Chair: President Amany Asfour**

- Unfinished Business
- Acknowledgements by outgoing International President

#### **Chair: Newly elected President**

- Introduction of new Executive
- Remarks of new International President
- Closing Ceremony



## **3 REPORTS**

- 3.1 Executive***
- 3.2 Pilot Concept: Evaluation***
- 3.3 Taskforces***
- 3.4 Ad Hoc Committees***
- 3.5 United Nations***

## 3.1 Executive

### 3.1.1 THE INTERNATIONAL PRESIDENT'S REPORT

by Dr. Amany Asfour

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BPW International President Report

#### My Journey through BPW International

#### Visits to BPW Countries and Expanding the BPW Global Network

My dear BPW sisters from all over the world. My journey with BPW started in 2000 when as a medical doctor, paediatrician, scientist at the National Research Centre of Egypt and an entrepreneur who started my company for medical equipment when I was in the 3rd year of medical school, I realized the power of being economically empowered. I became aware of the importance of creating a voice advocating for better legislation and an ecosystem for women's empowerment. After establishing a local organization to support businesswomen, I realized that to amplify women voices, we need to be affiliated to a global Network to empower women and unify our voices from across the globe. So I travelled to BPW International Headquarters in London in 2000 in search of this dream of being affiliated to BPW International. Throughout my journey in BPW International I have been travelling all over the world attending meetings and congresses of BPW International and meeting all my sisters throughout the world and witnessing the richness of our great organization with its diversity of cultures. I was privileged to serve as Africa Regional Coordinator where I got to travel in my beloved continent of Africa to serve my African sisters. Then I realized the power of membership and how the core of our organization and our soul are the members. I was candidate for VP Membership twice where I was not successful. But I was persistent in serving our members and never quit as I believed in my vision to serve our organization. I was then elected as Vice President membership where I started my dream for the expansion of our BPW International Network. From 2005 till 2017 while I was Africa Regional Coordinator and VP Membership, I attended BPW Conferences in over 60 BPW countries. Since 2005 I have been supporting Dr Lena Madison Phillips' dream by opening clubs in the Arab States: Sudan, United Arab Emirates, Bahrain, Kuwait, Tunisia, Morocco, Yemen and Lebanon. As African Regional Coordinator and as Vice President Membership I opened 19 new clubs in 17 countries including Croatia, Dominican Republic, Dominica, Greece, Hong Kong, India, Kenya, Lebanon, Lithuania, Madagascar, Mongolia, Morocco, Peru, South Africa, St Martin, Tunisia and Yemen; visits to BPW International Congresses and Regional Conferences; 5 BPW International Congresses: Melbourne, Australia, Lucerne, Switzerland, Mexico City, Mexico, Helsinki, Finland and Jeju, South Korea; 5 African Regional Conferences 2004 – 2016: Accra, Ghana, Cotonou, Benin, Abuja, Nigeria, Johannesburg, South Africa, Kampala, Uganda; attended all 5 Regional Conferences in the triennium of 2014-2017. As I was elected President in 2017 Cairo, Egypt, I continued my journey towards expanding our global Network. I visited 37 countries during my Presidency and supported the opening of more new clubs in this triennium with the efforts of VP Membership in Libya, Zambia, Sierra Leone, Ghana, DRC Democratic Republic of Congo, Djibouti, Rwanda, South Africa, Tanzania and supported the opening of new clubs in UAE and Lebanon.

#### My VISION for BPW International

As I put in my candidacy statement for President, my vision was inspired by our founder, Dr Lena Madessin Phillips: "Make no small plans. They have no power to stir the blood"

I have fulfilled part of her dream by the expansion of our BPW International global network in many parts of the world throughout my journey in BPW International by supporting the opening of BPW Clubs and increasing our impact and influence globally through advocacy and action that Empowers Women Economically across the world.



I set out 3 Key Goals to achieve my vision

### **Goal 1: Expanding the BPW Network**

I have fulfilled part of the dream of our founder Dr Lena Madessin Phillips by the expansion of our BPW International global network in many parts of the world by supporting the opening of BPW Clubs and increasing the presence of BPW International in new countries.

### **Goal 2: Expanding BPW's global influence to be an agent of change with an impact on the daily lives of women**

- **Action speaks louder than words. I was able to put for our Triennium theme**

'Empowering Women to realize the Sustainable Development Goals' that unite all our BPW Affiliates across the world to show our impact on the daily lives of women by measurable progress towards the UN Sustainable Development Goals (SDGs) through all the projects and activities of BPW International contributing to the Global Agenda .

### **Goal 3: Increasing BPW Branding and Visibility**

**The Visibility and Branding were achieved through different channels :**

#### **A. Representation at High Level Meetings and Conferences**

I have represented BPW International at high level events and contributed to the great visibility and branding of BPW International globally through our representation at the High Level Events at the United Nations; at the Heads of States Summits at the African Union ; at the European Union; at the Union for the Mediterranean; at G7 meetings; at the Global Summit for Women; at all the High Level Gender Events across the world: the World Export Development Forum , the Global She Trades with ITC, and many other events .

#### **B. Publications of BPW International**

- 1- BPW International Projects Booklet contributing to the Sustainable Development Goals (SDGs)
- 2- BPW Affiliate Guide
- 3- BPW COVID 19 Response Projects and Activities .

#### **C. BPW International Campaigns**

- Equal Pay Day Campaigns
- Health Awareness Campaigns
- BPW International Anniversary in August

### **Frameworks for BPW International Affiliates**

During my term I have set up 3 Frameworks for our BPW Affiliates to work on and contribute to the Global Agenda; these were comprehensively highlighted in the BPW International Projects Booklet responding to the aims and objectives of BPW International :

**- First Framework: It was my honor to choose Our BPW International Theme of "Empowering women to realize the Sustainable Development Goals"**

**- Second Framework: Our BPW Strategy entitled the "Triad Of Empowerment" based on 3 pillars,**

#### **1st Pillar: Personal Empowerment**

• Empowerment of women through capacity building and training programs to advance their professions and develop their careers. So we have seen through the:

#### **2nd Pillar: Policy advocacy**

. I have set the framework of the Advocay Pillars for all our Affiliates to guide them in their advocacy efforts based on the priority of each affiliate . These advocacy Pillars included but were not limited to



### 3rd Pillar: Projects Development

- Promote and support projects among affiliates related to SDGs and to the framework of advocacy pillars and objectives of BPW International.
- Offer channels to show their achievements to inspire other affiliates.

-**Third Framework is: Our BPW Advocacy Pillars** that I have developed worldwide provides scope for our BPW International Advocacy pillars as the core pillars that respond to our BPW International objectives of Women's Empowerment and Gender Equality. So it is up to our Affiliates to develop advocacy strategies to achieve results at policy and legislative level and to focus on them and address them depending on the priority of each country and affiliate.

#### BPW Advocacy Pillars

Women's Entrepreneurship  
Women in Trade and access to Markets  
Women on Boards  
Women's Financial inclusion  
Women in the Digital Economy and ICT  
Women Equal Pay  
Women in STEM Education and Innovation  
Women's Empowerment Principles (WEPs)  
Government and Corporate Procurement Policies

#### Sectorial Advocacy Pillars

Women in Agriculture and Agribusiness  
Women and Environment and Climate Change  
Women in Water and Sanitation

Women in Energy and the Green Economy  
Women and Health and Wellbeing

#### Special Advocacy Pillars

##### Based on the Fact that No Woman is Left behind

Preventing Violence against Women  
Prevention of Child Marriage  
Empowering Women in Rural Areas  
Women Minorities  
Women with Special Needs  
Women Migrants

As Dr Lena Madessin Phillips said: "If our motive is right, if we have faith, vision and courage, accomplishment must come."

**Partnerships:** The aim of our Partnerships is to

- Build international partnerships to unite efforts for women's empowerment globally.
- Support members to have better products, services, and access to global markets through partnership with organizations and UN Agencies.
  - Partnerships were maintained with ITC, International Trade Center; Global Compact, WE Connect International; ILO International Labor Organization, WIPP, Women Impacting Public Policy, , UNESCO, FAO, UNWomen, and several other UN agencies and International and Regional Institutions . New partnerships were also developed with
  - Blue Sea Land for empowering women regarding SDG 15 ( Life Below water )
  - IEG International Exposition Group for empowering women in Trade and Market Access

- UN WEPs was revived and several zoom meetings were arranged with the UN WEPS Team.

## **Membership: Expansion of Membership throughout the world**

The members are the heart and soul of our organization . The membership has grown in this triennium to new countries in different regions of the world that I have been visiting to promote BPW International Thanks to VP Membership Susan Jones for her efforts in collaborating to establish new Clubs and Federations. We have fulfilled the dream of our Founder Dr Lena Madessin Phillipps by expanding in the Arab Countries.

## **Visits to BPW Affiliates and new countries to establish new affiliates in 46 Countries**

My visits to BPW International Affiliates included 38 Countries with existing BPW Affiliates and other countries that supported the establishment of New Affiliates during my visits:

1- Austria 2-Australia 3-Thailand 4-Bahrain  
 5-Tunisia 6- Spain 7-USA 8- Jordan  
 9-Rwanda 10-Italy 11-Ethiopia 12-Russia  
 13-Switzerland 14-South Africa 15- UK 16- Hungary 17-Morocco 18- Cyprus 19- Canada 20- France  
 21 – U.A.E 22-Pakistan 23-New Zealand  
 24-Zambia 25-Nepal 26-Ireland 27 :Kenya 28-Taiwan 29-India 30-Ecuador 31-Dominican Republic 32-Belgium  
 33-Madagascar 34-Germany  
 35- Japan 36-Croatia 37-Tanzania  
 38- Djibouti

## **8- Countries with potential to start BPW Clubs**

Namibia, Zimbabwe, Malawi, Mauritania, Portugal, Saudi Arabia, Niger, Eswatini

## **Publications of BPW International**

### **1- BPW International Projects Booklet Contributing to the SDGs**

It was my pleasure to establish the BPW International Projects Booklet that includes all the projects and activities of our BPW Affiliates across the world. It is an interactive document that can be added to continuously to document the great work of our affiliates contributing to the Global Agenda and something for all of us to show with pride to all our Stakeholders across the world including Governments, UN Agencies, Developmental Institutions, sponsors and various other stakeholders

### **2- BPW International COVID 19 Response Activities and Projects**

It was my honor to establish the first Booklet for BPW International in response to COVID 19 with all the activities and projects of our Affiliates addressing COVID in different ways which shows the great work and the diverse responses of our affiliates to support and advocate women and girls at the time of the pandemic. It is an interactive document that stands to be continuously edited and added to. It is a great testimony of the devotion and efforts of all our BPW affiliates worldwide.

### **3- Affiliate Guide**

A guide that our affiliates will be very proud of that offers them all the information for running their clubs and Federations. It includes information about all the protocols, including the candle light ceremony protocol, and a brief about the history of BPW International.

## **Task Forces**

I have established several Task Forces that are focusing on a high priority agenda for Gender Equality and Women's Empowerment and Leaving No Woman Behind. I would like to thank the Chairs of the Task Forces who have led their Task Forces and promoted the advocacy efforts for these Task Forces which included Equal Pay ,Mentoring ,Twinning. Health and Wellbeing , Archives, Leadership and Lifelong Learning, Power to make a Difference Projects, Arts for Peace and Intercultural Understanding, STEM Education and Innovation, Entrepreneurship, International Legal Advice, Child Marriage Prevention, Charter of Girls Rights, Human Trafficking, Women On Boards, Women Migrants and Global Citizenship



## **BPW International Regional Conferences and BPW Affiliate Meetings**

It was my great pleasure to attend and support our Regional Conferences in all regions for Africa in Cairo, Egypt for Asia Pacific in Bangkok, Thailand in Europe in Galway, Ireland, in Latin America in Quito, Ecuador and in North America and the Caribbean in Orlando, Florida USA. I was also privileged to attend the sub-regional East Asia meeting in Japan. I had the utmost pleasure in attending other BPW Regional Networks meetings such as the Danube Network in Budapest Hungary and the AdrioNet Meeting in Pula Croatia, the Mediterranean Symposium in Cyprus, the Mediterranean Afro-Arab Congress in Cairo, Egypt and many other national meetings. I have also attended Young BPW Symposiums organized by our YBPW Representatives. Thanks to our YBPW representative Neelima for her efforts.

## **CSW Commission of Status of Women**

I attended the CSW in 2018 and 2019 and the Opening Ceremony at the UN of CSW in 2020. As BPW International we organized several side-events across the CSW every year that included high level speakers. I attended the side-events of our BPW Affiliates that they organized during the CSW. Our Affiliates organized several side and parallel events in their missions and embassies addressing various advocacy pillars of BPW International. I would like to thank VP UN Dr Catherine Bosshart for her dedication and devotion and for all her efforts for organizing our presence at CSW.

## **Leaders' Summit in New York**

We organized a Leaders' Summit to which I added sessions to enable Affiliates to present their projects and activities in their countries and to advocate to their colleagues best practices in their countries, including their projects that address the Sustainable development Goals and the advocacy pillars of BPW International.

We also had a great Claire Fulcher Celebration Dinner after each of the Leaders' Summits, We were privileged to celebrate our BPW International Anniversary in 1930's style.

## **Project 5-0.**

BPW International and the International Council of Women are the two partner organizations in Project 5-0 as 3 other organizations did not continue their partnership. The Project is now established as a non-profit entity incorporated in New York, USA, with approval of the IRS. We have had annual meetings during the CSW in New York. Project 5-0 has served our members during this triennium in supporting projects.

## **President Office Staff and Support Services**

I was privileged to have a team of staff at the President's office who supported me and the members through the triennium. A special thanks to Reham in the President's Office who worked tirelessly to respond to all your inquiries and attend to President's Office correspondence. Special thanks to Deon, our Communications Officer who has been in communication with all our members across the world. My special thanks go to Patricia Maya, Members' Services who took the trouble to update membership information continuously. Thanks to Ayca our UN Administrator who supported many of our members in accessing UN Meetings and registering during the CSW. Thanks to my personal assistant Lolwa who has travelled the world with me on paper arranging all my travels.

## **Website**

The website was continuously updated with the information needed and the documents released. It included the necessary information for all our Affiliates to run their clubs. It had new sections for all the events, the library, the regions, the Candle light ceremony and all documentation. The website is an interactive site that needs the input and contribution of all our Affiliates across the world to enrich it with information. Thanks to the company that is supporting us which was assigned from the last triennium, A Plus Ready, Mr Wipusit who spared no effort.



## **Candle Light Ceremony**

I was blessed to attend the Candle Lighting Ceremonies organized by many Affiliates. It is a very significant moment in the history of BPW International where we light a candle for our Affiliates across the world and remember that we are not alone in this world and that our sisters are lighting candles for all of us. Whether in the rural areas in the developing world or in the most developed areas in other parts of the world, this is the real diversity of our organization and the real inclusion of all our members globally. When Dr Lena Madesin Phillips established this tradition, her vision was to let us understand the real meaning of the unity of our organization, the richness of our diversity and the strength of our solidarity. I was blessed to circulate my Candle Lighting Ceremony message for all our members internationally that started by being a Game Changer in the first message, then stressing believing in yourself in my second message and encouraging our members not to give up or allow anybody to pull you down under the title of Raise Your Head and Go Ahead. With my third message, we went in celebration of our 90th Anniversary a theme of “Wish and Dream For our 90th Anniversary Theme: The BPW We Want to be the bond that unites us; the Organization that embraces all of us with no woman left behind; the bond that ties us in real sisterhood; the bridge that connects all the cultures together with no discrimination. Then my 4th Candle Lighting Ceremony during the difficult times of COVID 19 that speaks of “The Culture of Peace and Unity during Crisis ,Continue your path to light and don't stop to fight.

## **Natural Disaster Funds**

During our Triennium we had several natural disasters that affected our Affiliates. Special fund-raising campaigns were established to show the solidarity among our members. And of course the main fund was related to the COVID 19 crisis that is still on for members to donate and support other affiliates in these difficult times. We saw significant contributions from several Affiliates to support their sisters in this difficult time by contributing their BPW International dues.

## **Annual BPW International Anniversary BPW Day and 90th BPW Anniversary**

BPW International Affiliates have not stopped amazing the world with their fancy ideas for celebrating our BPW International anniversary every year on the 26th August by spreading their yellow color all over social media and with different ideas and innovative and creative tools. In their dresses, their houses, the colors of their cars with emphasis on . #BPW Day #BPW Pride

## **Finances**

Thanks a lot to our EFO Giuseppina Seideta who spared no effort in communicating with our members for the International dues. She has followed the PM regulations and followed the lines of budget approved by the Cairo Congress. There were several challenges regarding the handing over of the Bank Accounts; the Bank Account at HSBC in London was blocked for 1 year due to several factors arising from the previous triennium. The hand-over for Cairo Congress Accounts was never finalized. The Chase Bank in USA was still under the authorization of the past triennium team with no access to me or the EFO as the current official responsible persons. The Other Chase Bank Account was under the sole administration of ES Bessie who has closed the account without official authorization or notification and opened a new Bank Account without official notification or authorization. .

## **A whole New Virtual World**

During this triennium we had many challenges due to COVID 19. We had to postpone our Face to Face Congress and vote to have our Virtual General Assembly. We had many Affiliates who had suffered from the economic burden of COVID 19. But in the middle of the crisis the real spirit of BPW International emerged with solidarity at different levels, creating new avenues for support, new opportunities for communication through digital platforms. The virtual meetings on zoom became the norm. Our Affiliates have organized many Zoom meetings targeting different topics. Members have even established virtual market places for promotion of their goods and services. We have organized our Global Candle Lighting Ceremony on Zoom with the presence of all Affiliates from across the world.

It has been a challenge but also an opportunity to explore this new virtual world and stay connected.



## Acknowledgements

It is my real pleasure to acknowledge those in my life who have joined me in this journey of my life in leading our beloved organization. It has not been an easy task but a difficult one that needed much energy, endless sleepless nights and complete dedication, but it is also a journey that has been very tough but which has made me more stronger, very demanding, but added a lot to my memories.

I would like to acknowledge my family who have not seen me for 3 years and yet encouraged me believing in the cause of Gender Equality and Women's Empowerment. I would like to thank my BPW sisters who have given me courage, friendship, love and energy. I would like to thank the people in my life who have surrounded me with love and hope and who have supported me throughout my journey.

I have enjoyed my journey through the smiles on the faces of girls that were in the schools established by our BPW Affiliates, through the voices raised that I have heard demanding Equal Pay, through the advocacy platforms that I have witnessed for better legislation for women, through the look in the eyes of the women that were abused and found shelters build by our Affiliates, through the job opportunities that were created for youth by different career development programs, through the testimonies of young entrepreneurs who were mentored and trained in Business Incubators developed by our Affiliates, and training sessions convened by our Affiliates, through the Marches for Gender Equality that I have witnessed by our Affiliates, through the conferences and meetings that I attended organized by our Affiliates, through the Candle Lighting Ceremonies that I have attended held by our BPW members from all over the world. A great journey that I have been privileged to go on.

I would like to thank my BPW Affiliate, BPW Egypt; my BPW Africa Region; my mentors and supporters who have supported me throughout my Journey. I would like to thank Dr Antoinette Ruegg who has always been supportive since she was Vice President Membership and visited us in Egypt with Dr Pat Harrison to start BPW Cairo Egypt. She has been mentoring me and guiding me through the difficult times and the challenging periods that I have been through. I would like to acknowledge with great thanks Dr Chonchanok Viravan whom I served with as Regional Coordinator of Africa during her Presidency. She has been tirelessly working and volunteering all her efforts for BPW International. I would like to thank my executive team and colleagues who supported me during my term. I would like to acknowledge all our Affiliates from 100 countries that are the backbone of our beloved organization, the heart and soul of BPW International ; the UN Representatives who were dedicated to advocate for the agenda of BPW International; the Chairs of the Task Forces in different fields who brought a great meaning to different sectors that needed a great deal of advocacy. A special thank you to staff and those who delivered services to BPW International. I would like to thank the Chairs and members of the Committees

I would like to thank God for all the energy given to me to fulfill my duty, the strength to follow my dream, the motivation to continue my path and the patience to go through the challenges I went through.

I would like to thank all my BPW Friends and Sisters and tell them that positions come and go but human relations are the only asset that we gain. I would like to thank all of you. I have been honored to serve you as BPW International President.

BPW International is in my heart and you the members of BPW International are in my soul

I love you all

Amany

### 3.1.2 FIRST VICE PRESIDENT FOR MEMBERSHIP'S REPORT

by Susan M. Jones

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It has been an honour and a privilege to serve as your First Vice President Membership. The past triennium has brought both joy and incredible challenges.

My heart goes out to members worldwide who have suffered unimaginable difficulties through the COVID-19 pandemic. One of the significant factors that have helped strengthen us during this period has been the advent of Zoom. All of the BPW Zoom meetings and events organised by members throughout the five regions have ensured we have continued to keep in touch, supporting each other. Worldwide we are using the zoom platform to develop advanced skills and training, providing members with opportunities for mutual collaboration and participation.

My goal as Membership Chair during the triennium 2017-2020 was to:-

- Increase total membership
- Open affiliate clubs in new countries
- Increase numbers of Affiliates in countries with no Federations
- Establish new Federations
- Improve Membership Tools
- Visit members personally to experience first hand their challenges and successes
- Attend Conferences & Meeting to promote BPW International worldwide

#### **1) Increase in Membership**

Although I did not implement a membership challenge program, I am delighted to report that BPW membership growth has been a triennium success. During 2017-2020, BPW International experienced the **highest membership growth in 12 years.**

We welcomed 30 New Affiliate Clubs in this triennium, many in countries with no current BPW presence

#### **2) BPW in New Countries:**

- Anguilla
- Armenia
- Congo DRC
- Denmark
- Djibouti
- Georgia
- Ghana
- Libya
- Lithuania
- Slovenia
- Tanzania
- Zambia

#### **3) New Affiliate Clubs in countries with no Federation:-**

- Burkina Faso (2)
- India – BPW Mumbai
- Malaysia
- Philippines (2)
- Turkey (2)
- UAE (3)

#### **4) New Federations**

• Our founder, Lena Madasin Phillips, had a dream to expand BPW in the Middle East; in fact, she was travelling there on a goodwill mission when she sadly passed away. So, I am delighted to report that we affiliated two new Middle Eastern Federations during this triennium: BPW Lebanon and BPW United Arab Emirates, fulfilling Lena's dream'.

#### **5) Membership Tools**

**5.1) BPW World Map & Club Roster.** The BPW world map replaced the previous member roster sys-



tem. Located on the Members section BPW International website, it allows member access to all affiliate contact information. It is a valuable and effective member tool that enables our members to contact each other across the five regions. Member Services Director, Patricia Maya, ensures the site is always current and updated and is no longer reliant on members updating their information.

#### **5.2) BPW Videos** – there are new videos available promoting BPW International & Affiliates

- [BPW International Celebrating the Milestones - YouTube](#)
- [BPW INTERNATIONAL.mp4 - Google Drive](#)
- [BPW Activities in East Asia](#)

#### **5.3) Publications included:**

- [BPW Affiliate Guide](#) developed for new members and sent to each new Affiliate
- [BPW International activities during CoVid-19](#)
- [BPW International Project Booklet.](#)

**5.4) BPW Webinars.** With the increased use of Zoom, hundreds of [BPW Webinars](#) were produced by members worldwide, including a Leadership in BPW Series. Many were recorded on youtube to enable members access during all time zones, including those on membership issues:-

- [Members: Attracting, Engaging, Retaining;](#) An overview of the Keys to Achievement Program, a personal and professional program for BPW Members used by BPW Australia & BPW NZ.
- **Founding a BPW Club** - A step by step approach to establishing a new Affiliate Club or Federation

### **6) Travel and Events.**

During the previous two terms as Regional Coordinator for Asia-Pacific, I saw the enormous benefit of visiting our members face to face to share their success stories and challenges. I wanted to continue this globally, and spent much of my time visiting our affiliates and travelled extensively until Covid19 restricted travel from Australia in March 2020. It was an absolute joy to have direct contact with members and experience firsthand the incredible life-changing projects they were undertaking in the name of BPW – making a difference to so many lives.

6.1) I attended regional conferences in Orlando (USA), Bangkok (Thailand), Galway (Ireland), Quito (Ecuador) and sub-regional meetings in Japan and New Zealand. I travelled to many national and Af filiate events throughout all five regions, including New Zealand, Japan, Bahrain, Cyprus, England, Abu Dhabi, Nepal and Basel (Switzerland). I joined BPW USA in Florida to celebrate BPW USA's 100th Anniversary.

6.2) During 2018 and 2019, I attended the United Nations CSW (Commission on the Status of Women) in New York as a BPW delegate and presented during the annual BPW International Leader's Summit that preceded CSW. 2019 was my tenth year of attendance at both events. I also attended the United Nations in both Geneva and Bangkok , allowing me to meet so many members worldwide.

### **7) Friends and Fellows**

Despite updating the Friends webpage, encouraging members to donate and [listing the donors on the website](#) - we have had little response. In past years the Friends membership has always been boosted during [Friends and Fellows](#) Congress, many paying Friends membership to attend the special Friends Dinner held during Congress. Unfortunately, due to COVID19 that opportunity was lost.

### **8) Acknowledgement**

Thank you to our members. Without you, there would be no BPW. I extend my heartfelt appreciation and most profound gratitude for all you have done to encourage and support me. I appreciate the warm hospitality given to me during my extensive travels to those I have visited.

My thanks to the Regional Coordinators. Thank you for your tireless commitment to growing and supporting your region's membership evidenced by the growth in numbers.

To Patricia Maya, Member Services Director, I extend my enormous gratitude for your valuable assistance throughout the triennium. You have worked tirelessly to ensure our systems are current, offering an excellent service to our members.



## **8) Conclusion**

I have been a member of BPW for thirty years, serving BPW International for eighteen of those years; three terms as Chair of International Standing Committees and two terms as Regional Coordinator for Asia-Pacific. This is my third and final term on the Executive Board, and it is with regret and great sadness that one issue has overshadowed and divided the Executive for much of the term.

For me, this has been an amazing journey. The pride I feel and the joy I have experienced serving BPW over the past years will stay with me always. I am profoundly grateful for the opportunity and honor to serve such extraordinary women.

## **9) Recommendations**

- ENews should be produced monthly and emailed to every Affiliate to both inform and engage the reader.
- We should reinstate the Member and Business Pages to bring visibility to our members' professions, businesses and accomplishments.

### **3.1.3 SECOND VICE PRESIDENT UNITED NATION'S REPORT**

**by Dr. Catherine Bosshart**

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**1. New Communication Strategy - Website UN - Facebook group:** The Website of the UN needed to be improved and updated. In the person of Ursula Schmid, former Club president of Davos-Klosters in Switzerland, I found a fantastic volunteer who helped me to create a new webpage which was linked in the fall of 2018 to the main webpage. It now contains the names of the UN Reps, their bios and reports. In the "news" are the actual news of the various UN agencies posted, a short description of each UN office where we are represented and the written and oral statements of BPW International made by BPW at the different UN Offices. In between we have professionalized the "news" section and transferred the news also to the BPW International Facebook page, the different Facebook groups and my personal Facebook account to reach as many members as possible. The website was completed in summer 2019.

Moreover, I created a closed CSW Facebook group on which I registered all our delegates and BPW members of the UN Member-State delegations and informed about the processes of CSW, about important meetings, parallel and side events in New York as well as every night what was happening the following day.

#### **2. CSW 62-65**

Choice of Delegates

Through the Pilot Project of Dr. Antoinette Rüegg and the Project booklet of President Dr. Amany, we knew which affiliate had what kind of project. According to the focus of the CSW Meetings we invited from each region 4 affiliates to become a delegate during CSW. Additionally, 5 delegates were young BPWs from all 5 regions. When I had the list, President Amany and I made the final decision. We tried to have always different people participate in CSW in New York and be acquainted with the CSW process. Due to the initiative of Regional Coordinator Abla Mahdi and her organization, the members Executive could each time participate as delegates. Special thanks to her. With the exception of 2020, on the first Monday of CSW we were invited to have an information session with breakfast at the office of Rorrie Gregorio, a Tax partner at Marcum LLP. Many thanks also to her.

#### **3. Side Events at CSW**

During every CSW we organized approximately 10 Side Events, two were solely prepared by BPW International, the rest by our affiliates on the respective topics of CSW. We showcased the organization every year with an ad at the back or as a side divider of the NGO CSW handbook.



#### 4. Reports

For every CSW, I submitted a report to UN Women regarding the topic of the next CSW, took part in the preparatory meetings with Switzerland and connected with our Swiss delegation in New York. In 2019, we were chosen to give an oral statement at the plenary during CSW. In the same year, the quadrennial report to ECOSOC was handed in which requires a lot of preparation and work. Every year, a report to the former Department of Information in New York was given, reports of our activities were also handed in to UNESCO and FAO. In 2019, I prepared an oral statement for UNESCO which was read by one of our Representatives there.

#### 5. Workshops and other presentations

##### - *Workshops in Geneva*

As I started as UN Main Rep in Geneva, I have since my election as VP UN organized yearly workshops in Geneva to introduce our presence and our activities at the UN to our members. Additionally, we visited the UN premises in Geneva.

As examples: In 2018 and in 2019, the Vice-President of the French Federation Karine Babule, with PIP Amany and me attended the ILO General Assembly in 2018 and 2019. In August 2018, I organized a visit to the UN for the French Federation. In November 2018, the Clubs Davos-Klosters and Rheintal (Switzerland) came to Geneva and attended the “Business and Human Rights” Conference precluded by my introduction to the functioning of the UN in Geneva. In November 2019, PIP Dr. Antoinette Rüegg and I organized another workshop with approximately 30 participants from Switzerland at the Welcoming Centre of Geneva International (CAGI) followed by a visit to the UN premises. At the end of November 2019, the Club St. Gallen came to Geneva and met with members of the Geneva Club. During the morning of the following day, I introduced our work and role at the UN.

##### - *Participation at other events*

Until the outbreak of COVID-19, I was very much on my way to attending all the Regional and Subregional Conferences and other important BPW events and to talk about our activities at the UN. This meant also active participation at the NGO CSW Geneva and at some of the NGO CSW Vienna meetings and at the Bee Day at FAO in Rome.

Together with Zonta, IFBPW organized two side events in Vienna, one on Cyber Bullying and the other on the ILO Convention 190 in fall 2020. During the confinement of 2020, I was often present at virtual meetings in Italy (BPW Vicenza, Verona, Sicily Region) and spoke about the ILO Convention 190, the UN regulations on equal pay and smart work.

#### 6. Organizational Work

With the UN-Administrator Ayça Mazman, I took care of the accreditation of all UN Representatives and all delegates to CSW. In NY I organized the Hotel for our members during CSW, the Clare Fulcher Dinner and helped prepare for the Leaders’ Summit. In 2020, we had to cancel everything within a week of the start of CSW started, fortunately without financial consequences.

#### 7. Accreditation Process at the UN in Nairobi

In fall 2018, I got the chance to meet with the Resident Coordinator of the UN in Nairobi, Siddharth Chatterjee. As BPW International’s presence in Africa gets more significant and as we now also have a working club in Nairobi, I explained to him our wish to be accredited at UNON. He answered favorably. In the meantime, the Director General in Nairobi changed. I deposited an official request via the Swiss Embassy for accreditation to the Director General which was accompanied by a recommendation letter from the Swiss Ambassador. It was answered favorably, but needed to be confirmed with the UN in New York. An answer is pending.

### 3.1.4 EXECUTIVE SECRETARY'S REPORT

by Bessie Hironimous

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#### **Background**

It has been an honor to serve BPW International as its Executive Secretary. My experience working in BPW at all levels during the last four decades has been beneficial to my role on the Executive. In addition, as a member of the American Institute of Parliamentarians, my extensive experience in parliamentary law and procedure has been essential.

The Executive Secretary's position requires a solid knowledge of governance, the Constitution and Regulations, Protocol and parliamentary procedures, as some of my duties include advising on constitutional and procedural matters to the CAC, Executive and Affiliates as necessary. Other duties include the Call to Congress, General Assembly documentation, credential compliance, revision and approval of Affiliates' membership applications and constitutions, etc., plus keeping the official records on the digital platform. I am also an Ex-officio member of the CAC, Resolutions Committee, liaison with Archives and History Taskforces, and consultant with the Financial Officer.

#### **Accomplishments:**

I joined the Asia Pacific, Europe, Latin America and North America-Caribbean Regional Conferences. Due to travel restrictions, I could not attend the African Meeting.

I have attended all Executive and Board meetings, Leaders Summits, CSW events, and many Federations and Regional meetings and events.

I have advised on governance and procedure to the Executive, Board members and multiple Affiliates when requested. I have also given several training sessions, seminars and Youtube presentations on governance and BPW orientation and training in general.

One of the new opportunities that we had with the COVID-19 pandemic is the fact that we now have to communicate electronically since travel is not possible. This has provided us with innumerable chances to join multiple meetings and conferences from anywhere in the world, which brings us closer to each other, expanding friendships, and opportunities to learn of the many projects and activities from our fellow members.

#### **Challenges:**

The COVID pandemic has brought many challenges to our membership. Many of us have suffered due to this health and financial hazard, loss of businesses, and no personal contact.

Internally the most challenging situation has been that of the management style we have been under. The democratic process has been replaced by an autocratic method, which has been difficult to deal with. The advice from the CAC and from the majority of the Executive members has been at times challenged or ignored.

Unfortunately the Executive has been polarized for most of the Triennium, with the silent majority being disenfranchised. The mandated annual Executive meetings have not taken place since 2018, and the requests for full financial disclosure and reports not been fulfilled, to the point that we have been operating without the approval of the annual budget by the Executive for two years.

The biggest disappointment of this Officer is the fact that for personal reasons, the International President decided not to pay for the services of the appointed Assistant to the Executive Secretary, (as in the past trienniums), since July 2019, in spite of her appointment having been approved twice by the Executive. Once, by general consensus, and the second time by majority vote.

Unfortunately there has been misinformation spread regarding the minutes of the Executive meetings. They were provided timely to the President for her pre-approval prior to distribution to the Executive. In spite of the fact



that I purchased a recorder for the President to use at the meetings, she declared that she would not approve any minutes until my copy of the recordings were given to her. These recordings are used only as a tool to prepare the minutes, and then erased so the next meeting can be recorded. Since we did not obtain the pre-approval of the President, I took the common and properly established action of distributing the minutes to the Executive members with the advice that if there were no corrections or additions the minutes would stand approved as distributed.

**Recommendations:**

It is most important that all elected and appointed members get acquainted with the governance documents. Also, all new Affiliates should have a copy of our mandated documents, as it is not common for them to look for them in the website.

All mandates by the Constitution should be followed, including that of the annual evaluation of the staff to assure they are performing as expected. We need to provide training sessions and orientation to our members so we are all working under the same provisions.

We urgently need to have updated communication with our Affiliates. The paid staff for the E-News and the webmaster should provide relevant information to the members and share the activities of the Affiliates in an informative manner. Also, all elected and appointed chairs need to keep the members informed of their actions by regular reports.

**Conclusion:**

I wish again to thank our entire membership for the trust you gave me when you elected me. I have performed my duties in the best possible manner given the circumstances, always keeping the members' interest up front, as you are the stakeholders of this organization, and you deserve unbiased governance, recognition and respect. It has been a great honor serving you and your Affiliates.

I leave you with the words that are inscribed on the tombstone of our Founder, Lena Madessin Phillips:

“A new commandment I give unto you, that you love one another”

Respectfully

**Bessie R. Hironimus**  
**Executive Secretary 2017-2020**



### 3.1.5 EXECUTIVE FINANCE OFFICER'S REPORT

by Dr. Giuseppina Seidita

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#### OVERVIEW

It was an honour and a privilege to serve BPW International as Executive Finance Officer for the period 2017-2020.

It has been a challenge of course and very interesting work at the same time.

My challenges: at the beginning of the triennium, I had a lot of problems with our HSBC EURO account in London. On March 2018 the HSBC Bank in London blocked our account for one year. After several investigations and various trips to London, the Bank informed me and the International President that none of the signatories had visited the bank or made any physical contact for a period of approximately 4 years. Some items of correspondence went to the email address registered at the Bank in Australia. This email address was dated to PIP Chair Freda Mirikilis' term of office and was not changed during the term of PIP Chair Dr Yasmin Darwich. As there was no response to their correspondence they had to block the account. The second issue that HSBC Bank pointed out, was the fact that there were several signatories on the account from the previous triennia that should have been removed.

Therefore, there were several reasons that made the bank relationship with IFBPW very scary for the bank itself.

We submitted all the documents requested and after other investigations from the Bank about our Organisation in January 2019, HSBC UK confirmed our mandates. On February 2019, the HSBC Bank London unblocked our Euro account and we were finally operational.

In addition, I had a problem with the accounts at the J.P. Morgan Chase bank: In June 2019 Executive Secretary Bessie Hironimus closed the Chase Bank account without the authorization of President Amany and myself and did not inform us officially. This problem was discovered when some affiliates paid their dues and we did not receive them. Investigating this matter, we discovered that ES Bessie as the sole signatory to this BPW International account in Chase Bank closed the account and reopened a new account with a different number. We have a US\$ account in Chase Bank in New York which is not the Cairo Congress account.

In September 2019, we had some problems with the payment of the dues from the Saana Club in Yemen. I asked the accountant for clarification about the account. She told me that the Chase bank account was closed by the Executive Secretary because it had been compromised by an attempted fraud with a fraudulent check to be cashed from the BPW International account.

Due to this attempted fraud, the International President and I decided to use the HSBC and Westpac accounts for dues payments.

My first goal as an Executive Finance Officer was to ensure that the finances were transparent, accurate and within budget. I have always managed the budget with great accuracy because this was the best way to fulfil my mandate.

At the beginning of the three-year period, I put forward my action plan and objectives.

I have focused on improving the communication with members regarding finances.

In doing so, I was able to better understand their main financial issues, and lots of members appreciated that. In addition, I have regularly supported federations/clubs and sent them answers to their problems.

## FINANCIAL REPORT

During the three-year period 2017-2020 financial transactions were aimed at following our Financial Policy as stated in our Constitution. I have tried to keep BPW international's revenues and expenses within the budget approved at the Cairo's Congress. BPW International's financial year runs from 1st of January to 31st of December, and the financial situation has been reviewed annually by an independent auditor.

I have submitted the three statements with the audit report to the International Board in accordance with our Regulations (the 2017 Statement was sent to the Board in March 2018, the 2018 Statement in July 2019 and 2019 Statement in July 2020). I am waiting for the 2020 Statement from the auditors.

I have always sent the Regional Coordinators the report of the Federations/Clubs in debt. I have constantly managed the payment requests according to our three-year budget.

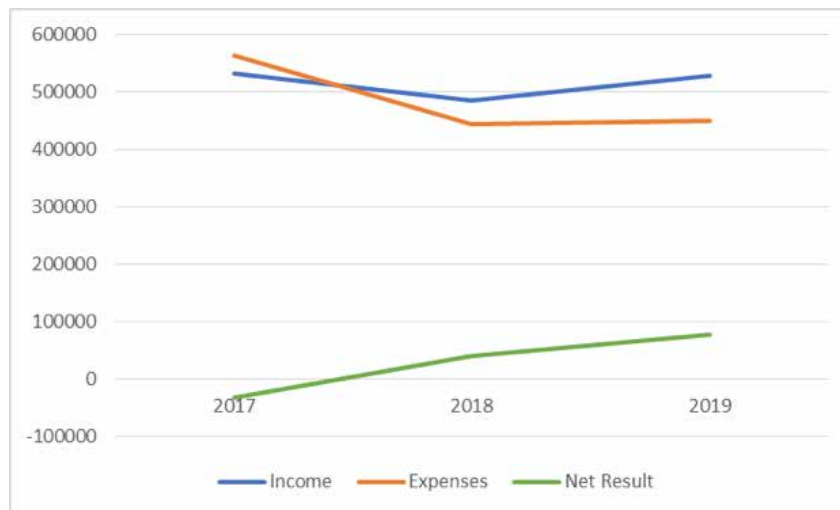
At the Leaders' Summit 2018 and 2019 I presented my report and the BPW's financial situation scientifically with various graphs.

### OVERVIEW OF FINANCIAL PERFORMANCE (2017-2020)

#### Financial Surplus

In this triennium, BPW International has almost always had a surplus. BPW International's main source of income continues to be the membership dues. The expenses were according to the budget approved by the Cairo Congress. The 2017-2019 revenue and expenses are indicated here:

EUROS	2017	2018	2019
<b>Income</b>	532,683	486,759	529,082
<b>Expenses</b>	564,375	445,536	450,790
<b>Net Result</b>	(31,690)	41,223	78,292



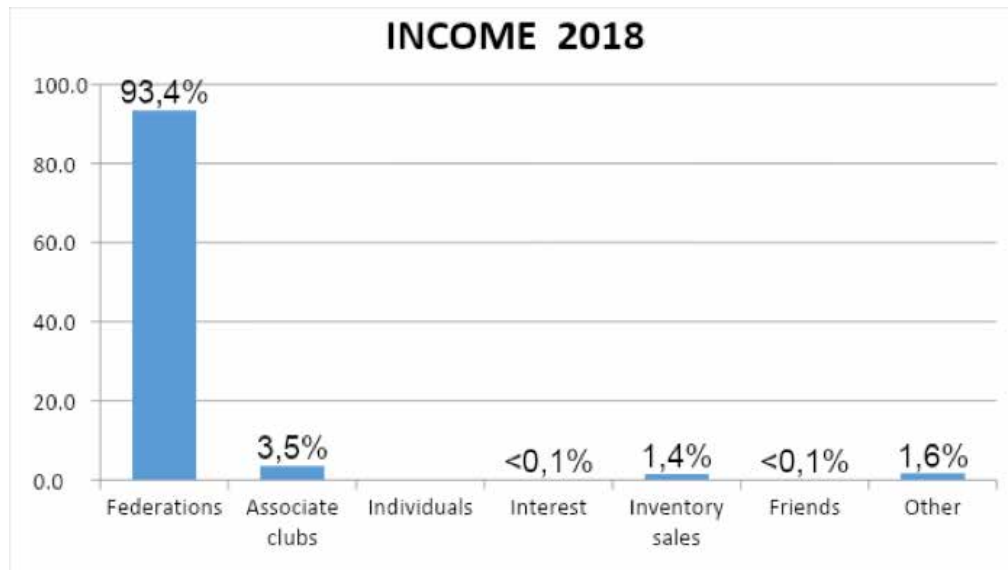
In 2018 the total of expenses was carefully kept below budget by 8, 5%, despite having less revenue. In 2019, I managed to keep the total of expenses 14.8% below budget.

**Income**

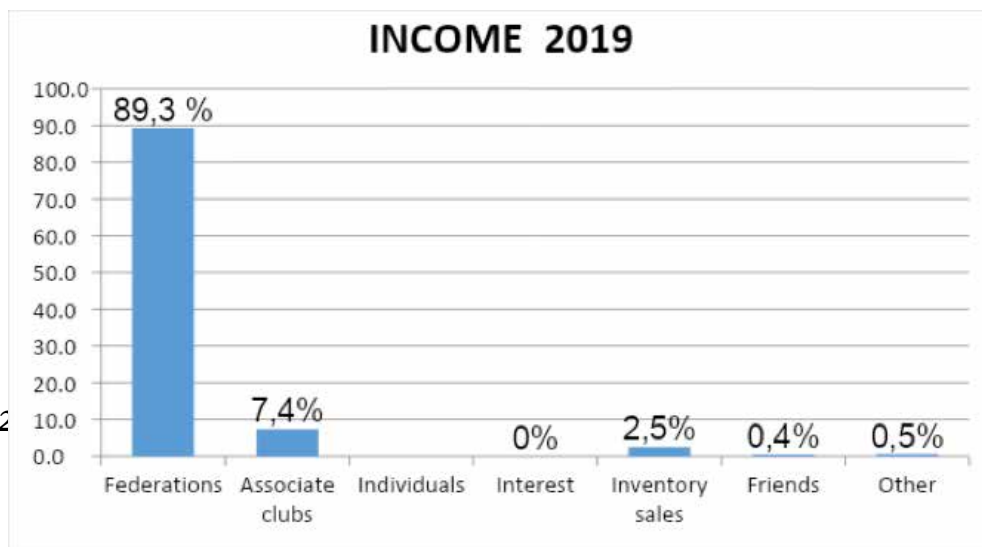
The breakdown of revenue for the organization is as follows:

INCOME	2017	2018	2019
Dues			
Federations	433,506	454,594	472,211
Associate clubs	36, 290	17,129	38,946
Individuals	-	-	-
Interest	7	2	5
Inventory sales	27,525	7,000	13,025
Friends	6,657	175	2,100
Other	28,698	7,859	2,795

Below is the graph showing the 2018 income in percentage terms:



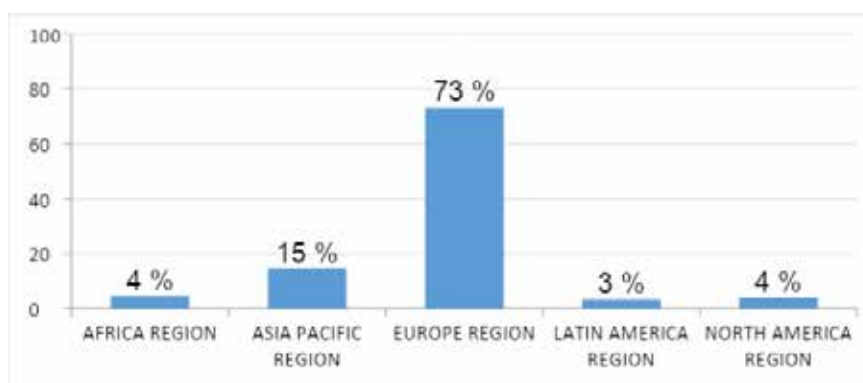
Below is the graph showing the 2019 income in percentage terms:



## Membership dues

For the collection of the membership dues, we have a very efficient dues invoice and collection procedure. I reinforced communication with the Regional Coordinators, especially those who had outstanding dues: this way I was able to support the affiliates who needed it.

## Membership dues by Region



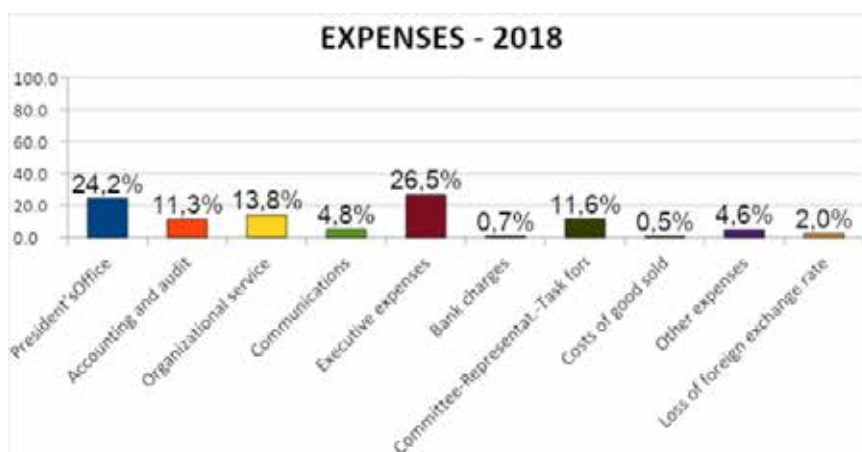
## Expenses

In 2018, despite having less revenue, the total of expenses was carefully kept below the Cairo Congress approved budget by 8,5%.

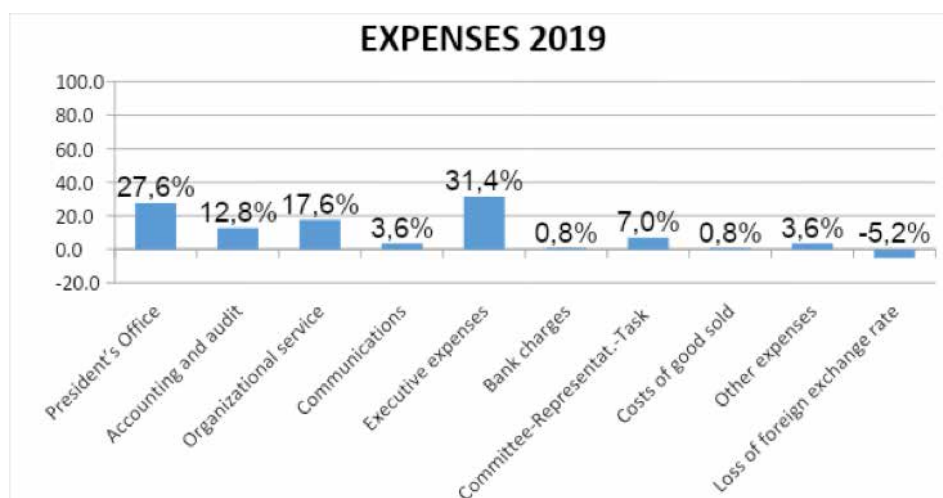
In 2019 the total expenses were carefully managed below the Cairo Congress Approved budget by 14, 8 %.

EXPENSES	2017	2018	2019
President's Office	128,143	108,028	120,064
Accounting and audit	49,565	50,393	55,428
Organizational service	62,877	61,617	76,641
Communications	24,000	21,597	30,634
Executive expenses	114,988	118,030	129,211
Bank charges	7,141	3,091	3,274
Committee – Representation – Task forces	62,307	51,610	39,001
Costs of goods to sell	22,165	2,072	3,453
Other expenses	28,698	20,377	15,612
Loss of foreign exchange rate	64,489	8,721	(22,528)

Below is the graph showing the 2018 expenses in percentage terms.



Below is the graph showing the 2019 expenses in percentage.



## 2020 OVERVIEW

The annual budget, according to the budget approved in Cairo Congress, was Euro 571.250 for income, Euro 566.250 for expenses with a surplus of Euro 5,000.

Our actual income as of 31 December 2020 was Euro 533,394, expenses Euro 427,997, with a current surplus of Euro 105,321. The income from the dues was Euro 531,971. Approximately 99,7 % of the total income were collected. The expenses are currently within budget. I am waiting for the 2020 Statement from auditors.

## EXTRAORDINARY ITEMS

### Battersea Fund.

The Battersea Fund is the amount received from the sale of the Battersea property, it is GBP 447,460.90 (Euro 500.145, 11). The Battersea Fund is located in an HSBC bank account in GBP and it is currently the only



account in GBP.

### **CONCLUSION:**

The organisation's accounts have been managed to the highest possible standard and I have helped each of my BPW sisters to achieve the goals they have set themselves over more than three years.

I would like to thank our affiliates for paying their international dues and for promoting BPW International for 90 years.

I would also like to thank our Executive Board for all their hard work during this triennium. Special thanks to our accountant, Roshan Strange, for her outstanding work.

Last but not least I would like to thank our International President, Dr. Amany Asfour, for all her support, guidance and hard work during this trying triennium.

I want to conclude my report by quoting a thought of Dr. Lena Madessin Phillips: "If our motive is right, if we have faith, vision and courage, accomplishment must come".

## **3.1.6 YOUNG BPW REPRESENTATIVE'S REPORT**

**BY Nellima Basnet**

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It was an honor and a privilege to serve on the Executive Board of the International Federation of Business and Professional Women for the triennium of 2017-2020. My work with BPW at the global level as a Young BPW International Representative has inspired me to work and think as a global citizen. As the Young International Representative, since my election in October 2017 at the Cairo congress, I've tried to be as active as possible and encouraged our young members globally to participate and promote the action plan I made for this triennium.

Action plan for 2017-2020 <https://youtu.be/dQbVvk-WKMIc>

1. United Nations
2. Young BPW on BPW Board 2020
3. Equal Pay Day
4. Women's Empowerment
5. International trade center(#shetrades)
6. Young BPW Project
7. BPW Events

1. United Nations
  - I. 62nd Session of Commission on Status of Women CSW62, 12-23 March 2018 New York <https://youtu.be/39FBdzClieg>
  - II. International Human Rights Summit for Youth, 5-7 July 2018 New York
  - III. High Level Political Forum, 9-18 July 2018 New York
  - IV. 22nd Summer Youth Assembly, 13 August 2018 New York
  - V. 63rd Session on Commission on Status of Women CSW64, 11-23 March 2019 New York <https://youtu.be/FEt-DSogrLM>
  - VI. Asia Pacific Ministerial Conference on the Beijing +25 Review, 27-29 Nov 2019 UNESCAP Bangkok

It was an eye opening experience to attend major UN events as a BPW delegate. I gave high priority to Young BPW participation in the annual Commission on the Status of Women (CSW) at the United Nations Headquarters in New York; of BPW's precious allotment of 20 UN ground passes annually, I was successful in obtaining 5 passes specifically for young members and in the year 2019 more than 20 young BPW members attended CSW.

2. Young BPW on BPW Board 2020  
Year 2020 was special to young BPW members because in the year 2003 there was a project to initiate “young BPW on BPW board 2020” with the aim of seeing more young members on the executive board of the clubs and federations around the world. I have actively promoted and encouraged Young BPW members worldwide to run for office and as of 2020 we have two presidents (BPW Hong Kong & BPW Latvia Riga) and more than 50 young members on the executive board of their clubs and federations.  
<https://www.facebook.com/media/set/?set=a.3002402289820106&type=3>
3. Equal Pay Day  
Globally young BPW members participated in equal pay day events and also organized various events locally to raise awareness about the gender pay gap.
4. Women’s Empowerment  
Various empowering events were carried out globally by our young BPW members which promoted business, professions, STEM education, social responsibility, climate action and above all authentic leadership to work as a team within their BPW clubs and federations.
5. International Trade Center (#SheTrades)  
As ITC is a partner organization of BPW and their action plan was to bring one million women entrepreneurs to the market by 2020, my focus was to bring awareness about the sustainability factor among the women entrepreneurs to fight against climate change and promote local ethical products. It was a great experience to be part of the organizing team of “Fashion from Home 2019”  
<https://youtu.be/E5WCt5yLRQI> where local sustainable fabric designs were displayed by the fashion designers of Nepal.
6. Young BPW projects
  - I. Back to school tour by Young BPW Lekki, Nigeria  
<https://www.bpw-cfprojects.org/2019/11/10/back-to-school-project/>
  - II. It’s Up to me by Young BPW Italy member Sezione Torino
  - III. 1-1-1 Mentorship program by BPW Hong Kong  
<https://www.bpw-cfprojects.org/2020/02/17/1-1-1-mentorship-program/>
  - IV. Law in action by Young BPW Nepal member Prakriti Magar  
<https://www.bpw-cfprojects.org/all/nepal/>
  - V. Green initiative projects by Young BPW Nepal member Sadikshya Aryal  
<https://www.bpw-projects.org/newmemberprojectsfromnepal/>
  - VI. #VisitNepal4BPW by Young BPW Italy member Alice Minuto and Neelima Basnet  
<https://www.bpw-cfprojects.org/2018/09/26/visit-nepal-4-bpw/>
  - VII. Gender equality in leadership by Young BPW Italy member Alice Minuto  
<https://www.bpw-cfprojects.org/2019/02/24/donne-d-acciaio-gender-equality-in-leadership/>
  - VIII. Wellness team by Young BPW Nepal member Neetu Khadka  
<https://www.facebook.com/wellnessteam123/>
  - IX. Be a changemaker by young BPW Brazil member Camila Ribeiro
  - X. Intergenerational Dialogue by Young BPW Nepal member Neelima Basnet and Dr Anne Hilty
  - XI. Mutilation Genitale Feminine (Female Genital Mutilation) by BPW Burkina Faso member  
<https://www.bpw-cfprojects.org/2020/02/17/s%C3%A9ance-de-sensibilisation-sur-les-mgf-mutilation-genitale-feminine/>

I’ve encouraged young members globally to work under any Sustainable Development Goals and register their projects with the BPW pilot project program; so far there are few projects which have been registered and I know there are many more projects which are going on and I believe these projects will inspire many more to make a difference in their community. Personally I have been a co-leader of the project “Intergenerational Dialogue” monthly online series since sept 2019, #visitnepal4BPW to promote tourism in Nepal among BPW members; #BPWgoesdigital webinars on digital literacy during the Covid 19 Lockdown was a major initiative as the trainers and presenters were young BPW members from across the globe. There are around 32 videos on various topics on the YouTube channel of this initiative; <https://youtube.com/channel/UCEr1rw67sG2LZ0zrTl-Rip4A> .



## 7. BPW Events

- I. Official launch of BPW Damansara, 25 Jan 2018, Malaysia
- II. 10th BPW International Leaders' Summit, 9-10 March 2018, New York
- III. 5th Young BPW Europe Symposium, 27-29 April 2018, Austria
- IV. BPW North America and the Caribbean Regional Conference, 21-22 July 2018, Florida
- V. BPW Canada Convention, 10-12 August 2018, Ottawa
- VI. Asia Pacific Regional Conference, 29-1 Nov 2018, Bangkok
- VII. 11th BPW International Leaders' Summit, 8-9 March 2019, New York
- VIII. 16th BPW Europe Conference and 6th Young BPW Europe Symposium, 24-26 May 2019, Ireland
- IX. East Asia Sub-regional & 2nd Young BPW Asia-Pacific Symposium, 30-2 Dec 2019, Japan

While attending various BPW events globally the major points I have been promoting among the members is to make safe space for young members within BPW and support them in any way they can for the sustainability of BPW.

The lesson I have learned during my term is that we as women of different generations within BPW can only speed up the process of gender equality globally if we can work with and for young members.

### 3.1.7 AFRICA REGIONAL COORDINATOR'S REPORT

BY **Abla Malidi**

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#### 1. Introduction:

I joined BPW International in 2001 after which I initiated the BPW club in Kordofan State in Sudan and was then elected as BPW President Kordofan.

Sudan joined BPW International in 1997. However, I have done my best to initiate more clubs in Sudan. In 2002, the BPW Federation was started in Sudan and I was elected as the President of the Federation of BPW Sudan. After that, I was elected as the Africa Regional Coordinator for 2017-2020. Within all my roles, I always tried my best to achieve the goals of BPW International.

#### 2. Federations and Affiliates in the Africa Region:

2.1. Federations: Egypt, Morocco, Sudan, Nigeria

2.2. Affiliates and clubs: Benin, Burkina Faso, Cameroon, Cote d'Ivoire, the Democratic Republic of Congo, Djibouti, Ethiopia, Ghana, Kenya, Libya, Madagascar, Rwanda, Senegal, Sierra Leone, South Africa, Tanzania, Tunisia, Uganda, Zambia

New affiliates of BPW in Africa for 2017 -2020 include Burkina Faso, Libya, Djibouti, Tanzania, Zambia.

#### 3. Activities:

- Participated and presented a paper on the issue of economic empowerment of women.
- CSW 2018
- African Union Summit meeting "Gender is my agenda 2018"
- Amadeus Morocco
- Executive meeting, post Cairo Congress 2018
- NY 2018 – virtual meeting
- Attended all virtual meetings
- Attended all executive meetings

Unfortunately, due to COVID-19, I could not travel to visit the African clubs.

#### 4. Africa Regional Conference:

One of my tasks was supposed to be the organization of the conference (refer to BPW Constitution). Unfortunately, the International President organized it and only invited me to attend. I therefore refused to attend as I thought my role for this was taken over by the International President.

Abla Mahdi  
Africa Regional Coordinator  
2017-2020

### 3.1.8 ASIA-PACIFIC REGIONAL COORDINATOR'S REPORT

by Dr. Narudee Kiengsiri

BPW Asia-Pacific has 24 member countries, grouped into 5 sub-regions with the following sub-regional coordinators:

<b>ASEAN:</b>	Chularat Israngkool Na Ayutthaya (Thailand)
<b>East Asia:</b>	Catherina Hyun Park (Korea)
<b>Oceania:</b>	Carolyn Savage (New Zealand)
<b>South Asia:</b>	Nasreen Mahdi (Pakistan)
<b>West Asia:</b>	H. E. Shiekha Dr. Hissah Saad Al-Abdullah Al-Salem Al-Sabah (Kuwait)

#### I. Membership

- **Membership Development:**

New Federation: BPW Lebanon, BPW Malaysia

New Associate Clubs:

- o India: BPW Mumbai, BPW Kolkata
- o Malaysia: BPW Damansara, BPW Kuching, BPW Bangsa, BPW Phutrajaya
- o Phillipines: BPW Rizal, BPW Dipoloc
- o UAE: BPW Abu Dhabi

- **Membership Retention:**

In 2019, I and Atchara (Regional Financial Officer) persuaded BPW affiliates to become up-to-date with dues again. Over 70% of outstanding dues were paid up so many member countries became financial again.

#### II. Regional Activities

- **BPW International Asia-Pacific Regional Conference (APRC 2018)**

Bangkok, Thailand, 29 October – 1 November 2018

Over 500 business and professional women from 40 countries attended APRC 2018 in Bangkok, Thailand. Three Princesses of Thailand presided over this conference, which featured over 30 speakers to accelerate the advancement of women, to open new business opportunities, to develop green-growth business strategies and to promote financial inclusion. This event was broadcasted nationwide through TV and Radio, including telecast via Thai Global Network in 176 Countries around the world.

- **Fund raising to assist Lebanon's crisis**

The explosion in Lebanon on August 4, 2020 killed almost 200 people, injured over 6000 and made over 300,000 people homeless. BPW Lebanon, Past International President Dr. Chonchanok and I worked together to formulate a project to enable women victimized to sustain themselves financially



and help others to get blankets for the winter. Over 14,000 Euros were raised from BPW affiliates and members to support. The top 3 donors were BPW Taiwan, BPW Thailand and BPW Korea. In addition, I also donated a part of my Regional Coordinator budget to cover 2020 International dues of BPW Lebanon.

### III. SUB-REGIONAL ACTIVITIES

#### 3.1 ASEAN

ASEAN has Federations in Singapore Thailand, and Malaysia, Associate Clubs in Philippines.

- Chularat and I focus on developing new clubs / federations in ASEAN including the ones in Indonesia, Malaysia and Phillipines, as mentioned earlier.
- BPW Thailand: Organize BPW International Asia-Pacific Regional Conference 2018 (see above). Its national project “The Financial Discipline Creation Project” was highlighted at this conference.

#### 3.2 EAST ASIA

East Asia has Federations in Japan, Korea and Taiwan and Associate clubs in Hong Kong and Mongolia.

- **2019 BPW East Asia Sub-Regional Conference Report**  
Tokyo, Japan, 30 November – 2 December 2019

Catarina Park announced SDGs Goals #4, #5, and #17 as the goals that East Asia countries must carry out for three years, and held a conference on the theme of these three action plans. Various ideas on how to implement the SDGs and benchmark each country’s activities were discussed. A total of 155 members and 17 Young BPW members attended this conference from 14 countries (Japan, Hong Kong, Korea, Taiwan, Australia, Egypt, France, Italy, Nepal, New Zealand, Switzerland, Thailand, Singapore, and China). I, along with President Amany Asfour, Vice President Susan Jones Vice President Catherine Bosshart and Past International President Chonchanok Viravan attended the event.

- BPW Japan successfully organized the 2019 BPW East Asia Sub-regional conference and the 2nd Young BPW Symposium. BPW Japan successfully lobbied for “the Act on Promotion of Gender Equality in the Political field”, which passed the Diet (House of Representatives) in May 2018. BPW Japan also promoted their annual Equal Pay Day for women.
- BPW Taiwan excels at membership development with a 43% increase to 530 members in 2020. I visited BPW Taiwan 3 times to attend Twinning clubs Tour (December 2017), BPW Taiwan National Conference in 2018, and to meet the executive in 2019. BPW Taiwan has many training activities, such as Sanctuary Leadership Training in 25-26 October 2020.
- BPW Korea continues with its decades-old project on “Career Guidance for Young Women: Girls, Go Beyond Yourself! Challenge Yourself!” and promote Gender Equality Awareness in high schools.

#### 3.3 OCEANIA

Oceania has Federations in Australia, New Zealand and Associate clubs in American Samoa and Papua New Guinea.

- BPW International’s Oceania Sub Regional Conference  
Wellington, New Zealand, 8 April 2019

New Zealand hosted this conference and celebrated the 80th Anniversary of BPW New Zealand. I and President Amany, Vice President Susan Jones and Vice President Catherine Bosshart attended this Conference. The focus was on achieving the United Nations 2030 agenda for Sustainable Development Goals (SDGs), not just on Climate Change.

- BPW New Zealand and BPW Australia continue to excel at advocacy for women with their government for the past decades.



### 3.4 SOUTH ASIA

South Asia has Federations in Nepal, Pakistan and associate clubs in India and Sri Lanka. They are most active in Women's Empowerment projects.

- **BPW Nepal:** focus on economic empowerment of women project, including expanding Coffee production and a marketing project for women, literacy and skill development and other income generation training for women.
- **BPW Pakistan:** focus on Economic Empowerment of Women through Accelerated Implementation of SDGs.
- **BPW South Mumbai, India:** focus on environmental projects and projects to promote women's sanitation and hygiene.

### 3.5 WEST ASIA

West Asia has Federations in Bahrain, Jordan, Kuwait, Lebanon, United Arab Emirates and Associate club in Yemen.

- **BPW Bahrain's 2nd Business and Professional Women Forum 2018**  
Bahrain, 5-8 May 2018

Sheikha Hind Bint Salman Al Khalifa, President of BPW Bahrain welcomed delegates from 17 countries. The forum discussed FinTech, the Sustainability & Start-ups future and Women in Leadership. Dr. Amany was congratulated as the first Arab President of IFBPW. BPW Bahrain will be the host of the next Asia-Pacific Regional Conference.

- **BPW Kuwait** was active in stimulating BPW members in Arab States and world-wide to address critical internal issues of BPW International.

It was an honor to serve as Asia-Pacific Regional Coordinator. I would like to thank you for the support of all BPW members who helped me through this challenging time.

## 3.1.9 EUROPE REGIONAL COORDINATOR'S REPORT

by **Guisepina Bombacci**

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As Regional Coordinator of BPW Europe, I am proud to report on the activities and the results of the Europe Region, the biggest Federation of Business and Professional Women globally, with about 18,000 Members; activities carried out in the context of the seventeen sustainable development goals of Agenda 2030.

**First, thanks to all European Presidents:** for their commitment which ensures the success of BPW Europe! My role was to inform, to coordinate their activities, develop their enthusiasm, take care of the relationship with the European Institutions; the results say that we worked well!  
BPW Europe, in this triennium, started with the interesting and rewarding news from the European Parliament that, together with the European Commission and Council, the European Pillar of Social Rights had been adopted.

An important document concerning several BPW issues, ie Gender equality, Equal opportunities, Work-life balance and Childcare, it inspired our action.



Another important result has been the inclusion of BPW Europe in the Digital Skills and Job Coalition, a platform created by the European Union to reduce the digital skills gap. BPW Europe has the right to use the Logo, when organizing events on this issue.

In March 2019 I signed a Memorandum with the European Parliament to highlight to our members the importance of voting at the European Elections.

As a Regional Coordinator with a good relationship with the European Institutions I requested and obtained a permanent contact person at EIGE (European Institute of Gender Equality) – in Vilnius Lithuania, for disseminating information among the European members.

Recently, we received an invitation from the Cabinet of the European Commission President, to report on our Equal Pay Day campaign.

The focus of BPW Europe activities has continued on the following issues:

- Equal Pay Day Violence against women
- Women on Boards Charter of girl's rights
- Stem Gender equality
- Financial inclusion

**“Equal pay for equal work”** Fifth goal Agenda 2030 “Achieve gender equality and empower all women and girls”. In the context of gender equality, “Equal pay for equal work” is the most important topic, with annual monitoring in all European countries and a strong campaign to stimulate discussion, create transparency, increase awareness of this issue to achieve real gender equality. Therefore, we consider it a BPW Europe success, that **legislation came into force in Iceland**, the first country in the world to legislate for equal pay for equal work. We must fight to obtain similar legislation elsewhere. A special thanks to Christa Kirchmair, Chair of the dedicated European Working Group who, with the cooperation of Karine Babule, prepares an annual Report which I send to all EU Authorities and Institutions.

Another success is the **campaign on the Charter of the Girls rights** In Italy; more than nine hundred Municipalities and eleven Regions adopted the New Charter approved in Zurich by the Presidents meeting in 2016 that strongly affirms the rights of each girl globally. The National President of BPW Italy 2017 – 2019 Caterina Mazzella had an agreement with the Ministry of Education to disseminate the Charter among primary and secondary school students. Three Universities adopted the New Charter. I worked to export best practice to other European Countries involving the Presidents of Federations/Clubs. BPW Cyprus, Switzerland and Malta were actively involved.

**The Regional networks.** Our organizational machine has allowed us to create the Regional Networks to support our entrepreneurs. **The Danube.net**, the network for businesswomen in the Danube Region, is an active platform to share, in a dedicated Forum, ideas, opinions, culture, information for building businesses and contacts. (Austria, Bulgaria, Croatia, Germany, Hungary, Moldova, Romania and Ukraine participate in this Network). The European Council endorsed BPW Danube.net as the second macro-regional strategy in the EU, after the Baltic Sea Region. Another Network is **ADRION.NET**, the network for businesswomen from the countries of the Adriatic and the Ionian Sea. Chair Alida Perkov of BPW Pula - Croatia. To mark Women's Entrepreneurship Day, **BPW Cyprus organizes an annual Mediterranean Symposium.** Its aim is to identify challenges common to women entrepreneurs, to discuss ways of supporting them and, above all, to set goals assisting women entrepreneurs to advance. Important occasions have been the visits of Federations and Clubs, in these years of my mandate, for the following events:

**2017 Vienna** Danube – net; **Estonia** 25th Anniversary - Conference “Woman and career. Do I have a chance?” **Italy** - Conference 2018 on the theme “Female creativity and technological innovation: growth factors of social and economic competitiveness”. **Prague Czech Republic** - Equal Pay Day.

**2018 Vienna** - President's meeting and Symposium of Youth ; In Brussels - European Women's Lobby event **Madrid Spain** – at Escorial University to present BPW to students - **Orlando** - Regional Conference of BPW North American & Caribbean - International Executive face-to-face meeting. **Riga Latvia** – for the 25th Anniversary - Conference “ Woman as a Cultural and Historical Heritage preserver”; **Italy** for the BPW General Assembly – Conference “Cooperation and partnership: common strategies for economic, social and environmental sustainability” ; **Tbilisi Georgia** – for the Global Business Forum 2018 ‘Sustainability- **Moscow Russia** –15th Anniversary -Conference “Empowering Women to realize the Sustainable Development Goals”; **Budapest**

Hungary - Danube net ; **Bangkok** - Regional Conference Asia Pacific and the Executive face-to-face meeting ; **Lucca Italy** –Twinning between Lucca and Paris Clubs

2019 **Rome and Milan** - 90th anniversary of these Clubs ; **New York** for the BPW Leaders' Summit and CSW 63; **Italy Naples** BPW Italy GA - Conference “Bpw Italy and gender mainstreaming - Useful strategies and positive actions to affirm gender equality.” Galway **European Conference**, the European Presidents meeting and General Assembly and the **Symposium of Youth**, an important event that BPW Europe organizes annually with the cooperation of the European Young BPW Representative.; **Quito Ecuador** to attend the IX Latin America Regional Conference; Poznan Poland to attend the Event/Project Pearls in Poznan; **Saint Petersburg** 25th Anniversary, international women's Conference “The East and the West Meet in St. Petersburg; November **Munich** – DANUBE.NET 2019.

Finally, I am delighted to welcome the New European Affiliate Clubs!

**Tbilisi in Georgia, Panevezys in Lithuania, Vilnius Chamber** in Lithuania , **Yerevan** in Armenia.

**In progress:** Banovina in Croatia, Gaziantep in Turkey, Maiden's Tower in Turkey,

Karaganda, Kazakhstan , Individual members in Slovenia and Denmark. These results have found wide visibility on the new website and **BPW Europe** truly deserves **the award assigned by NU WEPs to it** , as **the best network at international level**.

To you All, my personal gift: [https://www.bpw-europe.org/wp-content/uploads/2021/01/OK- Versione-2-Finale-Annex-2-BPW-Europe-Activities\\_s.mp4](https://www.bpw-europe.org/wp-content/uploads/2021/01/OK- Versione-2-Finale-Annex-2-BPW-Europe-Activities_s.mp4)

### 3.1.10 LATIN AMERICA REGIONAL COORDINATOR'S REPORT

by **Diana Barragan**

#### 1. Background

I have been a member of BPW since 1991 when I joined BPW Geneva – Switzerland. Since then I have been President of BPW Quito, twice, BPW Ecuador, as well as Chair of the Legislation Standing Committee and member of the Constitutional Advisory Committee.

At the XXIX BPW International Congress, the GA ratified me as Regional Coordinator Latin America and during the triennium 2017-2020 I had the honor to serve in this position, and as member of BPW International Executive.

#### 2. Regional Executive and Affiliates

##### 2.1 REGIONAL EXECUTIVE

Diana Barragan, Regional Coordinator, Flora D'Antonio, Executive Secretary, Dolores Otáñez, Finance Officer, Alejandra Frías, Young BPW, Eunice Cruz, Sub regional Coordinator Membership, Ana Rosa Darwich, Sub regional Coordinator, Camila Ribeiro, Sub Regional Young BPW, Yasmin Darwich, Constitutional Advisor, Yara Blochtein, Environment Committee.

##### 2.2 AFFILIATES BPW LA WITH THEIR PRESIDENTS.

- BPW Argentina: Olga Ahumada.
- BPW Mexico: Semiramis Casas.
- BPW Santo Domingo: Raysa Mejia;
- BPW Panama El Bosque: Miriam Gutiérrez;
- BPW Panama City: Clarissa Plata;
- BPW Tacna Peru: Milagros Pimentel;
- BPW Ecuador: Currently unrecognized and non-official Executive. Very low membership and therefore Federation needs to restructure. Three clubs to return to their state of Affiliate Clubs.
- BPW Santiago de Chile: María Angélica Muñoz; (Waiting for the final abrogation of BPW Chile by the International Board)



- BPW Valparaíso Chile: Loreto Paz Garrido Godoy; (Waiting for the final abrogation of BPW Chile by the International Board)
- BPW Bogotá, Colombia: Victoria Anzola. New club in process of becoming an Affiliate Club.

### 3. Activities during this triennium

#### 3.1 INSTITUTIONALIZE

##### 3.1.1 Diagnosis of the Region and Database

This allowed us to understand the situation of the Affiliates, to update the database and to establish the systems in the Region.

##### 3.1.2 Reinstating systems in the Region

Regular meetings, minutes, follow-up. It was important to institutionalize the region for it to function better.

#### 3.2 VISITS TO AFFILIATES AND ATTENDANCE AT VARIOUS REGIONAL CONFERENCES

During this term, I had the opportunity to visit some of the countries where we have Affiliates and that had invited me. As a member of the Executive, I also attended some of the Regional Conferences.

##### 3.2.1 Affiliates

- BPW Tacna invited the RC to the launching of the project “Quality School for Women” that took place on June 9 2018.
- BPW Brazil National Conference, (CONFAM) November 2018 and 2019 I attended personally, and in 2020, my attendance was virtual.
- BPW Argentina November 2018 for their National Conference.

##### 3.2.2 Regional Conferences

- North American Regional Conference in Orlando – Florida (USA) on 19 to 23 July 2018.
- Asia Pacific Regional Conference in Bangkok, October 2018.
- Europe Regional Conference in Galway, in May 2019.

#### 3.3 LATIN AMERICA REGIONAL CONFERENCE

In September 2019, the Regional Coordination organized the Regional Conference with BPW Ecuador. It took place in Quito – Ecuador with the attendance of members of all the Affiliates of the Region and some of the other Regions, Past International Presidents, and almost all the members of the International Executive.  
<https://youtu.be/9-ZOL7HZKfQ>

#### 3.4 REGIONAL MEETINGS

Meetings were always organized with the Regional Executive and the Presidents, and took place by Skype. We have had 37 meetings. We have had our Candle lighting Ceremony and a Webinar organized by our Sub regional Coordinator Eunice Cruz.

### 4. International Executive, meetings and other activities

As a member of the International Executive, I have acted as liaison between International and the Region conveying information to and from the Region. The Executive has met in person and by electronic means after the pandemic started in 2020.

#### 4.1 MEETINGS

##### Face-to-face

- Post Cairo Congress, October 2017
- Could not attend the NY 2018 F2F Executive Meeting
- Bangkok October 2018
- NY F2F 2019
- Could not attend F2F Egypt 2019

##### Virtual

- November 4, 2020
- December 21, 2020

- January 18, 2021
- Special meeting February 7, 2021
- February 10, 2021

#### 4.2 OTHER ACTIVITIES

As an attorney and along with RC Dawne Williams, the International Executive appointed us to support IPP Dr. Yasmin Darwich and IPEFO Roshan Strange in the Cairo Congress Finances Case; in my case, it was in my capacity of legal expert and I did this to the best of my knowledge. <https://youtu.be/8Bke0A2GDGA>

#### 5. Conclusion and recommendation

My experience as Regional Coordinator Latin America has been enriching regarding my work in the Region. I have learnt very much from the work of the Affiliates, their commitment, their innovation and the love they instill in their projects to benefit other women. Hope and inspiration is what I have received from them and I am deeply grateful.

All the above has been in spite of my experience as a member of the International Executive, which has not been as rewarding to say the least.

I am as deeply disappointed with my experience as a member of the International Executive, as I was thrilled with my work as Regional Coordinator in Latin America.

My recommendation is that we all take as our example those that make this world a better place putting their hearts on the well-being of Mankind.

Thank you.

**Diana Barragan**

Latin America Regional Coordinator 2017-2020

### 3.1.11 BPW NORTH AMERICA AND THE CARIBBEAN REGIONAL COORDINATOR'S REPORT

**Riennium Dawne E. Williams**

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It was with an inordinate sense of purpose and bursting with passion that I began my journey as the Regional Coordinator for North America and the Caribbean in October 2017. Starting with the end in mind, I was resolute in my determination to demonstrate the BPW values by ensuring I live the vision in my every interaction. I returned from Egypt excited, driven and filled with energy. As an advocate for women and girls, I wholeheartedly embraced the opportunity!

Using the 2017 -2020 Triennium theme *“Empowering Women to Realize the Sustainable Development Goals”* and focusing on the IFBPW vision **“to develop the professional, business and leadership potential of women on all levels through advocacy, mentoring, networking, skill-building and economic empowerment programs and projects around the world”** as a launchpad, North America and the Caribbean commenced its journey.

We quickly formed the Regional Committee, the leadership team that will realize the triennium goals, whilst focusing on the **3Rs**.

1. **Regional Inclusion:** The Regional Committee members were from all three sub-regions within the NAC region and implored each President to do the same within their affiliate clubs/federations.
2. **Respecting and Valuing diversity:** The Regional Committee with a very diverse background, respected and value each other's input.
3. **Reaching deep within our communities:** The Regional Committee comprised of ladies of all ages, including YPBW Angelina, disciplines, experiences and backgrounds.

From this successful platform, the region of 9 Affiliate Clubs, 2 Affiliate Federations and 920 members produced lifechanging moments for women and girls.





## **KEY ACCOMPLISHMENTS**

### **2017 – 18**

AGMs and annual candle-lighting ceremonies completed Regional Conference in July 2018

Regional Coordinator and Presidents met monthly using a set agenda Regional Committee met monthly to discuss matters of regional concern

Regional Coordinator authored an article for the Annual Magazine of the St. Kitts Nevis Chamber of Industry and Commerce Started work on the SDGs

### **2018-19**

AGMs and annual candle-lighting ceremonies completed The monthly meeting moved to quarterly

Three Regional Young PBW members attended Leaders' Summit and CSW63 Empowerment Seminar - St. Kitts

Empowerment Seminar - Dominica Presidents meeting August 2019 - Montreal USA 100th Anniversary cruise

November 2019 Installation of affiliate club in Anguilla Continued work on the SDGs

### **2019 – 2020**

Region adapted to the virtual world and completed all meetings, AGMs and candle lighting ceremonies virtually

Submitted Proposal for Virtual GA

## **SDG PROJECTS**

### **BARBADOS**

- 1 - Shelter, Garage Sale
- 2 - Food hamper distribution
- 3 - Sexual Health Seminar
- 5 - 16 Days of Activism
- 8 - Managing Finances

### **CANADA**

- 1 - Women's shelter
- 3 - Cannabis and Health, Healthy you, Stress in Business Seminar, Decoding work stress, Reversible Contraception, Alcohol and Breast Cancer
- 4 - Education Bursaries to young girls, Ambassadors Program
- 5 - 16 Days of Activism, Education on Menstrual products, Sexual Abuse
- 8 - Productive employment seminars
- 10 - Equal Pay, women on Boards
- 11 - UN safe Cities Program
- 17 - Partnership with Government
- 18 - Enhancing social media and activity for YBPW, She for She program

### **CAYMAN**

- 1 - Holiday Cookies to Inmates
- 3 - Mental health Awareness, Child hotline for the Crisis Centre.
- 4 - Lecture Series, Memorial Scholarship, Junior Achievement
- 5 - Hear me Too Campaign, Sexual harassment and Stalking Campaign, Silent Witness march
- 8 - NYSE Seminar, employment program
- 10 - Female empowerment Mentorship Programme
- 14 - Beach Cleanups
- 16 - Anti- Stalking Legislation
- 17 - Red Cross and Gender Affairs
- 18 - Growth of YBPW Membership, two co-chairs are YPBW

### **ST. ANDREW**

- 1 - Luncheon at Home for Girls, Project for care and protection of the elderly
- 3 - Contributed to Federal Abortion and Legislation, Health Care for the Elderly
- 18 - Membership month in November

### **ST. KITTS**

- 1 - New to you Sale, Assisting Fire Victims, Toy distribution at ?? hospital and schools for Christmas
- 3 - Yoga Session, Breast Cancer awareness walk, Let's talk Menopause Talk, Consultation on Universal Health Care, Health and Wellness Awareness

- 4 - Book Club
- 5 - Launch of National Gender Policy,  
National Breast-Feeding Committee, 16 Days of Activism
- 11 - No Plastic use
- 17 - Various Government Departments
- 18 - Social events for Membership drive, YBPW on Executive

## CONCORDIA

- 1 - Cover Me Project
- 17 - Government

## USA

- 1 - Food Distribution
- 3 - Legislation for Family and Medical Leave Insurance, Health and well-being programs, Heart of a Woman program
- 5 - ERA Coalition, Elimination of Sexual Harassment, Candidate forums for Women in Politics, Celebration of 19th Amendment bill
- 10 - Women on Boards Legislation, Equal Pay 11 - Habitat for Humanity
- 15 - Reusable coffee cup, Legislation to ban polystyrene containers 17 - Government institutions
- 18 - New clubs formed in Arizona and California; Miami being actively pursued

The Region was a Success Story.

Unfortunately, as an Executive, this was not replicated. Instead, we were divided over the issue of transparency and accountability. Major lessons learned include the need to have unambiguous governance documents to guide the organization and an escalation process for non-compliance. The majority of the Executive was excluded from contributing to major organizational decisions, including the planning of the 2021 General Assembly.

It is disastrous that such an august organization can advance the agenda of a President acting on her own, buttressed by a minority and non-executive members. As custodians of members funds and trust, we have a fiduciary duty to be fully transparent, providing detailed financial accounts. Sadly, this was not the case during the 2017 -2020 triennium.

As I close the 2017-20 chapter of my BPW Leadership, I look forward to a radically improved set of governance documentation that supports honesty, integrity, transparency and transformational leadership at the helm.



# 3.2 Pilot Concept: Evaluation 2018-2020

## PILOT PROJECTS

RESOLUTION AT CONGRESS IN JEJU 2014 WITH FINAL APPROVAL AT VIRTUAL GENERAL ASSEMBLY IN 2021

“BPW INTERNATIONAL MEMBER PROJECTS,  
EXPERTS & COLLECTION OF TITLES OF CLUB AND FEDERATION PROJECTS”

R E P O R T 2017 – 2021

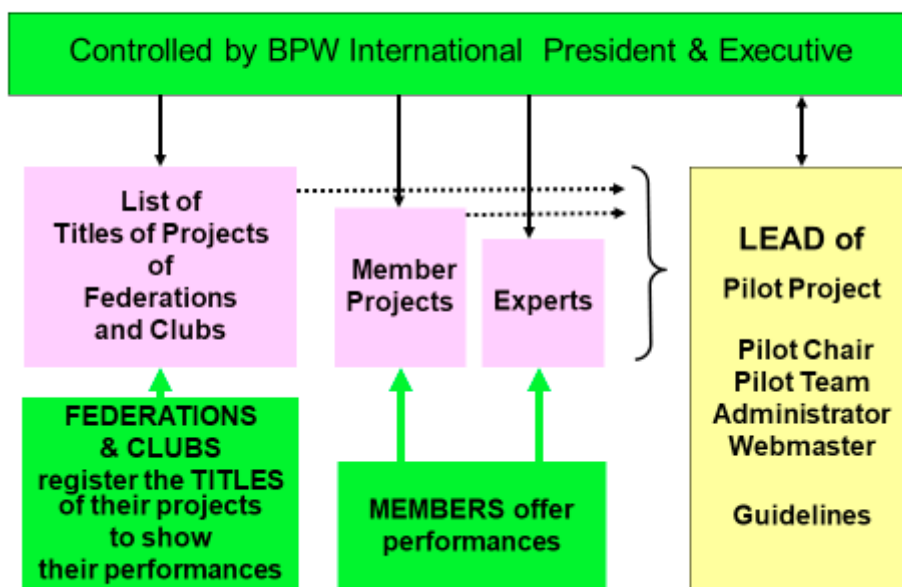
by Dr. Antoinette Rüegg, PILOT Chair

The goal of this PILOT was to establish and test digital tools which use the unique potential and expertise of the members of our worldwide network and show our performances in a sustainable manner.

### 1. PILOT Tool

Finally, 3 tools proved successful: The “Member Projects”, the “Collection of Titles of Club & Federation Projects” and the Experts. Please find all information, reports, registrations and guidelines on our website: <https://www.bpw-projects.org>

#### RESOLUTION “PILOT Project for 2 terms, 2014 - 2020“



#### 1.1. “Member Projects”

A Member who works on a BPW relevant issue whose Club or Federation is not ready to work on her topic, can register her project on international level, with the Presidents of the Club and the Federation signing a form to agree. Project leaders and members have to read the guidelines, fill in a form and deliver an Annual Report. Up to 20 very diverse projects are registered.

## 1.2. Collection of “Titles of Club & Federation Projects

A tool was added in 2017 for the following reason: When BPW International had to show the performances of its Clubs and Federations in context with sponsoring or the cooperation with UN or other organizations, only randomly known projects could be shown. A basic projects performance record is vital for international organizations like BPW.

## 1.3. Experts

Even though only a few experts have registered, a list of Experts is still a valuable tool for BPW.

## 2. Control by the Executive

**The following procedure was successful.** All registrations are posted in a password protected website-room. From 1st - 6th of each month the Executive Board Members have the opportunity to examine the new registrations and indicate if they do not agree. With no arguments, applications are accepted and the webmaster puts them online.

## 3. PILOT Administrator

The Administrator Daniela Rigassi did an excellent job. In addition to her job description, she developed a periodic report with statistical figures, very useful for the President and everybody who wanted to know more about the performances implemented by projects in our organization. Her commitment was much larger than described in the functional specification. I thank her for her great work.

## 4. PILOT Webmaster

End of 2016 no international website was available anymore for the PILOT. By chance, in summer 2018, I met BPW member Ursula Schmid, Past President of BPW Davos, who offered me the services of a PILOT webmaster for free until 2020. On behalf of BPW International I would like to thank her, not only for her valuable contribution but also for her good ideas and IT-teachings.

## 5. PILOT Team

Several Team Members offered valuable ideas and contributions. A thank you to all of them

## 6. Website: All further information on <https://www.bpw-projects.org>

Thank you to all members who made a contribution.

Dr. Antoinette Rüegg, Past President BPW International





## 3.3 TASKFORCES

- 3.3.1 *Archives by Dr. Catherine Bosshart*
- 3.3.2 *Art for Peace and Intercultural Understanding by Elisa Campos*
- 3.3.3 *BPW Power to Make A Difference by Dr. Chonchanok Viravan, Chair of Adjudicators*
- 3.3.4 *International Charter of Girl's rights by Pinella Bombaci, Chair*
- 3.3.5 *Child Marriage Prevention by Giuseppina Seidita, Chair*
- 3.3.6 *Equal Pay by Dr. Bettina Schleicher, Chair*
- 3.3.7 *BPW International Health & Wellbeing by Luisa Monini*
- 3.3.8 *International Anti Human Trafficking by Kelly Tallon Franklin*
- 3.3.9 *International Legal Advise by Eufemia Ippolito, Chair*
- 3.3.10 *Leadership & Lifelong Learning by Dr. Antoinette Rüegg, Chair*
- 3.3.11 *Mentoring by Dr. Carla Laura Petruzelli*
- 3.3.12 *Women in Science, Technology, Engineering and Mathematics (STEM) Innovation*
- 3.3.13 *International Twinning by Nellina Maria Basile Chair*
- 3.3.14 *Women on Board International by Agnès BRICARD, Présidente*
- 3.3.15 *International Women Migrants and Global Citizenship by Chairperson Jenny Gulamani-Abdulla, JD*



## 3.3 Taskforces

### 3.3.1 ARCHIVES TASKFORCE'S REPORT

By **Dr. Catherine Bosshart**, VP UN of BPW International

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The archives of BPW International until 2008 have been deposited in Atria, the Institute on Gender Equality and Women's History in Amsterdam. They were completed with documents and photographs from the former International Finance Officer, Willy van Irsel, and some documents from the first BPW Club in Hong Kong when it still was under British rule which my son fetched from Hong Kong, brought them to Switzerland and a member of the task force took them to Amsterdam in 2019.

As mentioned in my report for Cairo Congress 2017, I have about a quarter of the archives sorted out and registered. All the records of radio broadcasts of Lena Madessin Phillips on occasion of International Women's Day were digitized as well as original photographs that were in danger of perishing. During 2019 and 2020, Atria saw many changes, the director left as well as the archivist Annette Mevis with whom I had worked closely. Therefore, I was not informed how far the digitization had proceeded. Only a few weeks ago, the new person responsible for the archives, sent me a message and announced that an intern will be able to continue during Spring 2021 to go through the documents which I had not yet dealt with. It is still a work in progress and COVID-19 did not help as nobody could travel.

The members of the task force are still Antje Wiersma, Amsterdam and Andrea Völlmin, Aarau, Switzerland.

### 3.3.2 ART FOR PEACE AND INTERCULTURAL UNDERSTANDING TASKFORCE

By **Elisa Campos**

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#### **Main Objective:**

To establish a Culture of Peace System in such a diverse BPW world, so to increase and refine good human relations among BPW members. Peace is an action which is built from inside out, or discovering it from the outside and connecting it within.

#### **How to define Peace is:**

It is first of all a spiritual action.

It generates joy and creativity.

Peace comes through qualities and talents, so that it can be expressed outwards, through right human relations.

#### **How to establish a Culture of Peace System in such a diverse BPW world?**

To ponder on qualities and talents.

To appreciate nature, focusing on the flowers.

Qualities are like flowers that blossom through our attitudes and behaviour in our lives.

To recognize them within us, and in other people.

The beauty from within recognizes the beauty outwards, and so a peace bridging is built. As we recognize the beauty of a flower and

enjoy it, as well as we offer to other people, as a symbol of appreciation of some kind.

To practise meditation.

To exercise creativity through art.

To create an art business with peace, art and beauty.



### **Workshops' training:**

Workshops have been given to bring to BPW members this profound vision of peace and understanding, which really makes a difference, as we start to understand, and work within this new view.

### **WORKSHOP:**

FLOWERS FOR PEACE, BPW NY, March, 2018 : Elisa Campos, Francesca Burack

FLOWERS FOR PEACE AND BUSINESS,: BPW North American Regional Meeting,  
Elisa Campos, Francesca Burack, Jalpa Vithalani

MEDITATION: for work, life, world European Regional Meeting, Ireland, May, 2019.  
Elisa Campos, Anne Hilty

PEACE MESSAGE, from UN/ NY,  
President Amany and Elisa Campos, March 2020.  
Cultivating Peace

## **3.3.3 BPW POWER TO MAKE A DIFFERENCE TASKFORCE**

**By Dr. Chonchanok Viravan, Chair of Adjudicators**

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The objective of BPW Power to Make a Difference Competition is to document and give recognition to the value of leadership, influence and work of BPW Affiliates. The BPW Power to Make a Difference competition expands the scope of BPW work eligible for the competition from the original "Beyond 2000: Helping Women Help Themselves" competition which I initiated in 1997. Past awards were given at 7 different BPW International Congresses during 1999-2017. It was estimated that these winning BPW activities help over 360,000 women to sustain themselves economically.

The awards are divided into leadership, advocacy and action categories. Since 2014, work that makes a difference to the environment is counted as well.

The winners will receive their awards from the International President Dr. Amany Asfour. However, due to Covid-19 pandemic, the award ceremony for 2017-2020 winners has not yet been scheduled, but it will be held within 2021 or by mid 2022 at the latest.

### **Power to Make a Difference through LEADERSHIP**

#### **Excellent Business Leaders Award**

- Myrna T. Yao (Philippines)  
President and CEO, Richprime Global Inc, Richprime Group of Companies

#### **Excellent Professional Leaders Award**

- Dr. Nantarika Chansue (Thailand)  
Director, Veterinary Medical Aquatic Animal Research Center, Chulalongkorn University.

#### **Excellent Young Leaders Award**

- Angelina Sookoo-Bobb (St. Kitt)  
Attorney-at-Law, Senior Associate Attorney at Law office of Sylvester Anthony

### **Power to Make a Difference through ADVOCACY**

#### **Excellent Advocacy for Women Awards**

**1st Place:** BPW New Zealand

**2nd Place:** BPW Japan

**3rd Place:** BPW Egypt

## **Power to Make a Difference through ACTION**

### **Excellent Projects Awards**

- **1st Place:** BPW Thailand, “The Financial Discipline Creation Project”
- **2nd Place:** BPW Nepal, “Empowering Women for Financial Sustainability”  
based on 4 projects
  1. Women’s Expanded Coffee Production and Marketing Project (BPW Nepal)
  2. Empowering Women through Income Generation (BPW Kathmandu)
  3. Socio-Economic Empowerment of Women (BPW Banepa)
  4. Literacy class and skill development activities for the women in District jail, Moran (BPW Biratnagar)
- **2rd Place:** BPW Pakistan,  
“Economic Empowerment of Women through Accelerated Implementation of SDGs”
- **3rd Place: BPW Korea,**  
“Career Guidance for Young Women: Girls, Go Beyond Yourself! Challenge Yourself!”
- **4th Place:** BPW South Mumbai, India  
“Empowering women by improving health and environment”  
based on 2 projects
  1. Narmada project – Environmental & Cultural project at the sacred river Narmada
  2. WASH project – Women’s Sanitation and Hygiene
- **5th Place:** BPW Burkina Faso, “Fight against female Genital Mutilation”.

### **Adjudicators:**

Adjudicators, including myself, cannot evaluate projects and nominations in a category where there are nomination(s) from her own country.

I would like thanks the following adjudicators for their hard work.

- Dr. Chonchanok Viravan (Chair)
- Christine Heinze (Germany)
- Dolores Otáñez (Ecuador)
- Eva Richter (USA)
- Judith Van Unen (Australia)
- Yinka Ajibola (Nigeria)

So that the contributions of all the winners can be made known to members, their projects and activities will gradually be publicized via the following channels:

- BPW International web site: [www.bpw-international.org](http://www.bpw-international.org) (Award page)
- BPW project web site: <https://www.bpw-projects.org/>
- BPW Power to Make a Difference facebook:  
<https://www.facebook.com/BPWPowertoMakeADifference/>



### 3.3.4 INTERNATIONAL CHARTER OF GIRL'S RIGHTS TASK FORCE'S REPORT

by Pinella Bombaci, Chair

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The original form of the Charter was approved during the 1997 BPW European Congress in Reykjavik, following a seminar advocated by Janice Bancroft, then National President of BPW UK.

This charter is a unique document in the history of gender culture, written by BPW Europe, documenting the dramatic condition of women, presented in Beijing at the World Conference on Women in 1995.

Inspired by the UN Convention on the Child's Rights 1989, the Charter separates out the two genders, in terms of characteristics and needs, having regard to their different physical and emotional connotations.

But, after about 20 years, the original Charter needed updating: what in the past was only a hope, now is a right!

The European Presidents meeting in Zurich 2016 approved the New Charter unanimously.

The girl must be helped, protected from birth and formed so that she can grow in full awareness of her rights and duties, against all forms of discrimination.

In the past mandate (2017 – 2019), in Italy, during the Presidency of Caterina Mazzella, a formidable project was realized.

More than 900 Municipalities, 11 Regions and 3 Universities have adopted the Charter distributing this document among the students, in particular the students of primary schools.

Cyprus is working, through the educational system from an early age, on the most effective way to cultivate respect for human rights for all, among women and men, girls and boys.

In Switzerland, thanks to the activity of Canton Ticino BPW Club, 25 Municipalities have adopted the New Charter.

Another interesting action has been carried out by Adele de Leo the Coordinator of a special Genoese Italian Inter-association Committee that, for many, many years, has been distributing the Charter in Italy and in the world.

At European and international level, UNESCO showed interest in this campaign, thanks to our BPW Representative Marie Claude Machon Honoré.

On the occasion of the International Day of the Child on 11 October 2020, BPW Europe, with BPW Valletta Malta, organized a zoom meeting with about 98 participants from all over the world and the welcomed presence of the author of the Charter, Janice Bancroft. On this occasion, a fruitful cooperation started with Jalpa Vithalani President of BPW Club South Mumbai in India with the support of Neelima Basnet, the International Young Representative.

I am sure that, if we are able to spread the values of the Charter around the world, through our network of women, in schools, among young people, girls and boys, I am sure that the Charter of the Girl's Rights will be a success not only for BPW Europe and BPW International; the Charter will be a success for all girls and women around the world!

This is our dream and it will be our strong commitment.

Thank you!  
Pinella Bombaci

### 3.3.5 CHILD MARRIAGE

## PREVENTION TASK FORCE'S REPORT

by Giuseppina Seidita, Chair

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“Child marriage” is a serious violation of human rights. The battle against child marriage is in relation to SDG 5, Target 5.3 as well as SDG4. Statistics have shown that a girl under the age of 18 gets married every three seconds – that is, 10 million underage girls are married each year – most often without their consent and most likely to an older man. Most of these marriages take place in Africa, predominantly in sub Saharan Africa; in Niger, Chad and Mali more than 70% of the girls are already married before the age of 18. The main causes of the phenomenon are the entrenched poverty, cultural norms and religious beliefs deeply rooted in patriarchal tradition.

Child marriage compromises the efforts to reduce gender-based violence, to increase education, to overcome poverty and improve health indicators for girls and women.

Most countries have adopted laws governing the spread of the phenomenon, but other customary and religious laws have a greater influence on the family life or personal issues.

There is the need for greater efforts to increase investments in economic empowerment programs to educate girls and awareness-raising campaigns.

The members of the Task Force have always cooperated with BPW clubs to tackle and fight this terrible phenomenon.

During CSW 62 and CSW 63, I participated in New York at some side events about “Child Marriage” to present our activities.

We organized some workshops about “Child Marriage” during the 16th European Conference in Galway and the 12th and 13th African Congress for women entrepreneurs in Cairo.

In various countries we coordinated a lot of meetings to realize an information and awareness campaign especially in the schools.

I think we need to create a network between our clubs and other organizations to work together against this phenomenon. I organised some meetings with Lions and Leo club to create a partnership.

Today the problem exists even in Europe because we have many migrants from African countries and from countries at war.

We think it is necessary to raise awareness among governments and to promote the education and the empowerment among young women to change this poor situation.

I organized a fundraising campaign to help build a school in Tanzania with Mama Monghella, to implement education and to fight child marriage. Thanks to my friend and BPW Italy member Susy Gillo who wrote a book “The Child Bride”, offered to BPW members in Sicily.

In Sicily, with club BPW Messina Capo Peloro, we achieved an opportunity to create media awareness of this phenomenon with a symbol for the campaign against child marriage: a white zagara flower. We made a pin offered to all BPW members around the world.

We also conducted a survey with our members about “child marriage”, analyzed the results and created a power point for all BPW members.

You can see the activities on this link:

[https://drive.google.com/file/d/1XSIg7kV9cFxBjNEK\\_hTNK12k01uljOgT/view?usp=sharing](https://drive.google.com/file/d/1XSIg7kV9cFxBjNEK_hTNK12k01uljOgT/view?usp=sharing)

I hope we will be able to eliminate this terrible phenomenon very soon.





### 3.3.6 EQUAL PAY TASK FORCE'S REPPORT

by Dr. Bettina Schleicher, Chair

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The Equal Pay Day Taskforce has led the campaign launched by BPW International since 2009. The Taskforce has convinced numerous member countries to join the campaign and implement Equal Pay Days in their countries. Since the beginning of the campaign until now, more than 35 countries have introduced Equal Pay Day. Almost all member countries participate in the campaign. The campaign has become a global movement beyond BPW, with BPW leading the way.

To achieve this, a side event on “Closing the Pay Gap” was held annually during CSW in New York. We invited politicians, entrepreneurs and experts to this side event and discussed with them how the global pay gap can be closed. The side events were always very well attended. After each side event, more countries joined the campaign.

There were also taskforce workshops at the conferences and meetings. The Taskforce and its members were also available as contact persons for the countries and supported them.

With the help of the campaign, the issue of “Equal Pay for Equal Work” has achieved a high profile worldwide. BPW International has cooperated with other institutions and organisations. Individual countries have established contacts with the government, parliaments, governments, companies, trade unions and the public. Activities in the countries vary, but are consistently carried out with great commitment from members. From individual small events or meetings to large demonstrations and media-rich events. Several countries received financial support for the Equal Pay campaign from their governments or from companies. Companies offer discounts equal to the pay gap on Equal Pay Day. Equal Pay Day is covered on television, radio and in newspapers in many countries. Trade unions have also taken up this issue. In many countries, the pay gap has also become an election campaign issue for political parties.

Numerous websites have been opened. The internet is full of the Equal Pay issue. The campaign uses a logo developed by a BPW for its activities to make the pay gap clear.

Entfällt: Equal Pay Day – OTH Amberg-Weiden

Our campaign has succeeded in getting laws passed in some countries to prevent unequal pay. Our campaign has succeeded in making unequal pay known to large sections of the population and increasing the pressure on politicians and companies. In the process, we have found many allies. The issue has become a worldwide topic not only of BPW. Even though the wage gap still exists worldwide, we can notice that the gap is closing. BPW is carrying this issue forward and all countries and members are proud that it was and is BPW that contributed a lot to closing the wage gap.

The task force consists of the following members:

Names of Chair and Members:

- Chair o Dr. Bettina Schleicher, Germany
- Members o Sandra Cook, Asia Pacific
  - o Sheila Crook, Canada
  - o Elke Ickert, Europe
  - o Lucille Isingoma, Africa
  - o Johanna Marius, Africa
  - o Marta Solimano, Latin America (Argentina)
  - o Barbara Yong, North America

Z:\Schleicher\Equal Pay Day\Bilder 2014\Bilder EPD GER 2014\2012-03-21\_Berlin-Charlottenburg\_06.jpg

### 3.3.7 BPW INTERNATIONAL HEALTH & WELLBEING

#### TASKFORCE'S REPORT

By **Luisa Monini**

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“Think globally and act locally” from humanist René Dubos fits well with the philosophy of BPW International which operates in 5 Continents, with affiliates that, while thinking globally, act locally depending upon the needs of their people. For this purpose, I developed the 3-year Health & Wellbeing Action Plan, on which the Taskforce members began work, also in light of the 17 UN SDGs to be achieved by 2030.

Our lives have been strongly impacted by the COVID-19 global pandemic and Taskforce members quickly reacted to the emergency situation. During the pandemic, women all over the world experienced once again conditions of great pain, anguish and anger due to the increase in domestic violence and the decrease in jobs. Most women with chronic diseases have not been properly treated and many disabled women and their families have been abandoned. BPW members assisted in denouncing the shortcomings of a society too caught up in the pandemic to deal with women and their rights.

BPW affiliates all over the world have either developed new projects to help manage and constrain the global health crisis or have reorganized their teams and ongoing projects.

So, in the midst of the pandemic, new projects were born all over the world, thanks to the creativity and organizational efficiency shown by affiliates, who have been able to keep up with the progress of the ITCs by continuing to communicate with each other and promoting decisive small and large scale actions in health, social and economic terms; but primarily by promoting the empowerment of women to better face the great challenges of a world in pandemic; in line with the 18th goal “Empowering women to realize the Sustainable Development Goals”.

Among the 9 Goals I identified, I reiterate the following: Equality for women and girls with disabilities (SDG N. 10)/Reshaping the future: girls & women go digital (SDG N. 5) Against any form of violence, treat all women and men fairly at work, respect and support Human Rights and non-discrimination (SDG N.3)/ How BPW International can impact on daily lives of women (SDG N. 18). The UN found a strong ally in BPW International through the members of this Taskforce, that urge governments to care for women's rights, against any form of violence and abandonment especially of disabled women, with particular regard to children who, during lockdown, suffered from psycho-physical problems with eating and sleeping disorders and a sedentary lifestyle. I would like to thank all the BPWI Taskforce members who have been active on all fronts, even at a particularly hard time as this.

In thanking our President Amany Asfour for bringing together BPW International in such a difficult period for the whole world and, also the Regional Coordinators who have supported her in this arduous task, we recall Madeline Phillips' philosophy:

“...if our motive is right, if we have faith, vision and courage, accomplishment must come.”

Luisa Monini  
BPW International Health & Wellbeing Taskforce Chair



### **3.3.8 INTERNATIONAL ANTI HUMAN TRAFFICKING TASKFORCE'S REPORT**

**by Kelly Tallon Franklin BPW**

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Launched at BPW International Conference, BPW Canada with BPW Ontario created a historic Anti Human Trafficking and child exploitation awareness movement that stopped highway traffic, focused attention on a 16-year-old survivor asking for advertising and media to stop victimizing and criminalizing those caught in the exploitation, coercion, and crime to work on prevention and resources for survivors.

The ensuing awareness project (ProjectONroute) looked to see why this was happening to women and girls, in Ontario, in Canada and globally. Signs and PSA advertisements were created that went out to Government, Civics & Social Groups, all industries, faiths/religions, cultures, orientations to spread the message to eradicate injustice. The creation of a National Task Force team with a global overview brought the project to life. Attending the finale celebration over 1600 attendees, 100 Politicians, 180 agencies together with 80 media articles interviews and news reels outlined the project. Two million screen impressions with 16.8 million views to end the buying and selling of girls and boys, children reached every sector.

Crowd populating the movement brought Governmental attention, democratic will and meetings. Along with marked increased awareness including greater calls to the National Centre to End Human Trafficking hotline, action groups started.. Coalitions, task force, strategy groups, resolution writing and cooperative legislative discussions began. Over 80 news, media, tv and radio interviews and journals brought to life the issue of protecting women and girls, gender-based violence, violence and sexual exploitation specific to human trafficking, forced prostitution and pornography.

Funding of over 350 million dollars in response to the Province of Ontario from the office of the Premier of Ontario with acknowledgement of the project and congratulations to BPW International Task Force Chair Kelly Tallon Franklin was captured. Now known as ProjectMapleLeaf and respected by politicians and the public, BPW Canada with BPW Ontario and all provinces move forward with a proven strategy to organize, execute a plan to grow a movement globally demanding cooperation in parliaments, senates, unions, congress, assemblies, legislations and the UN. All of society, all of government as civic, civil duty to protect women and children.

February 22nd 2021 is now National Human Trafficking Day in Canada for the first time in history. Now, BPW International, Canada and Ontario will build on cross-organizational sisterhoods as a bigger movement with more experienced voices, a polarizing focus, more diverse and aligned. Today we proudly stand with National Women's Councils, National Jewish Women's Councils, Catholic Women's Councils, Federations of University Women, Women in STEM, Women in the Arts, Women in Law and Law Enforcement, Women in Politics, Women in Business, Council of Muslim Women, Egale (LGBT++) Global, Native Women's Associations and all others who work in cooperation to ensure equity, access, diversity, inclusion, justice and opportunity at every level of our work together. Partner Projects, UN policy presentations and International solution tables are planned virtual conversations as we step into 2021 with a strong sisterhood, presence, and purpose.

### 3.3.9 INTERNATIONAL LEGAL ADVISE TASKFORCE'S REPORT

by Eufemia Ippolito, Chair

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Edited Version of Triennial Report – 2017 – 2020  
FIDAPA-BPW ITALY  
TRIENNIAL REPORT – 2017 – 2020

BPW International Legal Advice Task Force Chair  
Lawyer Eufemia Ippolito  
ippolitoe@aliceposta.it

I have been working on this project since 2017. I immediately asked the Regional Coordinators the name of a lawyer member for each region. I only received the appointment as International Legal Advice Task Force Member of Ms Angelina Gracy Sookoo for the Caribbean Region. After having solicited the indication of a lawyer member and having had no indication, I worked on the project and presented “Legal Advice”. I followed the goals, the framework and the working plan of the International Legal Advice task force that I am attaching to my report. I have carefully studied the BPW International Constitution, the Procedure Manual and Regulations and I am highlighting some issues regarding the compatibility of the Rules contained in the BPW Constitution with International Law. In accordance with the objectives of the Legal Advice Task Force, I’m studying how to standardize the Regional Guidelines of the Coordinators. Comparing the Guidelines of the Regional Coordinators, it seems that:

1. The Guidelines do not have the same legal basis required by the Constitution
2. The Guidelines do not have the same general rules required for alignment
3. We need a prototype of Regional Guidelines which are the same for all Regional Coordinators.

At the present time there are only the Guidelines for: Europe, Asia and Latin America. I am also available to work to standardize the International Guidelines with International Law. I am providing you with the Legal Advice Task Force Chair project. I am confident to have, in the next triennium, the names of other members of the task force to share and continue with this project.

Thank you for your confidence in me.

Eufemia Ippolito – FIDAPA – BPW Italy

International Legal Advice Task Force Chair



### 3.3.10 LEADERSHIP & LIFELONG LEARNING TASKFORCE'S REPORT

by Dr. Antoinette Rüegg, Chair

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During this agitated term, very different tasks had to be solved.

#### 1. Development of the PILOT TOOL 2014 - 2021

The goal of this PILOT was to establish and test digital tools which use the unique potential and expertise of the members of our worldwide network and show the performances of BPW on all levels in a sustainable manner.

**Result:** The following **3 tools proved successful**. The “Member Projects”, the “Collection of Titles of Club & Federation Projects” and the “Experts”. Please find all information, reports, registrations and guidelines on the website: <http://www.bpw-projects.org>

#### 2. A special triennium regarding leadership on international BPW level

**2.1 The triennium was overshadowed by a strong conflict** between the outgoing and incoming President. A never previously witnessed aggressive polarization took place, which absorbed a lot of energy of all leaders, damaging the organization.

**Concerning LEADERSHIP, fighting a democratically elected President from the beginning is not very smart.** If a president shows clear inabilities, it would be smarter to try to compensate for these inabilities and profit from her outstanding qualities. Weakening an elected President doesn't make her better, on the contrary. What is the true motivation of such a behavior? For me the term was not a pleasant one but a very impressive lesson could be learned regarding the development of a war. Manipulation strategies could be observed and studied and what happens if beliefs and stories replace facts and constitution. Everything can be twisted in a very impressive manner and followers can be found.

#### 2.2. Special Tasks

At their Executive Board Meeting in Bangkok in October 2018, in place of the Final Congress Accounts 2017 the Executive Board Members received different papers like budgets, invoices and a unfinalized profit loss statement for decision-making. For making a fact-based decision, papers have to be clear and therefore I analyzed them which took me several days. The result was very impressive. **The investigated papers and a summary of my analysis (12 points statement) are published on <https://bpw-cairocongressaccounts.jimdofree.com>.**

#### 3. BPW International Leaders' Summits 2018 & 2019 in New York

Both Summits were fully booked. The first day was dedicated to BPW leadership topics, the second day to projects. The preparation work was done by a closed Facebook group.

#### 4. Website and digital Tools

Please find all Taskforce information on the website <https://www.bpw-leadershiflifelonglearning.org>. The learning and the exchange of experiences by use of digital tools will become more and more important. A webinar sequence is in process of planning.

**A big thank you to our webmaster Ursula Schmid who offers us her services for free.**

#### 5. Task-force Members from Europe

**They obviously decided to go their own track.** In a voluntary working context, it is important to let people do what they are motivated to do. Not having received any information I thank them for their commitment and wish them success and satisfaction.



### **3.3.11 MENTORING TASK FORCE**

**by Dr. Carla Laura Petruzelli, BPW Italy**

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We know that BPW Europe has a fund with a balance of 700 euros for Mentoring but this money is not available for our International Task Force. To overcome the Covid problem, Katia Reda and I have done many conference calls and meetings in particular with Géraldine Crevat (Leader of BPW International Mobility member Project and Leader of BPW INTERCONTINENTAL Online meetings member Project) and by Messenger. We are proud to tell you that in many Countries BPW Clubs have developed a Mentoring Program. We can name some of them : -Canada, United States, France, Switzerland, Nepal, Turkey, Spain, Austria and others. Katia and I have created a Facebook page : BPW International Mentoring Program where we update and share all the information received by the countries. We have verified they have created new programs in accordance with the official one and this is possible because the job, the experience and the tools are different now. We all have changed our type of work and the way we work. That's why we have to continue our work for Mentoring using the internet and social networks. BPW INTERNATIONAL Business & Professional Women International Mentoring Task-Force Dr. Carla Laura Petruzelli Chair Mentoring Task-Force BPW International 8, Viale Roma 36100 Vicenza Italy Mobil phone 0039.349.35.23.196 carlaurapetruzelli@gruppopetruzelli.it Skype: gruppopetruzelli .

Continuing with these and other planned contacts can give us better results than before. So the proper procedure we can suggest is:

- 1.-to follow the international guide lines
- 2.-to create a program suitable for the local situation
- 3.-to share experience among all the Clubs and Federations
- 4.-to create events online and by social media

The results can be: 1.-more mentoring programs 2.-more visibility for all BPW Members 3.-a new mentoring program within the official one because all BPW Members need to share their experience. We hope we will always have your support and advice for our future activities.

### **3.3.12 WOMEN IN SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM) INNOVATION TASK FORCE'S REPORT**

**by Tess Matteo**

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In an ever-changing, complex world, solving problems, making sense of information and knowing how to gather and evaluate evidence to make decisions are all skills developed in science, technology, engineering, and maths (STEM) disciplines, and are in great demand, especially to achieve the SDGs.

Over the past decade STEM jobs grew 3x greater than non-STEM jobs. Also, workers in STEM command 26% higher wages than non-STEM workers.

Economic inequality is inherently 'sexist' resulting in underutilized capacity for innovation. Women are under-represented throughout the innovation pipeline. This limits their economic opportunities and also stifles any pioneering ideas they might contribute. Although 57 percent of all four-year degrees are earned by women, only 35 percent of STEM bachelors degrees go to women. Women make up just 22 percent of the STEM workforce and hold only 16 percent of granted patents. The Task Force explored how to create more STEM opportunities for women and girls.



Inaugural Task Force Members included: Chair Tess Mateo, BPW New York; Paola Ferrari, BPW Houston/Italy; Marie-Claude Machon-Honore, BPW Paris; Yinka Ajibola and Samira Jibir, BPW Abuja; and Theresa Sekamana, BPW Kigali.

Activities to date:

Tremendous knowledge transfer, ideation and best practice sharing among five BPW chapters across three continents on renewable energy, STEM education, and health/medicine:

- Pilot Clean Energy Transformation Project @Glisten International Academy  
Theresa, who has several hydro power projects in Rwanda, and Tess provided Samira with advice on how to reduce her Academy's high energy expenses by over 60% by converting to clean energy/solar and retrofitting light bulbs and fans. (SDGs 5&7)
- Pilot BPW Nigeria's Coding for Girls through Gilgal Education Centre  
Girls power project launched so girls have access to robotics, artificial intelligence, and ICT Microsoft challenges. 15 girls from 10 schools competed in Technovation Challenge (SDGs 4&5)
- BPW International @UN Women/ITU's EQUALS  
Tess arranged for Paola to join global partnership to bridge the digital gender divide (SDGs 5,8&9)
- Houston/Abuja Twinning  
Collaboration prepared BPW Nigeria to host a medical mission of 75 doctors to provide care to over 200 Nigerians in rural areas. (SDGs 3&5)
- #Equality Moonshot Soft Launch @NanoGagliato 2018 in Calabria, Italy  
Paola invited the Task Force to organize a roundtable on women in STEM with leading nanotechnology scientists, medical professionals and investors from around the world. (SDGs 3,4&5)
- BPW Nigeria @UNESCO/NGO Moscow Forum  
Marie-Claude invited Yinka and Samira to present Women in Science: Reinventing the Wheels of Education Techniques to Engineer Future Workspace. They also submitted Nigerian projects to Mobile Learning Week. (SDGs 4&5)
- International Day for Women & Girls in Science 2019 @UN HQ  
Tess moderated Royal Academy Science International Trust (RASIT)/UNCTAD event and invited Paola to talk about Academia de NanoGagliato and its STEM educational program, NanoPiccola (SDGs 3,4,5,8&9)
- Virtual UN Global Compact Leadership Summit 2020  
Tess moderated an online panel with Paola and Sandra D'Souza (BPW Sydney) (SDGs 5&8)

### 3.3.13 INTERNATIONAL TWINNING TASKFORCE

by **Nellina Maria Basile Chair**

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#### **Report BPW International Twinning Taskforce Triennium 2017-2020**

The aim of the Twinning Taskforce is to put in contact women of different clubs living in different nations in order to improve their knowledge of one another, to exchange ideas, experiences and opportunities. In the Triennium we worked on the theme

**“Empowering Women to realize the Sustainable Development Goals “.** Convinced that together we can succeed, we have cooperated with many other Committees and Taskforces.

The BPW International Twinning Taskforce has promoted so many Twinning all around the world that I can only mention some of them:

**2017**

BPW Tassaloniki Greece/ BPW Larnaka-Famagusta Cyprus

Fidapa BPW Bitonto/ BPW La Valletta ( first step)

## 2018

- BPW Wellington NZ /BPW Hong Kong China
- Fidapa BPW Lucca Italy/BPW Paris France( first step)
- BPW Hoston/Fidapa BPW Rome Italy( First step)
- Fidapa BPW Casarano/BPW Praha ( First step)

## 2019

- Fidapa BPW Casarano Italy/BPW Praha (Second step)
- BPW Beirut Lebanon/BPW Cyprus
- 2019 Fidapa BPW Penisola Sorrentina Italy/BPW Limassol Cyprus
- 2019 Fidapa BPW Battipaglia Italy/BPW Athens Greece (Second step)
- 2019 Fidapa BPW Bitonto Italy/BPW La Valletta Malta (Second step)
- 2019 BPW Berlin Germany/Fidapa BPW Campobello di Licata Italy (Second step)
- 2019 BPW Pola Croatia/Fidapa BPW Bagheria Italy( Second step)
- Fidapa BPW Bari/BPW Pola (Second step)

## 2020

- BPW Denver club USA/BPW Hawera NZ ( on video-conference )
- Budhanilkantha Chapter Nepal/BPW Phuket Thailand

The Twinning Taskforce has given speeches and run workshops at several conferences such as:

- “Multiculturalism and Internationalization: the added value of Twinning” at the University of Sannio;
- “Women in Business: female Entrepreneurs and Economics” at the Young BPW Symposium in Vienna (April 2018)
- At the BPW International Congress in Cairo (October 2017);
- At the 16th BPW European Conference (May 2019) in Galway;
- At the 3rd AdrionNet Forum in Pola.

During the first step of the twinings between Fidapa Bpw Bagheria and Bola and Fidapa Bpw Bari and BPW Pola ,in Pola, a preparatory agreement for future twinings was signed which laid the foundation for the “Project BPW Adrion Net”, which was formalized during the twinning between Pola and Bari in Bari and now is a new reality and opportunity for women entrepreneurs.

Among the many other Twinings we recall the following between:

BPW Malta/Fidapa BPW Bitonto in Malta

BPW Thessaloniki Greece/BPW Larnaca Cyprus

Fidapa BPW Battipaglia/BPW Athens formalized in Athens,

and many others such as:

BPW Taiwan Tien Yuan (Taiwan)/ BPW Colombo (Sri Lanka)

BPW Taipei II (Taiwan)/BPW Kyoto (Japan)

BPW Taipei III (Taiwan)/BPW Seul (Korea)



BPW Kaohsiung III (Taiwan)/BPW Incheon (Korea)  
BPW Osaka (Japan)/BPW Taoyuan (Taiwan)  
BPW Samutprakarn (Thailand)/BPW Taoyuan Boya (Taiwan)  
BPW Taoyuan (Taiwan)/BPW Metropolitan Manila (Philippines)  
BPW Great Taichung (Taiwan)/BPW Kitakyushu (Japan).

Despite this pandemic, many other Twinings are going to be organized and formalized, most of them virtually.

Twinings create relationships which last for years as Rita Volgger writes about the twinning between Salzburg and Burghausen: "Our twinning is still continuing. So we proudly attach here to our report as of September 2017 illustrating five years of friendship and intensive cooperation..."

Nellina Basile

**Chair BPW International Twinning Taskforce**

### **3.3.14 WOMEN ON BOARD INTERNATIONAL TASK FORCE**

by Agnès BRICARD, Présidente

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Through Agnes BRICARD, President BPW France, these are the main achievements of this TASK FORCE:

#### **1/ BPW France and the issue of « women on board » in major documentary on French TV**

A popular prime time French TV show, « CASH INVESTIGATION » highlighted the pioneering role of BPW regarding the lack of women on Boards and as CEO's in large companies.

#### **2/ BPW Paris launched a series of 20 cartoons entitled « women on board » :**

The artist Lulu d'Ardis, supported by BPW Paris, published a series of cartoons highlighting the everyday sexism experienced by women leaders in companies with ways of dealing with these inequalities:

#### **3/ Contribution to the distribution of guidebook on « diversity in boards » produced by « Federation of Female managers » :**

Thanks to Agnès BRICARD, President BPW France, founder of « Federation of Female Managers », BPW France developed a partnership to promote advice and good practice as detailed therein.

#### **4/ Development of strong advocacy for « women on board » policies within new partnership with Moroccan feminist NGO's :**

- BPW France's Secretary, Sarah MANTAH participated in a conference hosted by Casablanca's Business School and organized by WIMEN, a Moroccan NGO advocating for gender equality and a higher mix in the private sector.
- During lockdown, BPW France worked within this partnership culminating in a webinar with top leaders. Sarah MANTAH spoke on « Rethinking society and women's role in tomorrow's companies » highlighting the findings and analyses of the Covid crisis and the unequal impact on the female workforce.

#### **5/ Strong advocacy for extending « Women on board » current legislation to a stronger « Women on Comex » legislation**

- For the 10 year anniversary of the « Copé-Zimmerman » law, BPW France developed a detailed recommendation for strengthening women CEO quotas and roles in large companies.
- BPW France's President, Agnès BRICARD actively took part in the HCE (Haut Conseil à l'Egalité) working groups, producing recommendations for the French Government
- Contribution to the French civil society report CEDAW report : For the task force, Sarah MAN TAH drafted a report including proposals for an improvement in the current law (« Coppé-Zimmermann »). This law still ranks France in first place among other EU member states regarding « women on board » with more than 40% of women in large companies. Our report suggests an improvement in the law in extending its principles to COMEX and not just Boards.

#### **6/ Participation in the international feminist civil society coalition for the Generation Equality Forum (GEF)**

For the upcoming GEF, BPW France is taking part in preparatory meetings and analyses, in partnership with 70 other associations belonging to the coalition, in promoting the « women on board » issue. Sarah MANTAH, Secretary, has been co-organizing a virtual workshop on « Women and Leadership » hosting high level specialist speakers.

### **3.3.15 INTERNATIONAL WOMEN MIGRANTS AND GLOBAL CITIZENSHIP TASK FORCE'S REPORT** by Chairperson Jenny Gulamani-Abdulla, JD

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This taskforce was the first of its kind creating an inclusive approach to the implementation of the Sustainable Development Goals (SDGs). Migrant women must be considered one of the vulnerable groups of women left behind when it comes to economic empowerment and realizing the SDGs. As stated in its terms of reference, the role of the taskforce was to advocate for immigration, labour, and social protection policies that protect the rights of migrant women, identify opportunities and partnerships to position them to become contributing citizens, to educate the population on the positive economic contributions of immigrants, and to narrow the gaps between immigrant and non-immigrant women. There were numerous initiatives undertaken this triennium by this taskforce.

One primary responsibility was to review the Global Compact For Migration to understand the overall need and importance of migration management and be able to hold governments accountable to handle the issue responsibly and effectively. The Canadian input to the Office of the Special Representative to the Secretary General on International Migration for the Secretary General's Report on the Global Compact for Safe, Orderly, and Regular Migration was examined in detail upon its release in 2018.

There was panic created by the opposition that the Compact was legally binding and that it impacted the sovereignty of individual countries. The taskforce Chairperson issued a statement and declared

that the Preamble of this document stated that “this Global Compact presents a non-legally binding, cooperative framework that builds on the commitments agreed upon by Member States in the New York Declaration for Refugees and Migrants. It fosters international cooperation among all relevant actors on migration, acknowledging that no State can address migration alone, and upholds the sovereignty of States and their obligations under international law.” It was explained that this Global Compact was not new and that it was a combination of two other Compacts for “Refugees” and for “Safe, Orderly and Regular Migration” which started dialogues in 2006 carving a path for the “New York Declaration for Refugees and Migrants” in 2007.



This taskforce's terms of reference also included the responsibility to review the rights of migrant workers, with special focus on women in various countries, and how employment rights affect temporary and permanent workers. Under the leadership of the taskforce Chairperson, BPW Calgary in Canada advocates for migrant workers and has submitted a national resolution to be voted on at the 2021 National AGM. The taskforce Chairperson has also submitted a Resolution internationally on Skills Development for Migrant Women and Recognition of their Foreign Credentials for voting on at the 2021 International Congress.

This taskforce notes that much work remains to increase the general population's understanding of immigration rules and procedures. We recommend that opportunities be identified for citizens to highlight the positive contributions of migrant women and explore ways that migrant women can address labour market shortages of countries around the world.



## 3.4 Ad Hoc Committees

### 3.4.1 THE CONSTITUTIONAL ADVISORY COMMITTEE'S REPORT

by S G Perry, Past International President, Chair

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The work of the Constitutional Advisory Committee during this triennium has principally concerned:

- Following the Cairo General Assembly, the updated Constitution and Regulations which included the amendments approved at the General Assembly and then ratified at the post General Assembly on 27 October 2017 was provided to all Affiliates
- The Procedure Manual with the agreed changes made by the 2014 – 2017 Executive was proposed and accepted at the Pre-General Assembly 73rd International Board meeting on 23 October 2017 was provided to all Affiliates.
- Amendments for the Constitution and Regulations and the Procedure Manual were received in the President's Office by the closing date for acceptance on 20 February 2020
- The Members of the Constitutional Committee were appointed as below
- We conducted our review of the large number of amendments within a tight timescale by email and regular meetings on Zoom mostly one a week. We were joined on most occasions by the ex officio members, President Amanya Asfour and Executive Secretary Bessie Hironimus
- We accepted the 25 proposals for amendments to the Constitution and Regulations and 16 proposals for amendments to the Procedure Manual that met the criteria for submission
- These were distributed to all Affiliates and posted on the BPW International website
- Unfortunately, the global pandemic has prevented BPW International holding the Congress in Orlando in August 2020 and we are now preparing to hold this online in March 2021
- Regrettably, it has been decided that only core business can be covered in the eight sessions to be held. Therefore, it is disappointing that it has been determined that both Resolutions and Constitutional changes, apart for two proposals of each, do not fall into that category and cannot be accommodated
- The CAC's ongoing work is to generally advise on the BPW International governance documents and any issues arising from them. This triennium has proved to be very busy and turbulent in this regard with the range of issues/queries extremely numerous. I consider that I have provided confirmations and straightforward interpretations without bias, some of which have not been accepted or have been misinterpreted if my advice did not accord with others' interests.
- The work of the CAC will be concluded after the General Assembly and the Post General Assembly International Board meeting when any necessary adjustments to the governance documents will be made for publication and distribution to the new Executive and all Affiliates.

#### Acknowledgment

Members of the 2017 -2020 Constitutional Committee are:

Ojobo Ode Atuluku	(Nigeria)
Angelina Gracy Sookoo-Bobb	(St Kitts)
Christa Kirchmair	(Austria)
Carolyn Savage	(New Zealand)

My thanks to the team who contributed many hours of their time, were very supportive, made excellent contributions to discussions and the review of the submitted amendments to the Constitution and the Procedure Manual. My thanks to them all for their expertise, cooperation and input.



## 3.4.2 RESOLUTIONS CHAIR'S REPORT

by Vicky Mee, Chair

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The Call to Congress and request to submit resolutions for the XXX BPW International Congress was issued in December 2019 to members with a deadline to submit resolutions by 20 February 2020.

I agreed to become Resolutions Chair in February 2020 and was officially appointed to this role on March 13th. Given that resolutions had already been received there was a very tight timeframe to review and verify the received resolutions. Unfortunately, there was not time for the proper process to assemble a Resolutions Committee. I am very grateful for the support and expertise of Executive Secretary Bessie Hironimus and International President Amany Asfour in ex officio roles and for the advice of Past International President Sylvia Perry.

Twenty-one resolutions were received by the deadline date. Three of those resolutions were withdrawn during the review process. The remaining eighteen resolutions were reviewed and accepted with ten resolutions being categorised as external and eight as internal to BPW. The resolutions were ready and posted on the Congress website in mid-May 2020. Subsequently another internal resolution was added as an addendum as technical issues had prevented it being received by the Resolutions chair in the timeframe.

Given that the Congress could not go ahead in Orlando in August 2020 the work of the General Assembly will now be undertaken virtually. Because of time constraints the IPC (International Planning Committee) decided that the XXX General Assembly will only deal with the Core Business of the Elections, Reports and Budget. This has meant that there is no time allotted in the programme for debate of the internal resolutions apart from 2020-14 and 2020-16 which directly affect the budget or the election process. The ten external resolutions will not be debated at the General Assembly but instead will be voted on separately using the web-based voting platform.

It is very unfortunate that the majority of the internal resolutions will not be considered at this XXX General Assembly as it is the main mechanism BPW International uses to review and, if agreed, change the way we work as an organisation to position ourselves to function optimally. It is a loss to our organisation in 2021 that we are not able to work through this process.

By contrast, our external resolutions are the foundation of our advocacy work and give direction to the role we play as an organisation. It is a pity that this year we will not hear them debated and be inspired to action by the speakers but we can be thankful that we do have the opportunity to consider whether to accept them as ongoing BPW International advocacy resolutions by casting our votes.

I would like to thank all members who put time, effort and passion into researching, writing and contributing to resolutions. Your dedication to the work of BPW International is very much appreciated.



## 3.5 United Nations

### UN REPRESENTATIVES IN GENERAL

by VP UN Dr. Catherine Bosshart-Pflugger

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New York: During CSW 62 (Spring 2018) I met with all UN Reps and discussed their functioning and work-plan in New York. Main Rep. Dr. Susan O'Malley, due to her heavy engagement as Chair of NGO CSW, hardly had time to talk with the UN Reps. During my stay in September 2019 in New York, I discussed the situation with her and asked her to please continue as UN Rep and spend more time at UNICEF. She resigned as UN Main Rep. I would like to specifically thank her for all she has done also as chair of NGO CSW, in which function she increased the visibility of BPW International greatly. Dr. Helena Finn, former under-secretary of State of the USA had handed in her candidacy for this post. I asked her to take over.

Following an interview session in New York in summer 2018 with Lynn, Francesca, Susan and me, we have two new UN Reps: Dr. Helena K. Finn and Nehrmin Achmad who replaced Liz Irwin. In 2019, Mary Brophy and Lyn Hensle-Hirsch asked to be replaced at the end of 2019 resp. in March 2020. During my stay at the UN General Assembly in New York in September 2019, Dr. Helena Finn and I interviewed Sheila Stamps together and decided to accept her as UN Rep to replace Lyn Hensle-Hirsch. Judy Kilachand replaces Mary Brophy and Alison Smile is another new UN Rep. We have now a fairly new team which works very well together.

Vienna: In Vienna there are still the same three representatives: Christa Kirchmair, Marlene Parenzan (UN Main Rep, UNOV) and Rita Assogna. Marlene during the Crime Prevention Conference in June 2018 organized a side event together with Soroptimists and Zonta on cyber bullying where I was a speaker. This fruitful collaboration was continued in 2020 when a Webinar on the ILO Convention 190 was put together where I acted as a moderator and co-organizer.

Geneva: Leshia Witmer who was for many years UN Rep in Geneva, but hardly ever could attend meetings, is now working with Marie-Claude Machon Honoré at UNESCO in Paris. She was replaced by Rodica Rosu Fridez, the Chair of BPW Lausanne. In Geneva the following UN Reps are now active: Elisabeth Clément, Françoise van Leeuwen, Doris Gerber, Rodica Rosu Fridez and I as UN Main Rep. In all three offices IP Amany and I are represented due to our functions.

UNESCO, Paris: Marie-Claude Machon Honoré was elected in 2018 as Chair of the NGO Liaison Committee. She presents the other BPW Reps in her list with UNESCO. For the General Assembly of UNESCO in 2019 I prepared an oral statement which was read by one of the BPW International Representatives as I could make it only on Sunday night to Paris due other obligations in Nicosia (Cyprus).

At FAO in Rome and ESCAP in Bangkok there were no changes

**Background:** All my activities were carried out with the purpose of strengthening our position at the UN, to inform our membership better regarding what we are doing and to engage them with the UN projects, call for prizes by UNESCO and to strengthen the connection between BPW International, the federations and affiliates. At the beginning of the triennium, with the great support of Ursula Schmid I created a new webpage on the UN and accordingly several Facebook groups to promote events at the UN. There is a huge lack of information and knowledge in this regard. BPW International needs a whole communication campaign to close the gap between BPW International and the membership worldwide.

Key points, achievements to date and issues to be addressed:

The existing representatives in the UN Headquarters, in the office in Geneva and Vienna, in the specialized agencies like FAO and UNESCO work very well. The regional Economic Commission of North America and Europe and Asia-Pacific are recognized and work well. It would be great if we could extend our presence to the Economic Commission of Latin America in Santiago de Chile, the Economic Commission of Africa in Addis Ababa and the Economic Commission of West Asia. The selection of the delegates for CSW and the choice of the UN Reps are transparent and clear.



What is still being processed is the accreditation at UNON in Nairobi.

**Recommendations:**

Continuation of the communication strategy, workshops about the UN on a regular basis at the Leaders' Summit and the Regional Conferences, an additional Leaders' Summit in Europe once a year, increased collaboration with Global Compact and the International Trade Center. The cooperation with the International Organization of Employers was strengthened in the collaboration on the ILO Convention 190. Presence in all regional Economic Commissions.

**REPORT:**  
**IFBPW NEW YORK REPRESENTATIVES**

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The New York Representatives endeavored to fulfill the goals established by the IFBPW leadership even after March 2020 when the United Nations was forced due to the pandemic to transfer meetings to the world of virtual communications. Since that time, the use of Zoom allowed a wider access to information and events at the UN, with more opportunities to press for IFBPW priorities to be acknowledged. Within the Committee on Migration, Nermin Ahmad continued her support for the Subcommittee on Xenophobia and Social Inclusion. With respect to the Sustainable Development Committee, her focus has been on awareness-building around climate change, human rights and cities. Francesca Burack pursued her interest in Education, Learning and Literacy by promoting the International Day of the Girl Child. Among the topics she pursued were the lack of access to education by 130 million girls worldwide, ways to improve opportunities for the current generation of girls, and ways to close the economic gap between developing and developed countries. Judi Kilachand opted to work with Francesca on Education, Learning and Literacy. In addition, she facilitated IFBPW's introduction and collaboration with the global nonprofit citizen movement called OneShared.World to bring together people from across the globe and inspire a movement for collectively solving our greatest common challenges. At the 2019 UN General Assembly (UNGA 74), and at the Climate Action Summit, UN SG Guterres shared the Club of Rome's findings that there remains only one path left to a sustainable 2050 and called for a Decade of Action. Of the five transformational priorities, Tess Mateo focused on the acceleration of renewable energy growth, productivity in food chains and the drive for women's economic empowerment. Representing IFBPW to the UN Department of Global Communications (DGC) she joined several briefings and disseminated information shared by UNDGC to thousands of BPW International members around the world. She organized two virtual global events and spoke at several others. Susan O'Malley co-chaired the CSW64 Study Group. Recommendations included among other priorities, women's full and effective participation in decision-making in public life, as well as the elimination of violence, gender equality and the empowerment of all women and girls. She also supported Widows for Peace Through Democracy (WPD) and the Global Fund for Widows (GFW). With UN Women, she worked on a project to hold discussions with girls around the world on questions as to what gender equality would look like in their countries. Alison Smale, a former Under-Secretary-General for Global Communications at the UN, contributed to our efforts to heighten recognition of the IFBPW at the UN by developing a brief, recognizable statement of our mission within the framework of the Sustainable Development Goals. She has also proposed that we create a mechanism for mentoring young women. Sheila Stamps joined the NGO Committee on Financing for Development with a focus on three priority areas: Social Protection, Financial Inclusion and Climate Finance. Helena Finn participated in numerous conferences on human rights issues: most notably, with the UN High Commissioner for Human Rights, Michelle Bachelet, and her interview with the New York City Commissioner for Human Rights Carmelyn Malalis. She continues to coordinate regular meetings of the New York IFBPW UN Representatives. HKF: February 14, 2021



# UN GENEVA TRIENNAL REPORT 2018-2020

by **Françoise van Leeuwen, Doris Gerber,**  
**Rodica Rosu Fridez and Dr. Catherine Bosshart**

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## **Convention on the Elimination of all Discrimination against Women (CEDAW)**

For the past three years, our representatives participated in almost all the CEDAW sessions from 2018 to 2020, those that took place in Geneva and some that were online.

During these sessions, from the 69th to the 77th, they were able to attend the interventions of many NGOs, all of which have shown very relevant perspectives, focusing on several fundamental issues of women's rights. Many of these interventions relate to the difficulties encountered by minority groups, either indigenous women, discriminated against both by the legislation of their country and by customary law, or trans-, intersex women who are victims of non-recognition and worse still of transphobic violence.

Among the reports of the status of women in different countries, it is interesting to highlight the following countries:

**Mexico:** has more women participating in the political life, but one of the significant problems is still the sexist patriarchal structure. The vulnerability of migrant women to human trafficking and the lack of social services were mentioned in the report.

**Macedonia:** Out of a 2 million population 35% are working poor. Domestic violence, no sufficient health protection in everyday life, no health education regarding reproductive health are other major problems. Access to justice is limited for the poor population. The State fails to provide effective legal protection for women who are victims of violence.

**Myanmar :** The States is said to use sexual violence against the Rohingya women and girls. Rape committed by State security forces are common as well as torture. The State declares that those who are responsible will be prosecuted and punished on one hand, one the other hand it denies the existence of violent practices.

**Qatar:** has major problems in the coordination between family laws and the requirements of the Convention A review of the legislation of the State will be mandatory as well as identification of laws that are in contradiction with the Convention.

Other NGOs are dedicated to fight to improve health conditions and to allow access to education for girls, to recognizing the right to abortion, to fight against domestic violence, to eradicate genital mutilation and forced marriage.

BPW-International has a role to play too and, as an NGO with a consultative voice, we could present interventions to promote the economic independence of women, to demand equal opportunity and representation in economic, civil and political life, by preparing targeted interventions with the support and evidence dialogue of the BPW Federations or clubs existing in the States Parties presenting their report.

## **High Commissioner of Human Rights**

At a Meeting with the High Commissioner, Michelle Bachelet: she stated clearly that NGOs and Civil Society are agents of change. Regarding the elimination of violence, the UN proposes its help. Nevertheless, governments have to solve their problems by themselves.



## United Nations Economic Commission for Europe

**Regional Fora:** their aim is to share policy solutions, to empower people and to ensure inclusiveness and equality in the UNECE Region – peer learning round tables among all the processes to advance the SDGs  
Session: Smart sustainable day of cities, drivers for sustainable development. Exchange of views and knowledge sharing to create the quality of life and the efficiency of urban operation services and competitiveness. I saw some interesting concrete examples.

*The Beijing+25 Regional Review Meeting of the Economic Commission for Europe, held in Geneva UN headquarters, on 29-30 October 2019*

The Beijing+25 Regional Review Meeting of the Economic Commission for Europe had the following objectives: The key objectives of the meeting were to review the progress in the implementation of the Beijing Platform for Action in the ECE region on the basis of national reports; to identify current challenges; to share good practices and provide direction for effective policies and actions. The discussions also addressed how strategies and policies for the implementation of the Beijing Platform for Action would contribute to the realization of the 2030 Agenda for Sustainable Development.

*Themes:* There were eight thematic panels focused on the following key issues: key trends on gender equality in the ECE region, closing the gender gaps through effective economic and social policies, ending violence against women and girls, education for gender equality as a powerful tool for transformation, financing for gender equality, women's representation in policy-making and decision-making, empowering women to build climate resilience and global goals and the Beijing commitments.

*Key messages:* Participants stressed the need for comprehensive and coherent policies, strategies and urgent action to promote and protect women's and girls' human rights and fundamental freedoms, mainstream gender perspectives into all policies and programs, ensure women's full and equal participation in policy and decision-making in all processes, including on climate change, the economic empowerment of women including through education, and enhance partnership and international cooperation to catalyze the achievement of the Sustainable Development Goals by 2030. Countries made significant efforts to support women's inclusion in the labor force through the reconciliation of work and family responsibilities, expanding paternity leave, addressing women's lower employment rates, lower pay and unequal capital income, and addressing vertical and horizontal segregation. Work-family reconciliation was targeted by many countries as a critical means of removing barriers to women's labor force participation. Gender equality and women's economic empowerment as a means for poverty reduction and decent work was underscored as critical for many countries. The participation of women in the labor market is unequal and is accompanied by significant occupational and sectoral segregation. These gender differences are the expression of other inequalities, in particular, in the sharing of unpaid work. Regarding the gender pay gap, the meeting focused on existing practices and tools to collect and reveal data on wage differences, and on mechanisms to address unequal remuneration for work of equal value. While it is shrinking in most countries, the pace of change remains slow. Even in countries with a high degree of gender equality, it is proving hard to eliminate gender differences in pay. The Panelists and participants reiterated the need for sufficient financing as one of the biggest barriers to advance women's empowerment.

*The Multi-Stakeholder Hearing - Accelerating the Realization of Gender Equality and the Empowerment of all Women and Girls, held online, on 21 July 2020.*

The themes and sub-themes of the interactive panel discussions were:

- Gender equality and women's and girls' empowerment: drivers for sustainable development,
- Women's and girls' voices, participation and leadership,
- Achieving gender equality is everyone's responsibility.

*Key messages:* In recent years progress has been uneven and even stalled in some areas. Furthermore,

the COVID-19 pandemic threatens to halt or reverse the gains of decades of collective effort on gender equality and the empowerment of women. Across every sphere, from health to the economy, security to social protection, women and girls have been disproportionately affected. The gender gap in labor force participation has stagnated over the past 20 years, and the majority of employed women work in the informal economy. Women and girls are disproportionately responsible for unpaid care and domestic work, and women are more likely than men to live in extreme poverty. Women still hold only a quarter of seats in single or lower houses of parliament around the world, and reports of attacks on women in political and public life are increasing. Violence against women and girls in the public and private spheres remains pervasive. Despite shrinking civic space, stakeholders all over the world had inspired by women's movements and energized by youth activists, and are mobilizing to accelerate progress and achieve systemic change.

### **2018 to 2020 International Labor Organization (ILO) Sessions**

The three ILO Meetings were discussing the importance of employment and decent work for peace and resilience stressing the needs of women and young workers. A special promotion programs and social protection coverages were highlighted. The session of 2019 marked the 100th anniversary of ILO with a major participation of Heads of State. During this session the very important convention concerning the elimination of violence and harassment in the world of work was adopted by the conference at its 108 session in Geneva on June 21 2019. The Convention was accepted by all three bodies and is already ratified by several states. As it is extending the protection also to workers in the informal workforce, it is a real protection also for migrant workers.

## **REPORT UN VIENNA**

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Our team of three representatives is accredited as observers to work to the Vienna International Centre (VIC) -- mainly with the United Nations Office on Drugs and Crime (UNODC), United Nations Office in Vienna (UNOV) and the United Nations Information Service (UNIS). We follow sessions of the Commission for Crime Prevention and Criminal Justice (CCPCJ), the Conference of the Parties to the UN Convention against Transnational Organized Crime(COP) and to a lesser extent sessions of the Commission on Narcotic Drugs due to lack of time.

We are also accredited to the United Nations Industrial Organisation (UNIDO). Rita (Assogna) participated in an international online conference organized by UNIDO "Building Resilience to Global Challenges and Emerging Crises" aimed at increasing the interaction between women entrepreneurs and the multitude of women's business networks to further women's economic empowerment.

Rita and I followed sessions of the Commission on Crime Prevention and Criminal Justice and meetings of the Conference of the Parties (COP) in person in 2018 and 2019, as well as the reconvened sessions CCPCJ in December 2018 and 2019.

Stopping hate crime, supporting SDGs through criminal justice was the focus of the 28th CCPCJ in 2019. The 29th CCPCJ and reconvened session met in December 2020 and could be attended in person only by members of the Commission, all others participated remotely.

A side-event on the occasion of the 2018 session of CCPCJ was organized by Zonta, co-sponsored by GWI and IFBPW under the title "Make young people aware of and protect them from the dangers of Cyberspace", Catherine Bosshart was one of the panellists.

Another side-event on the occasion of the 10th session of the Conference of the Parties took place on October 15, 2020 online organized by Zonta and IFBPW on Eliminating Violence and Harassment in the World of Work: ILO Convention No. 190 – a blueprint to ensure the right to equal treatment of trafficked persons, migrant and domestic workers with Catherine Bosshart as moderator.



The Conference of the Parties, 10th session, 10-12 October 2020 took place in a hybrid format, all side-events in a virtual format, but managed to adopt 7 substantive resolutions on, among other things, the review mechanism, falsified medical products, crimes that affect the environment and crime against cultural property. In 2020 we tried to follow the deliberations of CCPCJ at least online, but meetings were postponed, cancelled or held in a scaled down format – making continuous participation difficult.

A large amount of time was devoted to preparations for the 14th Crime Congress in Kyoto, Japan – it is now being held as a scaled down hybrid meeting from 7 to 12 March 2021. Cybercrime and Community responses to organized crime are on the agenda and the concept of the culture of lawfulness is one of the priorities of Japan. A large number of ancillary meetings are planned by NGOs but participation of NGOs is limited and difficult, so I hope that at least our Japanese colleagues may be able to attend some of the ancillary meetings.

During 2018 and 2019 we actively participated in a number of NGO Committees. Rita focussed on the NGO Committee on Ageing and the NGO Committee on Peace, holding offices on both committees. Besides its priority issue of poverty, the Ageing Committee has started to discuss the use of very advanced technologies and artificial intelligence in personal support and care services for older persons living at home.

I have had and still have an active involvement in the work of the NGO Committee on the Status of Women. Besides the increasing co-operation between the three Committees in NY, Ge and Vie we developed joint oral and written statements to the CSW and are organizing an event celebrating Beijing+25 entitled “Beijing-Covid-What next?” For those UN Commissions and other entities whose meetings take place here in Vienna we try to offer input and a gender perspective. UNOV and UNODC presented in March 2018 its Strategy for Gender Equality and the Empowerment of Women (2018-2021),

A large amount of my time in the past triennium was devoted to being member of the Transitional Team that dealt with “reorganizing” the Alliance of NGOs on Crime Prevention and Criminal Justice. Co-operation with the Civil Society Team of UNODC continues while the Alliance forges new partnerships – eg organizing together with APCOF (African Policing Civilian Oversight Forum) and Fixed (formerly Social Transformation System) a series of webinars 2020/2021 on “Change the World” promoting global urban safety in the context of Covid-19 pandemic responses and impact. A working group is writing the Civil Society Statement for the Crime Congress based on input of members of the Alliance (questionnaire).

At the recent GA I was chosen together with the two past chairpersons to become an honorary member of the Alliance in a personal capacity.

Together with the Chair of the NGO Committee on Narcotic Drugs and the Chair of the UNCAC Coalition Ms Anna del Frate, Alliance Chairperson, met with the Director-General/ Executive Director of UNOV/UNODC Ms Ghada Fathi Waly (appointed in February 2020, the first woman, the first Arab and the first African to head UNODC) to be briefed about the latest developments and measures to tackle the effects of the pandemic. We hope to follow meetings of the Commission on Narcotic Drugs and of the NGO Committee Narcotic Drugs when Christa (Kirchmair) will have more time.

Last but not least we are members of the NGO Committee on Sustainable Development which focusses on the environmental, social and economic dimensions of sustainable development. Briefings and lectures are held by recognized experts of universities in Austria and France, and the committee encourages new initiatives, seeks input into civil society’s contributions to the UN Agenda 2030 and prepared a statement for the High Level Political Forum on Sustainable Development in NY in July 2020.

CoNGO held one of its Board Meetings in Vienna in 2019, and I follow occasional meetings called for by the second vice-president of CoNGO; Ms Committees as well as CoNGO now meet at more or less regular intervals in virtual meetings and the whole range of events like Gen Baku Nohi or Commemorative Events for Victims of the Holocaust are held in a hybrid format, i.e. UN staff/ VIPs in person, the rest by video-conferencing. In 2018 and 2019 I participated in UNIS film screenings followed by discussions – now impossible.

But in spite of the Covid-19 pandemic and in the hope of recovering from it, we as civil society continue to follow what was identified in the course of a global survey on the occasion of the 75th birthday of the UN “a strong call for action on inequalities and climate change, as well as more solidarity” (UNIS/INF/568).  
February 2021

**TRIENNIAL REPORT UN REPRESENTATIVE FOR UNIDO**  
**UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION**  
by **Beatriz Vidigal Xavier da Silveira Rosa, BPW-I UN Representative for UNIDO**

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BPW São Paulo-SP – BPW Brazil

Unfortunately, the direct relationship with UNIDO branch in Brazil was impossible this term, due to the distance and to the pandemic. I am based in São Paulo and UNIDO base is Brasília. However, it was possible to act in the industry market, as a female representative of the industrial sector in some opportunities, such as: Webinars in the Ministry of Infrastructure, Government Agencies of Energy, Transport, Oil&Gas, in Accounting Tribunals and debates at Infrastructure Department of FIESP-Industry Federation of the State of São Paulo.

**REPORT OF ACTIVITIES AT FAO IN ROME FROM 2018 TO 2020**

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Considering that in recent years Partnerships are at the heart of FAO's mission, and that BPW is now also faced with its unique and multicultural Centre of Federations and Regional groups, we can create Excellent Programs and obtain a reward for our 'feminine' ability to work and develop partnerships with governments, academia, private groups and other institutions.

Focusing our efforts on Rural Women's empowerment regarding production, training, mentoring, management of small farms and related activities, exchanging and making use of each other's knowledge and comparative advantages can be the objective.

With regular attendance at meetings in Rome, we accumulated knowledge through discussions with other NGOs and Civil Society organizations that can help reflecting on the issue of 'The Role of Women in Fighting Poverty' (attendance at FAO Conference, Civil Society Forums, Sessions of the CFS (Committee for Food Security), among the most important).

- More than 2017, the year 2018 was an intense, important and challenging representation period with regular attendance at meetings, involvement in studies and seminars, also presenting BPW International's views and recommendations. Humbly, I insist that we are well placed within the UN where efforts are shared to acknowledge that Agriculture is an irreplaceable human activity. Our International Theme helps. BPW International, together with other international NGOs and specialized movements, works at FAO as a Civil Society partner; additionally, as a Business-Professional Women's organization we can easily capture and disseminate gender mainstreaming topics and proposals in food security as well as processes for practical support for production and access to credit or the return of funding. All this in various countries around the world and through the use of the six (or more) official languages, we have a multi-language coverage for knowledge sharing. We can continue asserting that 'there will be no food security without Rural Women'.

At the end of 2017, as a long time Coordinator on behalf of the Ad Hoc Group representatives of INGOs regularly present in Rome, the DG was invited - through the Partnerships Unit - to encourage the Inclusion of the Acronyms we represent among the participants of Regional Conferences in 2018. Until now we hadn't received a Report about the active presence of our Organizations at Official Events of Regional Offices or in Programs related with Agenda 2030, but many interesting indications emerged about good results of local agreements where INGOs can complement the efforts of local government or other institutions.

---**2018 in April** Policy Convergence on Nutrition and Food Systems  
<http://www.fao.org/about/meetings/afns/en/>

<http://www.fao.org/about/meetings/second-international-agroecology-symposium/en/>





Symposium on Agro-ecology (part): more than 700 registered; successful Event. The 10 elements emanating from the FAO regional seminars on Agro-ecology, all them interlinked and interdependent to be considered are : Diversity; Synergies; Efficiency; Resilience; Recycling; Co-creation and sharing of knowledge (describing the common characteristics of agro-ecological systems, foundation practices and innovation approaches); Human and Social values; Culture and Food traditions, Responsible Governance, Circular and Solidarity Economy.

Message from IFAD's President Gilbert Houngbo on International Day of Rural Women Oct.15th  
<https://www.ifad.org/en/web/latest/news-detail/asset/40800041>  
<http://www.fao.org/news/story/en/item/1158653/icode/>

--19 October, 2018 in Rome - The Committee on World Food Security (CFS) wrapped up its 45th Session tasking itself with formulating Voluntary Guidelines for Food Systems and Nutrition for approval in 2020.  
<http://www.fao.org/about/meetings/agricultural-innovation-family-farmers-symposium/en/>

**--By December 2018, FAO hailed a landmark UN resolution that enshrines rights of peasants and rural workers.**

The Declaration, adopted on 17 December 2018 by the UN General Assembly, aims to protect the rights of all rural populations including peasants, agricultural and rural workers and indigenous peoples, while also recognizing their contribution to sustainable development and biodiversity and the challenges they face.

<http://www.euro.who.int/en/health-topics/health-policy/sustainable-development-goals/news/news/2019/01/imagining-a-better-world-through-the-sdgs>



2020 – Annus Horribilis - Since the beginning of the pandemic, Italy has been one of the most affected countries in the globalized world.

Coronavirus created a global disruption after decades of what was considered progress. The speed with which COVID-19 has established itself internationally has found many of us unprepared even with respect to a daily and recreational use of new communication tools. In some cases, instead of bringing advantages, frequent virtual reality use has surprisingly led to an impoverishment of stimuli, compared to those offered by a traditional lifestyle.

Science quickly contributed by providing knowledge and experiments while admitting that at the beginning of the Pandemic there was not so much available except advice that is still in force: wash your hands often, always use a mask on your nose and mouth, maintain the distance between people and ventilate rooms in homes and offices frequently.

When preparing this Report we asserted that in 2021 we will have a vaccine available in almost every country.

As international representatives, never before have we recognized such an enormous need to protect ourselves from the dangers with knowledge and technology; above all acknowledging the damage done to nature and our fellow men and therefore an urgent need to unite respectfully to protect all of us even after almost one year of severe restrictions.

FAO, as an inter-governmental organization with the vision of a world free from hunger and malnutrition, is deeply engaged in the defense of food security and rural workers' health. Relating specifically to strategic objectives, the UN-Agency accelerated a kind of restorative thinking based on Human Rights, inclusion and transparency and renewed its support of various sectors of the society to eradicate poverty, food insecurity and malnutrition initially, thus enabling a more inclusive and efficient agricultural and food security systems at all levels. Future food and agriculture must move towards sustainability- achieving more with less and producing safe and nutritious food for all, while limiting the use of natural resources.

From March 2020, the sudden change of perspective has turned into an accelerator for connections and communications through new digital platforms: we were invited to follow virtual consultations at higher institutional level to be aware of people's thoughts and aspirations for the future.

I am listing below the most significant meetings attended. These were often posted on the website, promoted and financed by our group and completely updated since April 2020 [www.ahgingos.org](http://www.ahgingos.org)

February 13rd the unique 2020 Meeting at FAO in Rome with an important Agenda (among other internal issues, we approved the website refurbishment and discussed attendance at FAO Regional Conferences 2020 in Buthan – Oman – Zimbabwe – Nicaragua and Tashkent in Uzbekistan).

Starting in March, the members of AHG coordinated by BPW were engaged in more than 19 virtual Ad Hoc meetings to discuss and report on the Events they attended, sometimes in the presence of the FAO officer designated from the Partnership Division. The last meeting of the AdHocGroup for 2020 took part on Dec.28th to share greetings and commit the Group to producing a special video promoting the International Year of Fruits &Vegetables.

- April/May: CFS (Committee for food Security)- CSW NY- webinar on Soil Biodiversity-OEWG (open ended working group) on Voluntary Guidelines for Land & Tenure-
- June/July: COVID by SDGsLabGeneva – UN Global Compact 20<sup>th</sup> Anniversary – Water&Nutrition Webinar - PostCovid Webinar from UNWomen NY – Launch of SOFI (State of Food Insecurity) – WA SAG Webinar - CFS virtual meeting looking at presentations in October
- September: Green cities Webinar at UN – Webinar on Business & Food – OEWG of Civil Society Mechanism
- October: CFS (two days meetings) – Announcement of the NOBEL Prize to WFProgramme . On Oct. 13 to 15th CFS High Level Special Event before opening the World Food Day on 16th the First even Virtual Mapping Event for WFD outside the FAO headquarters with videos related to Agenda 2030 and SDGs disseminated around the Colosseum and viewed on line by thousands and thousands of viewers.
- November: observer at friends of the Chair meetings scheduled until mid december – Obs. at Launch of Food Coalition a Global Alliance from Rome – Attended the 32nd FAO European Regional Conference from Uzbekistan - WASAG webinar - Global Summit of Women from Asia – UN Commemoration of the International Day against violence to Women-Presentation of anniversary FAO 75°  
<https://www.ahgingos.org/fao-at-75/> Mediterranean Women Assembly on streaming
- December - UN Women Civic Space - Obs at friends of the chair and CFS virtual meeting for negotiations on VoluntaryGuidelines that will be submitted in feb.'21 or at the UN Int.Food Summit.
- On December 15th virtual event at FAO: Launch of the International year of Fruits&Vegetables. Useful Link <http://www.fao.org/fruits-vegetables-2021/en/>

Conclusion: Being one of the most suitable group that promote the benefit of networking and recognize that women are more efficient working as a team, we have been able to multiply opportunities to connect virtually with other BPW members around the world.

Virtual meetings among representatives of countries with different situations but identical worries have been a strong solidarity experience for many of us and also for managing the use of technology. BPW Clubs and Federations are involved in this process encouraging members to improve their efforts and cooperate with local and national institutions.

The future of BPW will be bright through the presence of empowered women engaged in projects, programs, conferences, exhibitions and active contributions promoting real changes in governmental politics where inclusion and equitable access can be the real innovation if we want to meet the targets set by the 2030 Agenda and the Sustainable Development Goals.

Best wishes to BPW International in its 90 anniversary the Future is in the heart of empowered women!



# UNESCAP REPRESENTATIVE PROGRESS REPORT 2020

by M.L. Preeyapun Sridhavat

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The 76<sup>nd</sup> Commission session (CS76) of the United Nations Economic and Social Commission for Asia and the Pacific was held on 21 May 2020. The Theme of the session was “Promoting economic social and environmental cooperation in the ocean for sustainable development”

Due to the pandemic and the technical limitations of conducting the commission session, only a limited number of people can attend physically at ESCAP in Bangkok. Others, including myself, Miss Chularat Israngkool Na Ayutthaya and Dr. Chonchanok Viravan attended via real life webcast.

United Nations Secretary General Antonio Guterres gave words of encouragement at the beginning of the session: “I am strongly convinced we have opportunities to build back better on the foundation of the 2030 Agenda for Sustainable Development. That means forging common solutions through the climate crisis, economic and social inequality, new forms of violence and rapid change in technology demography. We can rescue our planet and build the world better for all. Let’s work together to do just that”.

## **Two key resolutions were discussed:**

- Resolution 76/1. Strengthening cooperation to promote the conservation and sustainable use of the oceans, seas and marine resources for sustainable development in Asia and the Pacific (ESCAP/RES/76/1)
- Resolution 76/2. Regional cooperation to address the socio-economic effects of pandemics and crises in Asia and the Pacific (ESCAP/RES/76/2)

## **The impact of and policy responses with regard to the Coronavirus disease (COVID-19) in Asia and the Pacific**

The tremendous impact of COVID-19 in Asia and the Pacific is due to demographics, urbanization, the concentration of economic activities and difficulties in progressing towards achieving the Sustainable Development Goals. With the region accounting for more than two thirds of the global population, the world’s most populous cities and the bulk of the world’s industrial activities, energy supply and consumptions, as well as 46 million of the world’s migrants, the crisis has shown how tightly Asia and the Pacific is woven into the economic and social fabric of the world. However, it also shows how quick action, steadfast policies, and innovation, which have been displayed by several Asian countries, can effectively deal with this unprecedented outbreak.

The recommendations are approached through the prism of sustainable development, addressing the economic, social and environmental dimensions thereof.

UNESCAP called for Regional cooperation to address the socio-economic effects of pandemics and crises in Asia and the Pacific by the following:

- Encourages countries, in the spirit of multilateralism, to highlight the inequality gaps, poverty and escalating health risks for millions of people due to the Coronavirus disease 2019 (COVID-19).
- Emphasizes that recovery from the COVID-19 crisis provides an opportunity to build back better in Asia and the Pacific, including by building more equal, inclusive and sustainable institutions, economies and societies that respect human rights and are more resilient in the face of any future pandemic and other related crises faced by the region, in line with the 2030 Agenda for Sustainable Development.
- Requests the Executive Secretary, in close coordination and consultation with Member States and other relevant United Nations bodies and organizations, identifying the experience and best practices of the initial response, to enable countries to build back better in line with the 2030 Agenda for Sustainable Development, and to submit a report to the Commission at its seventy-seventh session for its consideration.

## **Result of the assessment of the Virtual 76th session of the Commission**

UNESCAP used two platforms to allow people to attend / observe the 76th session virtually: KUDO and YouTube. The survey of 25 out of 51 member states shows the following:

### **High rating for:**

- KUDO participants were satisfied with the outcome and interpretation more than YouTube participants
- High satisfaction on access to documents and the secretariat's support

### **Lower rating for**

- The lack of interactions & level of participation
- Inability to see and hear clearly
- Issues with Internet connectivity and duration of the session:
  - KUDO participants had technical issues in connecting to the session
  - YouTube participants complained that video frequently tuning out, needs to improve delivery of live stream, make live streaming more seamless and no interpretation service

For delegates, if they sign out of a session, they cannot return to attend, due to a technical problem. For observers, like Chularat and Dr. Chonchanok and me, we agreed with the survey response via YouTube that it was difficult to follow the discussions for several hours online. We could not hear some speech well and the sessions went overtime. Therefore, we could not attend the whole live event.

### **For more information:**

- The documents related to the 76th Session along with the session's agenda are available for download at [www.unescap.org/commission/76/documents](http://www.unescap.org/commission/76/documents)
- To view the video of various sessions <https://www.unescap.org/commission/76/>

## **The 77th Session of UNESCAP**

The next session will be held at the United Nations Conference Centre in Bangkok and via video-conferencing from 27 to 29 April 2021 under the theme, "Building back better from crises through regional cooperation in Asia and the Pacific."

## **IFBPW UNESCO 2018-2020**

**by Dr Marie-Claude Machon-Honoré, Nathalie Mourrain and Lesha Witmer**

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Introduction of the Representatives

Information on IFBPW Representatives to UNESCO, Headquarters Paris, France, 7 place Fontenoy, 75007-First UN Agency for Education, Science and Culture.

Dr Marie-Claude Machon-Honoré-BPW France-Club Paris-Ile de France-Représentante titulaire-Main Representative accredited since January 2012. Elected Member of the NGO-UNESCO Liaison Committee on behalf of IFBPW (December 2016 - December 2018) in charge of Communication and Education (Member of the CCNGO / Education 2030 Coordination group, 2016-2021)

Elected Chair of the International Conference of NGOs and the NGO-UNESCO Liaison Committee (December 2018 - December 2020) as an individual and also put forward by IFBPW.

Elected member of the NGO-UNESCO Liaison Committee (Fist ballot for the Europe/ North America region) and Member of the CCNGO/Education2030 Coordination Group (December 2020 - December 2022).

Marie Boucaud BPW France –Club Paris-3e Représentante/ 3rd Rep accredited from January 2018 to December 2019.



Nadège Dazy BPW France-Club Paris France-2e Représentante/ 2nd Rep accredited from January 2018 to December 2019.

Nathalie Mourrain BPW France –Club Paris-3e Représentante/ 3rd Rep accredited from January 2020 to January 2021.

Lesha Witmer BPW Germany-Club Berlin 2e Représentante /2nd Rep accredited from Jan 2020-to Jan 2021-Suppléante Dec 2020-Dec2022/Alternate for Marie-Claude Machon-Honoré on the NGO-UNESCO Liaison Committee (Dec 2020-Dec 2022).

Activity report 3rd representative of BPW International at UNESCO Nathalie Mourrain 2019-20

- Organization and facilitation of the Webinar on June 18 entitled “What role and what actions with UNESCO and the Liaison Committee”? The aim of this Webinar was to introduce the Organization and its role, the Liaison Committee, IFBPW’s past and future contributions (Moderators: Nathalie Mourrain and Claire Jacquemet, and speaker: Marie-Claude Machon-Honoré, Chair of the ICNGO and of the NGO-UNESCO Liaison Committee.
- Creation of an “International Representation” section on the BPW Paris website highlighting:
  - Actions of the Presidency of the Liaison Committee
  - UNESCO initiatives such as the “Imagining the World to come” forum, calls for donations in the context of the health crisis and calls for expressions of interest

#### **Public consultation on artificial intelligence and transhumanism:**

- Synthesis carried out with the help of 2 AI experts (Elodie Palombi and Hervé Cuillandre) on the fears and hopes that AI can generate and proposals for solutions (synthesis in attachment sent June 26th)
- Answers to the UNESCO French National Commission’s questionnaire on the ethics of artificial intelligence (together with Hervé Cuillandre)

#### **UNESCO Report 2020 (2019-2020)**

Lesha (B.M.) Witmer, (alternate) IFBPW UN rep. to UNESCO

This was a very busy year, especially so for Marie-Claude Machon-Honoré as Chair of the NGO Liaison Committee. It was a pleasure to support her where I could. And she did a great job.

A lot of originally planned activities did not take place because of the COVID-19 restrictions. Attempts were made by UNESCO HQ to go online as much as possible, but I have to point out that a lot of the technology was not adequate and meetings very difficult to access. This is a real concern for the future.

I filled in and filed numerous answers to surveys on behalf of IFBPW – since Marie-Claude could not in her position – but in consultation with her. I actually lost track of that and will find a way to archive that better.

I send contributions inter alia on:

- Migration
- Transformative Actions in Entrepreneurship, Science, Technology & Innovation (STI) to achieve the SDGs
- Working group on Climate Campaign (Water)
- Questionnaire on the cooperation of NGOs in official partnership with UNESCO for the Quadriennial report on the contribution made to UNESCO’s activities by NGOs.
- Comments on the draft Mid-Term Strategy for the period of 2022-2029 (41 C / 4) and the Draft Programme and Budget for 2022-2025 (41 C/5) and supported the summary of all reactions received
- I was a speaker during the UNESCO inequalities forum in December 2019
- Coordinated together with UNESCO-IHP / Brussels office on co-convening / staging the big EU Water and Beyond conference and organizing a session on women, skills and jobs – which in the end took place in January 2021 because of COVID
- Supported to the document for our candidacy as IFBPW for the next NGO liaison committee
- Independent report to be submitted to the International Commission on the Future of Education Dec. 2020





## 4 CONSTITUTION AMENDMENTS

# Proposed Amendments to the Constitution and Regulations 2020



The XXX BPW International Congress  
Orlando, Florida

# Proposed Constitution and Regulations

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Red print is used to show the changes in respective of text changed, deleted and added



## AMENDMENT 1

Title of proposed amendment	<b>Constitution. C1 The Registered Office</b>	
Proposed by	Dr Yasmin Darwich Darwich. Immediate Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>C1</b> The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.	replace with the current official address <b>C1</b> The registered address is <b>Rue de Rothschild 22, Geneva 1201 Switzerland</b>
<b>RATIONALE</b>		
The IFPBW registered address must be the current one.		

## AMENDMENT 2

Title of proposed amendment	<b>Regulations. R1.1. The international Board Membership.</b>	
Proposed by	Elizabeth Benham, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations R1. International Board</b> R1.1. The International Board Membership consists of: <ul style="list-style-type: none"> <li>• Members of the International Executive</li> <li>• BPW International Past Presidents</li> <li>• Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives</li> <li>• Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country</li> </ul> BPW Standing Committee Chairpersons	<b>Regulations R1. International Board</b> R1.1. The International Board consists of: <ul style="list-style-type: none"> <li>• Members of the <b>current</b> International Executive</li> <li>• BPW International Past Presidents</li> <li>• Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives <b>(the President a Vice President or alternates)</b></li> <li>• Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per <b>country (the president or alternate)</b></li> </ul> BPW Standing Committee Chairpersons
<b>RATIONALE</b>		
Clarification of the Membership of the International Board		

### AMENDMENT 3

Title of proposed amendment	<b>Regulations. R1.1. The International Board Membership (Removal of the Standing Committees Chairs from the International Board Structure and their voting rights )</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R1.1. The International Board Membership consists of:</b></p> <ul style="list-style-type: none"> <li>• Members of the International Executive</li> <li>• BPW International Past Presidents</li> <li>• Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives</li> <li>• Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country</li> <li>• <b>BPW International Standing Committees Chairpersons</b></li> </ul> <p>R12.4. Other delegates</p> <ul style="list-style-type: none"> <li>• Past Presidents <b>and Standing Committee Chairpersons</b> are entitled to only 1 vote each</li> </ul> <p><b>R10.1.</b> The General Assembly is the meeting of</p> <ul style="list-style-type: none"> <li>• the voting delegates from each Affiliate Federation</li> <li>• one voting delegate from each country with Affiliate Clubs</li> <li>• the members of the Executive</li> <li>• Past Presidents</li> <li>• <b>Standing Committee Chairpersons</b></li> </ul> <p><b>R11. Voting at General Assembly</b></p> <p><b>R11.4.</b> Other delegates attending General Assembly</p> <ul style="list-style-type: none"> <li>• Members of the Executive are entitled to 1 vote and may vote only in that capacity</li> <li>• Past Presidents <b>and Standing Committee Chairpersons</b> are entitled to 1 vote and may vote only in one capacity</li> </ul> <p><b>R12 Voting between General Assemblies</b></p> <p><b>R12.4.</b> Other delegates</p> <ul style="list-style-type: none"> <li>• Members of the Executive are entitled to only 1 vote each</li> <li>• Past Presidents <b>and Standing Committee Chairpersons</b> are entitled to only 1 vote each</li> </ul>	<p><b>R1.1. The International Board Membership consists of:</b></p> <ul style="list-style-type: none"> <li>• Members of the International Executive</li> <li>• BPW International Past Presidents</li> <li>• Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives</li> <li>• Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country.</li> </ul> <p><b>R12.4.</b> Other delegates</p> <ul style="list-style-type: none"> <li>• Past Presidents are entitled to only 1 vote each</li> </ul> <p><b>R10.1.</b> The General Assembly is the meeting of</p> <ul style="list-style-type: none"> <li>• the voting delegates from each Affiliate Federation</li> <li>• one voting delegate from each country with Affiliate Clubs</li> <li>• the members of the Executive</li> <li>• Past Presidents</li> </ul> <p><b>R11. Voting at General Assembly</b></p> <p><b>R11.4.</b> Other delegates attending General Assembly</p> <ul style="list-style-type: none"> <li>• Members of the Executive are entitled to 1 vote and may vote only in that capacity</li> <li>• Past Presidents are entitled to 1 vote and may vote only in one capacity</li> </ul> <p><b>R12 Voting between General Assemblies</b></p> <p><b>R12.4.</b> Other delegates</p> <ul style="list-style-type: none"> <li>• Members of the Executive are entitled to only 1 vote each</li> <li>• Past Presidents are entitled to only 1 vote each</li> </ul>





### AMENDMENT 3 RATIONALE

The voting right of Standing Committee Chairs has always been debated.

There has been an inaccurate perception that the main reason to run for the position of Standing Committee Chair was only to hold a vote, forgetting with it, the essence and importance for which they were established since 1930 as a workforce and the development pillars of leadership in the Organization that is fundamental to ensure our sustainability.

As during XXX Congress the General Assembly will decide the permanency of the Standing Committees, it is important that the issue of the vote does not interfere in the final decision.

Therefore, this amendment unlists the Standing Committee Chairs from the International Board and remove its right to vote at the International Board and General Assembly, \*keeping the Standing Committees as part of the IFBPW organization structure\*\* as established on R15.1.

In the future, according to the performance of the Standing Committees, they may be added to the International Board structure again, with a right of vote.

“Keeping our roots, building our future.”

### AMENDMENT 4

Title of proposed amendment	<b>Regulations R1.3. Meetings of the International Board</b>	
Proposed by	Proposed by Elizabeth Benham, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations R1.3. Meetings of the International Board</b></p> <ul style="list-style-type: none"> <li>• Meetings of the International Board will be held immediately before and after the General Assembly</li> <li>• 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.</li> <li>• Decisions can be made between meetings by an electronic vote</li> </ul>	<p><b>Regulations R1.3. Meetings of the International Board</b></p> <ul style="list-style-type: none"> <li>• Will be held immediately before and after the General Assembly</li> <li>• Special Meetings of the International Board may be called by the President and must be called on the written request (as received by the Executive Secretary) of the majority of the Executive or one-third [1/3] of the International Board.</li> <li>• Between meetings, the International Board can make decisions online by an electronic vote</li> </ul>
	<b>RATIONALE</b>	
	Clarification and delineation of the process to convene meetings of the International Board	



## AMENDMENT 5

Title of proposed amendment	<b>Regulations. R1.4. Powers of the International Board (New)</b>	
Proposed by	Elizabeth Benham, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
		<p><b>R1.4 Powers of the International Board (New)</b></p> <p>The highest governing body for BPW International is the General Assembly and between General Assemblies, the International Board is the governing body.</p> <p>The International Board maintains the highest level of governance for the organization. Each member of the Board commits to the responsibility of oversight and;</p> <ul style="list-style-type: none"> <li>• receives reports from Executive Members or Affiliates of non-performance of duties or non-compliance and other serious matters</li> <li>• takes actions and makes decisions on the serious matters (indicated above) as referred to the Board by the Executive Secretary</li> <li>• follows the following procedure <ul style="list-style-type: none"> <li>• if it concerns a member of the International Board recuses her from the process</li> <li>• considers the fully documented matter</li> <li>• takes a vote on recommendations</li> <li>• decides on an enforcement process.</li> </ul> </li> </ul>
	<b>RATIONALE</b>	
	To define the governance power and decision making responsibilities of the International Board and to delineate this from the Executive. This simplifies the existing information.	

## AMENDMENT 6

Title of proposed amendment	<b>Regulations. R1.5. Decisions by the International Board</b>	
Proposed by	Elizabeth Benham, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R3.4. Decisions by the International Board between Meetings</b></p> <ul style="list-style-type: none"> <li>• The International Board votes on serious matters referred to it by the Executive</li> <li>• The International Board may review and change or overturn a resolution of the General Assembly only in the following circumstances: <ul style="list-style-type: none"> <li>○ serious matters</li> <li>○ when circumstances on which the General Assembly based their decision have substantially changed</li> </ul> </li> <li>• Decisions of the International Board must be reported to the next General Assembly</li> </ul>	<p style="color: red;">Delete 3.4 and reallocate as R1.5.</p> <p><b>R1.5. Decisions by the International Board between Meetings</b></p> <ul style="list-style-type: none"> <li>• The International Board votes on serious matters referred to it by the Executive</li> <li>• The International Board may review and change or overturn a resolution of the General Assembly only in the following circumstances: <ul style="list-style-type: none"> <li>○ serious matters</li> <li>○ when circumstances on which the General Assembly based their decision have substantially changed</li> </ul> </li> <li style="color: red;">• Decisions of the International Board must be recorded and distributed to the International Board within 30 days</li> <li>• Decisions of the International Board must be reported to the next General Assembly</li> </ul>
	<b>RATIONALE.</b> Adding the treatment of decisions and separating the decisions of the International Board and the Executive	

## AMENDMENT 7

Title of proposed amendment	<b>Regulations. R2.1. The Members of the Executive (Regions)</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past International President	
Seconded by	Mag Diana Barragan Medina, Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations R2.1. Executive</b>  R2.1. The members of the Executive are the officers of BPW International:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Vice President – Membership</li> <li>• Vice President – United Nations</li> <li>• Executive Secretary</li> <li>• Executive Finance Officer</li> <li>• Young BPW Representative</li> <li>• A Regional Co-ordinator from each region</li> <li>• Immediate Past President for the first 12 months of the term of the Executive</li> </ul>	<p><b>Regulations R2. Executive</b>  R2.1. The members of the Executive are the officers of BPW International:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Vice President – Membership</li> <li>• Vice President – United Nations</li> <li>• Executive Secretary</li> <li>• Executive Finance Officer</li> <li>• Young BPW Representative</li> <li>• A Regional Coordinator from each <b>of the five regions</b></li> <li>• Immediate Past President for the first 12 months of the term of the Executive</li> </ul>
	<p><b>RATIONALE</b>  Stipulating BPW International has five regions</p>	



## AMENDMENT 8

Title of proposed amendment	<b>Regulations. R2.1. The members of the Executive (VP UN)</b>	
Proposed by	Bessie Hironimus, Executive Secretary	
Seconded by		
Supported by		
Financial Impact	<b>None</b>	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations. R2 Executive</b>  R2.1. The members of the Executive are the officers of BPW International:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Vice President – Membership</li> <li>• Vice President – United Nations</li> <li>• Executive Secretary</li> <li>• Executive Finance Officer</li> <li>• Young BPW Representative</li> <li>• A Regional Co-ordinator from each region</li> <li>• Immediate Past President for the first 12 months of the term of the Executive</li> </ul>	<p><b>Regulations. R2 Executive</b>  R2.1. The members of the Executive are the officers of BPW International:</p> <ul style="list-style-type: none"> <li>• President</li> <li>• Vice President – Membership</li> <li>• Vice President – <b>Advocacy</b></li> <li>• Executive Secretary</li> <li>• Executive Finance Officer</li> <li>• Young BPW Representative</li> <li>• A Regional Co-ordinator from each region</li> <li>• Immediate Past President for the first 12 months of the term of the Executive</li> </ul>
	<p><b>RATIONALE</b>  The VP-UN Coordinates the advocacy work of International, develops and establishes campaigns and programs that fall within the Gender Advocacy Framework, with the support of the Standing Committee Chairpersons.  The VP-UN title is restrictive to the United Nations although her work is beyond that agency and it encompasses a broader range of activities to advance our issues.  As we expand our relations with NGOs, government agencies and the corporate world, we need to expand the title of the Vice President to be inclusive and to add more opportunities while working with other like minded organization which have similar aims as ours.  The new title will also benefit the work with political, economic and social systems and institutions for collaborative projects and to gain collective action.  The change in title does not intend to modify the Vice President’s duties or interfere with the UN representatives or the UN Committee’s duties or assignments.</p>	

## AMENDMENT 9

Title of proposed amendment	<b>Regulations.R2.2 Election of the members of the Executive</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past International President	
Seconded by	Mag Diana Barragan Medina, Regional Coordinator, Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>R2.2 Election of the members of the Executive</b> Bullet point 4 • Candidates for President must have been a member of any prior Executive or President of an Affiliate <b>Federation</b>	<b>R2.2 Election of the members of the Executive</b> Bullet point 4 • Candidates for President must have been a member of any prior <b>International</b> Executive or President of an Affiliate
	<b>RATIONALE</b>	
	Clarification on eligibility	

## AMENDMENT 10

Title of proposed amendment	<b>Regulations. R2.3 Term of the Executive</b>	
Proposed by	Dr Chonchanok Viravan. Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations. R2.3. Term of the Executive</b> • Members of the Executive may hold the same role for only 1 term, <b>except the Executive Secretary, the Executive finance officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms</b>	<b>R2.3 Term of Executive</b> • Members of the Executive may hold the same role for only 1 term
	<b>RATIONALE</b>	
	<p>Taking an executive position in BPW International Executive Board is a good leadership training ground for BPW members. The ability to run for 2 terms at first glance promotes continuity. The fact that this privilege of running 2 consecutive terms is available for 7 out of 11 executives, it limits the opportunities for other members to develop their leadership skills through BPW International.</p> <p>At an extreme case, for example, a regional coordinator can serve 2 terms, then serve another 2 terms as executive secretary, 1 term as Vice President and 1 term as International President. This sums up to the maximum of 6 trienniums and total of 18 years a person can serve on the Executive Board</p>	

## AMENDMENT 11

Title of proposed amendment	<b>Regulations. R2.4. Meetings of the Executive</b>	
Proposed by	Dr Yasmin Darwich Darwich. Immediate Past President	
Seconded by	Mag Diana Barragan Medina - Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R2.4. Meetings of the Executive</b></p> <ul style="list-style-type: none"> <li>• Meetings of the Executive will be held at least once each year during the term.</li> <li>• A meeting must be held if requested by 3 or more members of the Executive</li> <li>• A quorum of the Executive is 6</li> <li>• 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</li> <li>• Decisions can also be made between meetings by an electronic vote</li> </ul>	<p><b>R2.4 Meetings of the Executive</b></p> <ul style="list-style-type: none"> <li>• <b>The Executive must hold its meetings as set out in the Procedure Manual</b> at least once each year during the term <b>according to the triennial budget and as budgeted annually by the EFO and approved by the Executive</b></li> <li>• <b>The length of the annual face-to- face, meeting shall be four or five full working days</b></li> <li>• A meeting must be held if requested by 3 or more members of the Executive</li> <li>• A quorum of the Executive is 6</li> <li>• 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</li> <li>• <b>The Executive can also make decisions</b> between meetings by an electronic vote, <b>and, to pass they require a 2/3 vote of the Executive.</b></li> <li>• <b>The Executive may also meet electronically. Electronic votes between meetings, require a two-thirds (2/3) vote of the Executive members to make a binding decision.</b></li> </ul>
	<b>RATIONALE.</b> To remove ambiguity and highlight the importance of the meetings of the Executive.	



## AMENDMENT 12

Title of proposed amendment	<b>Regulations.R3.1. Decisions by the International Board</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past President	
Seconded by	Mag Diana Barragan Medina, Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R3. Decisions by the International Board and the Executive</b></p> <p>R3.1. The President is the principal officer of the organization <b>and has the leadership and management role including:</b></p> <ul style="list-style-type: none"> <li>• <b>chairing</b> meetings of the General Assembly, the International Board and the Executive</li> <li>• chairing the International Congress Planning Committee <b>during</b> her term</li> <li>• formalizing appointments</li> <li>• fostering external relationships with other international organisations and leaders</li> <li>• <b>oversight and accountability</b> for all planning, operational and outreach activities</li> </ul>	<p><b>R3. Decisions by the Executive</b></p> <p><b>R3.1.</b> The President is the principal officer of the organization <b>and chairs</b> meetings of the Executive, General Assembly, and International Board</p> <p>The President collectively with the Executive has responsibility for leadership and management including:</p> <ul style="list-style-type: none"> <li>• <b>overseeing and being accountable</b> for all planning, operational and outreach activities</li> <li>• formalizing appointments <b>of elected members and non-elected members by official letter as approved by the Executive</b></li> <li>• fostering external relationships with other international organisations and leaders</li> <li>• <b>maintaining financial viability of the organization as budgeted and approved by the Executive</b></li> <li>• chairing the International Congress Planning Committee <b>(IPC) as approved by the Executive of her term</b></li> <li>• <b>Working with the Host Planning Committee of the Congress</b></li> </ul>
	<p><b>RATIONALE.</b> To delineate the decision-making responsibilities of the Executive and the Board for better clarity.</p>	

### AMENDMENT 13

Title of proposed amendment	<b>Regulations. R. 3.2. The President is an ex officio member of all committees</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past President	
Seconded by	Mag Diana Barragan Medina. Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations R3.2.</b> The President is an ex officio member of all committees	<b>Regulations.R3.2.</b> The President is an ex officio member of all <b>International</b> committees, <b>except for the General Assembly Nomination and Election Committees</b>
<b>RATIONALE.</b> The proposed amendment is to ensure that the President does not be involved in the nomination and election committees at any level not only during the General Assembly.		

### AMENDMENT 14

Title of proposed amendment	<b>Regulations. R3.3. The Executive has collective responsibility – adding financial</b>	
Proposed by	Dr Yasmin Darwich Darwich. Immediate Past President	
Seconded by	Mag Diana Barragan Medina, Regional Coordinator, Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations R3.3.</b> The Executive has collective responsibility for operational <b>and</b> management matters.	<b>Regulations R3.3.</b> The Executive has collective responsibility for operational, management <b>and financial</b> matters.
<b>RATIONALE.</b> Adding to the collective responsibility of Finance to the Executive.		

**AMENDMENT 15**

Title of proposed amendment	<b>Regulations. R3.3. The Executive has collective responsibility.....</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past International President	
Seconded by	Mag Diana Barragan Medina. Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations R3.3</b> The Executive has collective responsibility for operational and management matters</p>	<p><b>Regulations R3.3</b> The Executive has collective responsibility for operational and management matters</p> <p>Insert new bullet point 4</p> <ul style="list-style-type: none"> <li>• Collectively. the Executive members are accountable to the International Board and members of the organization for any neglect of their duties and for any breach of IFBPW governance</li> </ul> <p>drop down current bullet point 4 to point 5</p>
<b>RATIONALE</b>		
Adding to the collective responsibility and accountability of the Executive		

## AMENDMENT 16

Title of proposed amendment	<b>Regulations. R3.5 Quorum</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past President	
Seconded by	Mag Diana Barragan Medina, Regional Coordinator Latin America	
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations. R3.5. Quorum</b>  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.</p>	<p><b>R3.5 Quorums All new clauses</b></p> <ul style="list-style-type: none"> <li>• General Assembly  The quorum at the General Assembly is two thirds [2/3] of the accredited representation at the General Assembly</li> <li>• International Board  At <u>a meeting</u> of the International Board, the quorum is two thirds (2/3) of the accredited representation at the International Board</li> <p>For an <u>electronic meeting</u>, of the International Board, the quorum is <b>fifty percent (50%)</b> of the International Board members.</p> <li>• Executive  A quorum of the Executive is 6</li> </ul>
	<b>RATIONALE.</b> Delineating for additional clarity the issue of quorums	

## AMENDMENT 17

Title of proposed amendment	<b>Regulations. R9.1. Selecting Congress time and place</b>	
Proposed by	Dr Chonchanok Viravan , Past international President	
Seconded by		
Supported by		
Financial Impact	This can improve the chance that BPW International Congress will be profitable	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations, R9.1. Selecting Congress time and place</b> A Congress is held at at a time and a place to be decided by the Executive.</p> <ul style="list-style-type: none"> <li>• The Executive will call for bids for hosting Congress 5 years prior to that Congress</li> <li>• Bids must comply with the criteria as set out in the Procedure Manual</li> <li>• The Congress rotates among the regions</li> </ul>	<p><b>Regulations, R9.1. Selecting Congress time and place</b> A Congress' time and place is to be decided by the Executive of the same triennium in which the Congress will be held.</p> <ul style="list-style-type: none"> <li>• Call for Congress bids and the selection process must conclude within the first 6 months of the triennium.</li> <li>• Bids must comply with the criteria as set out in the Procedure Manual</li> <li>• The Congress rotates among the regions. A Region can only be skipped when no country in the Region submits a bid.</li> </ul>
	<p><b>RATIONALE.</b></p> <p>The world economy is changing dynamically. To bid 5 years ahead of Congress, any proposed budget would be inaccurate as value of the currency and cost of the expenditure can dramatically change. Experience with past Congress has shown that time to organize BPW International Congress, in extreme circumstance, can be in less than one year. So to conclude venue of Congress 2.5 years ahead of time should be adequate.</p> <p>Also, when the bid is 5 years ahead of time, the Executive of host country is likely to change by the time of Congress. So the readiness of executive of the host country may change respectively.</p> <p>This would allow International President and Executive Finance Officer, who are both responsible for the financial outcome of the Congress in their triennium, to be the one who make commitment regarding their financial decisions regarding Congress venues. It is unfair that they must deal with the consequence for financial decisions that they did not made.</p> <p>While rotation of Congress is a fair thing to do, but there should be room for exception. if none of BPW affiliates in that region is ready to host BPW International Congress, they should not be force to do so. The inadequate support of Host country, especially in fund raising and finding sponsors, can lead to poor financial performance of BPW International Congress. Therefore, it is best that BPW International Congress will be hosted by BPW Affiliate that are fully ready to assist BPW International.</p>	

## AMENDMENT 18

Title of proposed amendment	<b>Regulations. R9.2. The International Planning Committee</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R.9. Congress</b>  <b>Regulations. R9.2.</b> The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual</p>	<p><b>R9. Congress</b>  <b>Regulations. R9.2.</b> <b>The International Planning Committee is a subcommittee of the Executive. The President chairs this Committee. The IPC members and all arrangements related to the Congress must be approved by the Executive and</b> comply with the Congress Guidelines as set out in the Procedure Manual.</p>
<p><b>RATIONALE.</b> According to R.3.3. <b>“The Executive has collective responsibility for operational and management matters.”</b> The main event of IFBPW is the Congress, the whole Executive as a corporate body, have the responsibility to ensure the proper management in the organization and finances of the Congress.</p>		



## AMENDMENT 19

Title of proposed amendment	<b>Regulations. R9.2. Congress Responsibilities</b>	
Proposed by	Dr Chonchanok Viravan, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R9. Congress</b>  <b>R9.2.</b> The President chairs the International Planning Committee and arrangements must comply with the Congress Guidelines as set out in the Procedure manual</p>	<p><b>R9. Congress</b>  <b>R9.2. Congress responsibilities 3 new bullet points</b></p> <ul style="list-style-type: none"> <li>• The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual</li> <li>• <b>The President and Executive Finance officer are responsible for Congress finance</b></li> <li>• <b>• As immediate Past President and immediate finance Officer much conclude Congress finance and audit and transfer the balance in BPW International Congress account to BPW International operational bank account within 1 year after the last day of the General Assembly at Congress</b></li> <li>• <b>An Immediate Past President can form a team to assist in preparing General Assembly Proceedings to be finalized within 2 years after the last day of general Assembly at Congress</b></li> </ul>
	<p><b>RATIONALE.</b></p> <p>There are matters regarding Congress that should be stated in the Constitution, not just the procedure manual to ensure the accountabilities of the related stakeholder. 1) The additional text “The President and Executive Finance Officer are responsible for Congress finance.” is required as it was stated in past BPW International Constitutions and it’s a common practice for decades. This matter is too important to be stated obscurely in the procedure manual.</p> <p>2) Concluding the congress account in 1 year is an existing rule. The additional part is the requirement to transfer fund from BPW International Congress account back to BPW International for operational purpose. This way, there is always only 1 BPW International Congress account for one congress at a time.</p> <p>3) Preparation of BPW International Congress proceeding needs a team, not just 1-2 persons. Immediate Past president should have a right to select the qualified BPW members who work well with her in the preparation process.</p> <p>This will provide a clear and transparent manner in financial handling of BPW International Congress Account.</p>	

## AMENDMENT 20

Title of proposed amendment	<b>Regulations. R9.3. (new) The President and Executive work with the HPC and Executive work with the HPC</b>	
Proposed by	Elizabeth Benham, Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations. R9. Congress</b> R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual.	<b>Regulations. R9. Congress</b> R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual. <b>R9.3. The President and Executive work with the Hostess Planning Committee following the Congress Guidelines</b>
<b>RATIONALE</b>		
There is no regulation that lists the Hostess Planning Committee which is critical to the logistics and planning of the Congress.		

## AMENDMENT 21

Title of proposed amendment	<b>Regulations. R13.1 Young BPWs</b> <b>age limit change</b>	
Proposed by	Neelima Basnet, Young BPW Coordinator	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<b>Regulations. R13.1.</b> Young BPWs are members under 35 years old who belong to BPW Affiliates or are individual Affiliates.	<b>Regulations. R13.1.</b> Young BPWs are members under <b>30</b> years old who belong to BPW Affiliates or are individual Affiliates
<b>RATIONALE.</b>		
<p>(1) It is proposed that, by the age of 30, members are no longer in ‘early career’ / in need of financial or other special consideration, but are fully fledged adults and professionals equal to all other members in every way, including candidacy for leadership positions</p> <p>(2) The UN defines ‘youth’ as ages 15-24 (for statistical purposes) recognizing variance in its member states to include ages 18-30</p> <p>(3) A 30 year old upper age limit for ‘young’ member category is in keeping with our sister organization of Zonta International</p>		

## AMENDMENT 22

Title of proposed amendment	<b>Regulations. R15. Standing Committees</b>	
Proposed by	Dr Antoinette Rùegg, Past International President	
Seconded by		
Supported by		
Financial Impact	The annual contribution of 135 Euro per committee drops	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations.R15. Standing Committees</b>  <b>R15.1. The following Standing Committees are formed:</b>  <b>Agriculture, Arts and Culture . Business, Trade and Technology, Development, Training and Employment, Environment, Health, Legislation, Membership, Projects, Public Relations, Young BPW , United Nations - Status of Women</b>  <b>Each Standing Committee in addition to the Chairperson has between 4 and 6 members.</b></p> <p>R15.2. Appointment of Standing Committee Chairpersons and members</p> <p>Standing Committee Chairpersons <b>are elected by the General Assembly, except that</b> 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.</p> <p>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.</p> <p>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.</p>	<p><b>Regulations.R15. Standing Committees</b>  <b>R15.1. The following Standing Committees are formed:</b>  Membership, United Nations – Status of Women, Young BPW</p> <p>R15.2. Appointment of Standing Committee Chairpersons and Members</p> <p>The Standing Committee Chairpersons, <b>which means</b> 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 Representatives is the Chairperson of the Young BPW Standing Committee.</p> <p>The members of the Standing Committees are formally appointed by the President <b>and the respective Executive Board Member</b>. No Standing Committee member can serve for more than 2 consecutive terms in the same capacity.</p> <p>Each Affiliate sends to the Executive Secretary before 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.</p>



### **AMENDMENT 22 RATIONALE.**

Most of the Standing Committees, not chaired by an Executive Board Member, were not able to deliver performances which would empower BPW International notably for the following reasons. - Giving focused tasks to the Standing Committees at the beginning of her term was not a priority of a new President. Focus areas emerge after an Executive Board has started its work. - As the needs are very diverse an elected Chair might not be the best expert for a specific task. - Being a Member of a Standing Committee is often frustrating, as the Committee Members normally are on different pages. - Having a vote (Committee Chair) or having a position as a Committee Member finally appeared to be the main motivators.

In our digital age we have smarter tools which in addition respect the capacities and competences of our members who would like to offer their performance at international level. A PILOT Resolution 2014-2020 evaluated and implemented a new tool which members who would like to contribute at international level are welcome to use. See Resolution “BPW International Member Projects”.

The “BPW International Member Projects” together with the “BPW International Taskforces” are able to work more efficiently as the Standing Committees. They get established when a true task pops up and offer members a smarter way to do work at international level. In addition the “BPW International Member Projects” offer each member who would like to contribute the opportunity to do so.

For all these reasons the Delegates are requested to abolish the Standing Committees not chaired by Executive Board Members.

## AMENDMENT 23

Title of proposed amendment	<b>Regulations R.15.2. Appointment of Standing Committee Chairpersons and members</b>	
Proposed by	Dr Yasmin Darwich Darwich, Immediate Past International President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations R15.2. Appointment of Standing Committee Chairpersons and <u>members</u></b>  <b>R15.2.</b> Appointment of <b>Standing Committee Chairpersons</b> and members</p> <p><b>Standing Committee Chairpersons</b> are elected by the General Assembly, 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.</p> <p>The members of the Standing Committees are formally appointed by the President.</p> <p>No Standing Committee Chairperson or members can serve for more than 2 consecutive terms in the same capacity.</p> <p>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.</p>	<p><b>Regulations R15.2. Appointment of Standing Committee Chairpersons and <u>members</u></b>  <b>R15.2.</b> Appointment of <b>Standing Committee Chairpersons</b> and members</p> <p>The Chairpersons and members of the Standing Committees are selected and approved by the Executive and formally appointed by official letter of the President.</p> <p>No Standing Committee Chairperson or members can serve for more than 2 consecutive terms in the same capacity.</p> <p>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.</p>
	<p><b>RATIONALE</b>  To ensure the democratic process of the appointments, positions must be approved by the Executive as they have collective responsibility for operational and management matters.</p>	

**AMENDMENT 24**

Title of proposed amendment	<b>Regulations. 15.3. Duties of Standing Committees</b>	
Proposed by	Dr Yasmin Darwich Darwich , Immediate Past President	
Seconded by		
Supported by		
Financial Impact	None	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>Regulations R15. Standing Committees</b>  <b>R15.3. Duties of the Standing Committees</b>            Each Standing Committee Chairperson submits an estimate of expenditure to the Finance Officer for approval <b>when requested to do so.</b></p>	<p><b>Regulations R15. Standing Committees</b>  <b>R15.3. Duties of the Standing Committees</b>            Each Standing Committee Chairperson submits an estimate of expenditure to the <b>Executive</b> Finance Officer for <b>the Executive</b> approval.</p>
<p><b>RATIONALE.</b> All expenses not placed under the budget item line for the Standing Committees must be approved by the Executive.</p>		



**AMENDMENT 25**

Title of proposed amendment	<b>Regulations. R23. President’s Office</b>	
Proposed by	Susan Jones, 1st Vice President	
Seconded by		
Supported by		
Financial Impact	According to the approved budgets	
	<b>CURRENT WORDING</b>	<b>PROPOSED WORDING</b>
	<p><b>R23 President’s Office</b>  R23.1. The President will have an office close to her, within a budget agreed by the Executive.</p> <p>R23.2. Arrangements for the President’s Office and for members and organizational services must comply with Guidelines as set out in the Procedure Manual</p>	<p><b>R23 President’s Office</b>  R23.1. The President will have an office close to her <b>for her term and set up within forty five (45) days of taking office, which is approved</b> by the Executive <b>with an annual budget aligned with the triennial Budget approved at the General Assembly.</b></p> <p>R23.2. Arrangements for the President’s Office and for members and organizational services must <b>provide both continuity and expertise required for delivering quality services to members and</b> comply with Guidelines as set out in the Procedure Manual.</p> <p><b>R23.3 The Executive shall be responsible for approving the arrangements for delivery of all Members and Organizational Services to Affiliates, and for ensuring that the established contractual staffing arrangements and requirements are fulfilled.</b></p>
	<b>RATIONALE.</b> A more detailed outline of the President’s Office is required to clarify the structure of functionality.	





# 5 RESOLUTIONS

# Proposed Resolutions



**The XXX BPW International Congress  
Orlando, Florida**

**21-25 August 2020**

# PROPOSED RESOLUTIONS

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# EXTERNAL RESOLUTIONS

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## RESOLUTION 2020-01:

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<b>Title of proposed Motion</b>	<b>BPW making the achievement of the SDGs is essential</b>
<b>Proposed by</b>	<b>BPW International Past President – Sylvia Perry</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Aware** that natural disasters that have been on the increase due to climatic change

**Mindful** that human caused changes in climate have played a significant factor in bringing about an ecological emergency

**Realising** that if these factors are not recognised and acted upon, they will restrict and harm the lives of future generations

**Recognising** that the aims of the 17 Sustainable Development Goals (SDGs) set by the United Nations General Assembly in 2015 are targeted to be achieved by the year 2030 and this end date is only ten years away

#### Be it resolved:

- That BPW International and all its Affiliates recognises the achievement of the SDGs particularly those of particular relevance to women is essential for a better and more sustainable future
- That we are resolved to work towards reaching the targets by making the SDGs the lead momentum of our advocacy and action and in particular aim to reach net zero carbon across our communities
- That we consider our day to day activities and seek to minimise our carbon footprint, minimise waste and make other changes that will assist the achievement of these goals
- That we pledge to work with other organisations in encouraging support for these objectives

### RATIONALE FOR THE RESOLUTION:

This resolution speaks for itself as the SDGs encompass all the aims and objectives of BPW. In making these high on our advocacy agenda, we will be addressing not only climate action but the key issue of gender equality, quality education, health and wellbeing and peace which are of prime importance for our mandate.

**IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

That all affiliates should ensure they adopt and undertake projects and advocacy on, if not all the SDGs but take action on those that are the most relevant in their country.

**FINANCIAL IMPACT (if any) on BPW International:**

None

## RESOLUTION 2020-02:

<b>Title of proposed Motion</b>	<b>Gender Responsive Budgeting</b>
<b>Proposed by</b>	<b>BPW New Zealand</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Noting** that Gender Responsive Budgeting has international support from the OECD, the United Nations, the ILO, and the IMF and some of form of gender budgeting is now undertaken in over 80 countries.

**Recognising** that gender budgeting can be a key driver in achieving the UN Sustainable Development Goals (came into force January 2016):

- Goal 1 No Poverty Target
- Goal 2 Zero Hunger Target
- Goal 4 Quality Education Target
- Goal 5 Gender Equality Target
- Goal 17 Partnerships

**Being** aware that CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), entered

**Article 10:**

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

**Article 12:**

- (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women

**Recognising** - International Monetary Fund paper distributed March 2018

### BPW International Resolves that all Affiliates:

1. urge their Governments to adopt a Gender-responsive budgeting lens, including advocacy, gender impact analysis, and gender responsive budget documentation in close collaboration with women's organisations and civil society.
2. strongly advocate for their Governments to identify those public spending lines that demonstrably and clearly advantage women and girls.



3. ensure a real-world gender budgeting approach focus on national and line ministry statistics agencies to ensure all government data is disaggregated by gender to allow for better spending analysis.

### **RATIONALE FOR THE RESOLUTION:**

Gender responsive budgeting (GRB) provides a way of analysing government expenditure and fiscal policy to promote gender equality. A GRB is a budget which accommodates men and women across all age groups. In essence, gender responsive budgeting involves the analysis of proposed policy through a 'gender neutral' lens so as to ensure policies contribute to (as opposed to inhibit) the progression of gender equality.

While the Asia-Pacific region has made progress in terms of developing laws and policies on women's rights in recent decades, limited financing remains a key obstacle to closing the gaps between men and women, boys and girls. A recent 20-year review of the Beijing Declaration and Platform for Action highlighted the stark insufficiency of annual budgets for national women's machineries in the region. Of 17 countries with available data, women's machineries receive annual funding ranging from 0.003 per cent to 3.12 per cent of national budgets.

- 1) Moreover, only 5 per cent of Official Development Assistance screened against the Development Assistance Committee's Gender Equality Policy Marker targeted gender equality as a principal objective, with marked funding gaps in the areas of economic and productive sectors, sexual and reproductive health, and peace and security.
- 2) While increased financing is imperative for the realization of the Sustainable Development Goals (SDGs), gender-responsive planning and budgeting is progressively being recognized as a catalyst for achieving not only SDG 5 on gender equality, but the 2030 Agenda as a whole.

Building on the principles of good governance related to transparency, efficiency and accountability, gender-responsive budgeting serves as a strategy to promote the goal of gender equality and gender mainstreaming by paying attention to revenue raising and spending of government finances. Gender-responsive budgeting is essentially both a political and socio-economic undertaking, with the potential to be a powerful tool for social transformation and progression towards gender equality amongst society.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement both Clause 1, 2 and 3 of the Resolution and BPW International advocate on this issue through UN agencies.

### **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only

## RESOLUTION 2020-03:

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<b>Title of proposed Motion</b>	<b>Financial Inclusion for Women</b>
<b>Proposed by</b>	<b>BPW International President Dr Amany Asfour</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Acknowledging** that women's financial inclusion is a top priority agenda for Economic Empowerment of Women and realizing the Sustainable Development Goals (SDGs) in particular:

- SDG 1 No poverty
- SDG 5 Gender Equality
- SDG 10 Reduced Inequalities

**Noting** that the Group of Twenty (G20) recognizes that financial inclusion is a key enabler in the fight against poverty.

#### **Be it resolved:**

That BPW International adopts Financial Inclusion for Women as a major advocacy pillar for Economic Empowerment of Women and that BPW International and its affiliates:

- Promote awareness about Financial Inclusion indicators.
- Promote women's financial inclusion through developing tailored financial products that are responsive to women's needs
- Promote the use of technology and digitalization for access to financial services
- Advocate for collecting sex-disaggregated data
- Promote the development of a set of supply-side indicators on women's access to and use of financial services
- Promote Financial Literacy training programs
- Promote simple digital financial solutions for payment with the allover objective to harness the digital and innovative technologies to Empower Women through Digital Financial Inclusion, and to Promote Digital and Innovative SME Financing
- Promote Awareness campaigns for all sectors of Society about the importance of Financial Inclusion for Women

### **RATIONALE FOR THE RESOLUTION:**

Increasing access to and use of quality financial products and services is essential to inclusive economic growth and poverty reduction. Research shows that when people participate in the financial system, they are better able to manage risk, start or invest in a business, and fund large expenditures like education or a home improvement.

Increasing women's financial inclusion is especially important as women disproportionately experience poverty, stemming from unequal divisions of labour and a lack of control over economic resources. Because of lack of collateral, women are more likely to be denied formal credit than men and often pay higher interest rates.

Providing low-income women worldwide with effective and affordable financial tools to save and borrow money, make and receive payments, and manage risk is critical to both women's empowerment and poverty reduction. However, the path to greater women's financial inclusion is dependent upon the creation of a more gender inclusive financial system that addresses the specific demand- and supply-side barriers faced by women, supported by an inclusive regulatory environment.

Financial services are a core enabler for consumption smoothing, risk mitigation, self-employment, SME growth, asset accumulation, and wealth creation. Lack of access to financial services reduces women's ability to climb out of poverty; increases their risk of falling into poverty; contributes to women's marginalization to the informal sector; and reduces their ability to fully engage in measurable and productive economic activities.

Financial Inclusion for Women is a Multi Stakeholder responsibility that include

- Banks especially Central Banks
- Financial Institutions
- Telecommunication Companies
- Women's Organizations
- Alliances, Partnerships and Organizations for financial Inclusion eg. Alliance for Financial Inclusion (AFI), Global Partnership for Financial Inclusion (GPII)

The Global Partnership for Financial Inclusion (GPII) has developed indicators which assess the state of financial inclusion and digital financial services, nationally and globally. Reliable data covering the major components of sustainable financial inclusion development is critical to inform these policies and to monitor the effect of initiatives. Data also provides a starting point on which to base ambitious financial inclusion targets.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

BPW International and its affiliates implement the initiatives in clauses a) – h) of the resolution and BPW International advocates on this issue through Governments and global stakeholders for Financial Inclusion for Women.

### **FINANCIAL IMPACT (if any) on BPW International:**

None



## RESOLUTION 2020-04:

<b>Title of proposed Motion</b>	<b>Gender Pay Gap at Retirement</b>
<b>Proposed by</b>	<b>BPW New Zealand</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Noting** that the International Covenant on Economic, Social and Cultural Rights (ICESCR), was adopted and ratified in December 1966 and entered into force in January 1976, outlines under Article 7:

The State Parties recognise *the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:*

- (a) *Remuneration, which provides all workers, as a minimum, with:*
  - i. *fair wages and equal remuneration for equal value without distinction of any kind...*
  - ii. *a decent living for themselves and their families.*
- (b) *Safe and healthy working conditions*
- (c) *Equal opportunity for everyone to be promoted in their employment to a higher level...*

**Being** aware that CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), entered into force September 1981, Article 11 states “*the States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment...*”

**Recognising** that under the UN Sustainable Development Goals (came into force January 2016):

- Goal 1: No Poverty
- Goal 5: Gender Equality
- Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all

**Knowing** that Women across the globe have 30-40% less money than men in retirement – despite often living longer.

### **BPW International Resolves that all Affiliates:**

- 1) recognize the impact the gender pay gap has on women at retirement age.
- 2) urge their governments and states to identify factors that are involved and once identified put in place long term solutions so that women are no longer financially disadvantaged including but not limited to investigating the impact of unpaid and unrecognized work and its impact on the economy and solutions to address its contribution to the gender pay gap.

### **RATIONALE FOR THE RESOLUTION:**

It is widely accepted that a gender gap exists. The World Economic Forum’s [2017 Gender Gap report](#) reveals that it will take 217 years to completely remove the disparity between the sexes around the world. Less well known is the looming \$400 trillion retirement crisis highlighted in the Forum’s 2017

paper, [We'll live to 100 – how can we afford it?](#) and 2018 paper, [“How We Can Save \(for\) Our Future”](#). These stats have not improved globally.

Typically, the financial balances of women in retirement are 30-40% less than men across the globe. Taking Europe as an example, the gender pension gap varies significantly between different countries, ranging from 4% to 49%, but more than half have a gap of 30% or greater.

A third more women are in poverty in retirement than men in European countries (16% vs 12%), with widows along with black and Latina women typically experiencing higher rates of poverty.

So why are women so much worse off in retirement than men? Because they face a perfect storm of challenges.

To start with, women typically need more money for their retirement than men, so have a bigger problem to solve when it comes to saving for retirement. To make things worse, women tend to accumulate fewer savings than men in the years before they retire, making the problem even harder to solve.

It's not news that women participate in the workforce for fewer years of their lives than men on average, as they are more likely to take breaks to start a family or care for sick relatives, or both. In the US, women participate in the workforce just 75% of the time that men do and are almost twice as likely to be a part-time worker. Given that most people set savings aside during their working years, gaps out of the workforce make it hard for women to keep pace when it comes to accumulating savings.

Planning for retirement should look different for women and men given the different life cycles. If women follow the same retirement plan as men, they will fall short in retirement. Retirement system providers should target women differently, give women confidence to handle their finances and consider different, perhaps riskier, investment strategies. Employers should review their benefits systems through a gender lens, to ensure options and communications meet the needs of both sexes.

## **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement both Clause 1 and 2 of the Resolution and BPW International advocate on this issue through UN agencies.

## **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only

## RESOLUTION 2020-05:

<b>Title of proposed Motion</b>	<b>Public Procurement for Women Owned Businesses</b>
<b>Proposed by</b>	<b>BPW International President Dr Amany Asfour</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Acknowledging** the principles of the 61<sup>st</sup> Commission for the Status of Women (March 2017) agreed by many UN members which focused on increasing the share of trade and procurement from women's enterprises, co-operatives and self-help groups

**Recognising** that Public Procurement policies for women's empowerment are a key driver of the following UN Sustainable Development Goals (came into force January 2016):

- SDG 1 No poverty
- SDG 5 Gender Equality
- SDG 8 Decent Work and Economic Growth
- SDG10 Reduced Inequalities

**Noting** that the African Union Chair President Cyril Ramaphosa of South Africa pledged in the African Union Summit in February 2020 that the African Union Member States will work on implementing a Public procurement policy for women empowerment and to have at least 30 percent of Government procurement allocated for women owned businesses.

Be it resolved:

That BPW International promotes Public Procurement as a Tool to Boost Women's Economic Empowerment and that BPW Affiliates:

- a) Promote gender equality as "smart economics," and advocate that public procurement be used as a tool to achieve socioeconomic objectives through the government's regulatory and buying powers.
- b) Facilitate access to information regarding public procurement, promote women's participation in public procurement through policy recommendations
- c) Advocate that Governments redefine gender-responsive procurement policies and implement creative strategies that focus on women's workforce participation

### RATIONALE FOR THE RESOLUTION:

Worldwide, compared to their male counterparts, women entrepreneurs face disproportionately complex, and interconnected barriers to accessing equal economic opportunities. These range from legal and regulatory hurdles to sociocultural norms and gender biases and lack of skills, networks, and finance. For instance, women own or manage only one in five exporting firms even though they own an estimated 38% of all small and medium sized enterprises (SMEs). Women spend at least twice as much time on domestic and care work as men, which means the time they could spend on remunerated opportunities is reduced.



\$15 trillion dollar market opportunity that is, public procurement. It is estimated that only 1% of the market is catered to by women entrepreneurs, in part, due to the various aforementioned barriers. Women also face challenges in accessing procurement contracts, and procurement processes tend not to facilitate successful outcomes for women.

Studies show that women-owned businesses that are able to successfully obtain government contracts usually grow, and in return, contribute to increased GDP growth and an improved female labour force participation rate. After all, women-owned companies tend to employ more women than men-owned firms - in 40% of women-owned firms, the majority of employees are female compared to only 22% in men-owned and managed firms. Therefore, greater procurement for women-owned enterprises will provide a springboard for advancements in women's economic inclusion and labour market participation. It also makes sense that expenditure of public funds should go towards public benefit!

UN Women endorses gender-responsive procurement as a critical part of the solution for gender equality and women's empowerment. Gender-responsive procurement is the selection of services, goods and civil works that considers their impact on gender equality and women's empowerment. UN Women has implemented tools that will increase women vendors' business share in UN Women's procurement spending.

Women entrepreneurs are a growing economic force and represent a significant share of employment generation and economic growth potential. It is estimated that Small and Medium Enterprises (SMEs) with full or partial female ownership represent 31-38 percent (8-10 million) of formal SMEs in emerging markets (IFC, 2011). Public procurement spending accounts for approximately 10-15 % of the Gross Domestic Product (GDP) in developed countries and over 30 % of the GDP in developing countries (ITC, Empowering women through public procurement, 2014). Procurement, supplier diversity and inclusion can thus be used as a powerful tool to economically empower women and to combat poverty by increasing the income of women and ensure sustainable social and economic benefits.

In this regard, governments and international organizations recognize that empowering women and women owned businesses is a catalyst for achieving gender equality and the internationally agreed goals and commitments.

## **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

BPW International and its affiliates implement the initiatives in clauses a) – c) of the resolution and BPW International advocates on this issue through Governments, UN Agencies and at global level.

## **FINANCIAL IMPACT (if any) on BPW International:**

None

## RESOLUTION 2020-06:

<b>Title of proposed Motion</b>	<b>Gender Equality in Sport</b>
<b>Proposed by</b>	<b>BPW New Zealand</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Noting** that the International Covenant on Economic, Social and Cultural Rights (ICESCR), was adopted and ratified in December 1966 and entered into force in January 1976, outlines under Article 7:

The State Parties recognise *the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:*

- (a) *Remuneration, which provides all workers, as a minimum, with:*
  - i. *fair wages and equal remuneration for equal value without distinction of any kind...*
  - ii. *a decent living for themselves and their families.*
- (b) *Safe and healthy working conditions*
- (c) *Equal opportunity for everyone to be promoted in their employment to a higher level...*

**Being** aware that CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), entered into force September 1981, Article 11 states “*the States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment...*”

**Recognising** that gender equality for women in sports comes under the following UN Sustainable Development Goals (came into force January 2016):

- Goal 5: Gender Equality
- Goal 8: Decent Work and Economic Growth
- Goal 10: Reduced Inequalities

### **BPW International Resolves that all Affiliates:**

urge their Governments to recognise the role of gender inequality in sports,

1. such as with representation, leadership, the pay gap and media coverage;
2. and lead a public-private-NGO approach to address it through initiatives including but not limited to:
  - a) asking Government and sporting associations to research and provide statistics on the extent and impact of gender inequality in sports,
  - b) raising awareness of the value that sports has in developing girls and boys into resilient leaders,
  - c) questioning the structure and role of the media in sports from a gender perspective

### **RATIONALE FOR THE RESOLUTION:**

The fight for gender equality is an ongoing battle despite the tremendous progress made in the past few decades. The world's finest female athletes lag behind their male counterparts in terms of earnings. Indeed, there is as much a gender pay gap in sports as there is in corporate America, and the discrepancy is glaring and unfair.



Several factors contribute to this gender pay gap in sports. These include sexism, mismatched media coverage, and most disconcerting, the lack of women holding governing positions in sports organizations. With no significant change being made to ensure equality in pay and representation, female athletes will remain on the short end of the pay scale for the foreseeable future.

In the ranking of the 100 highest-paid athletes, there is just one woman - tennis star Serena Williams. She's in position 51 and has an income that is \$66m (£50m) lower than Cristiano Ronaldo's, the world's top earning sportsman according to Forbes. For the US women's football team, their win in the 2015 World Cup got them a \$2m (£1.5m) reward. Meanwhile in the male version of the tournament, the winners were handed \$35m (£26.5m) just a year earlier. These are just a few examples of a massive gender pay gap in the world of global sports that has been the standard for decades.

Kiwi sportswomen at the top of their game have gone without financial reward for a long time. Like struggling musicians, they practise their craft for pure love, knowing it likely won't pay the bills. Apart from a selected few, women have been unable to claim sport as a primary career. They train, they play, and they travel around the world, taking time off their 'real jobs'. Sport, for most, has been a hobby. Even after cash injections from the NZ Government and a change of heart from sporting organisations over the past 12 months, pay disparity between the genders remains the elephant in every boardroom. For reasons such as earning power, crowd numbers, television viewers, sponsorship deals and player profiles - women's sport can often be the weakest link when it comes to company revenue, so the pay gap stays open.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement the initiatives in clause 2 of the resolution and BPW International advocate on this issue through UN agencies.

### **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only



## RESOLUTION 2020-07:

<b>Title of proposed Motion</b>	<b>Skills Development for Migrant Women and Recognition of their Foreign Credentials</b>
<b>Proposed by</b>	<b>BPW International President Dr Amany Asfour</b>
<b>Seconded by (optional)</b>	<b>BPW Canada</b>
<b>Supported by (optional)</b>	<b>BPW International Taskforce Chair, Migrant Women and Global Citizenship, Jenny Gulamani-Abdulla</b>

### MOTION

**Acknowledging** that Objective 18, one of the 23 objectives in the Agreed Outcome document (July 13, 2018) from the Global Compact for Safe, Orderly and Regular Migration deals with investment in skills development.

**Noting** that to achieve economic empowerment for migrant women and realize the Sustainable Development Goals the following SDG targets must be met:

- (i) Protect migrant workers' rights SDG 8.8
- (ii) Access vocational training and affordable education SDG 4.3

### BPW International Resolves that all Affiliates:

- a) urge their governments to invest in skills development for migrant women
- b) facilitate mutual recognition of skills, qualifications and competencies for migrant women by reviewing education and credential assessments for immigration applicants and advocating for means to prove their contributions in the host country
- c) advocate and collaborate with immigrant serving organizations to recognize businesses and educational institutions that promote inclusion of migrant women in the workplace

### RATIONALE FOR THE RESOLUTION:

Migrant women are considered to be one of the vulnerable groups of women left behind when it comes to economic empowerment and realizing the Sustainable Development Goals (SDGs). This means that we must consider an inclusive approach when it comes to the implementation of the SDGs. The SDGs recognize that protecting the rights of immigrant women will advance their potential to become agents of development.

Studies have shown that an increasing proportion of women are economic or labour migrants. Not only do women spend their incomes in the host countries but they also send remittances to their home countries which go towards education, health and community development. In fact, studies show that migrant women remit a higher proportion of their salary than migrant men.

A key economic and employment barrier faced by migrants is a lack of recognition of international credentials and experience. Businesses are feeling the effects of labour shortages around the world and the



urgency to find solutions has become a top priority. However, there is a lack of understanding of the skills and credentials of internationally trained professionals.

Even with credential evaluation institutions that are reliable, credible, and trusted sources to ensure the qualifications of an internationally educated candidate are assessed adequately, there is the perception that not developing or acquiring the skills in the host country is a liability. Foreign study and work experience is not necessarily considered an asset especially in a host country that is focused on formal academic credentials and professional licensure rather than a skills-based approach to hiring.

It takes leaders, key influencers, and cross-sector collaboration to create systemic change. All BPW members have a role to play in leading discussions around diversity, inclusion, and recognition.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement the initiatives in clauses a) to c) of the resolution and BPW International advocate on this issue through UN agencies and global stakeholders while understanding that BPW is in a position to shape the conversation on inclusion of migrant women in areas of education, training, assessment of credentials, employment and overall treatment in the workforce.

### **FINANCIAL IMPACT (if any) on BPW International:**

None

## RESOLUTION 2020-08:

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<b>Title of proposed Motion</b>	<b>Access for Rural Women to Technology</b>
<b>Proposed by</b>	<b>BPW New Zealand</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Recognising** that technology can be a key driver in achieving the UN Sustainable Development Goals (came into force January 2016):

- Goal 1 No Poverty Target 1.4
- Goal 2 Zero Hunger Target 2.A & 2.C
- Goal 4 Quality Education Target 4B
- Goal 5 Gender Equality Target 5.B.0 & 5.B.1
- Goal 9 Industry, Innovation and Infrastructure Target 9.C & 9.0C.1
- Goal 16 Peace, Justice and Strong Institutions Target 16.10
- Goal 17 Partnerships for the Goals Target 17.6, 17.7 and 17.8

**Being** aware that CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), entered into force September 1981, Article 11 states “*the States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment...*”

**Noting** that FAO founded in 1945 recognises the importance of the impact access to technology has on food security and FAO has produced many research papers on the topic.

- Knowing that technology can be the key to empowering rural women in their ability to take advantage of the benefits of new information technologies.
- “Despite the promises of the digital revolution, rural women still don’t have the same access and control of information and communication technologies as men,” said Sophie Treinen, FAO information and knowledge management officer.

### BPW International Resolves:

That all Affiliates urge their governments to:

1. recognise the disadvantages that lack of access to technology has caused for rural women
2. introduce an initiative that will support community access to technology in a sustainable way

### RATIONALE FOR THE RESOLUTION:

Technology can be key to empowering rural women. While the digital revolution is reaching rural areas in many developing countries, the rural digital divide continues to present considerable challenges. The problem is even more acute for women, who face a triple divide: digital, rural, and gender.

FAO's E-agriculture 10 Year Review Report on implementation of the World Summit on the Information Society (WSIS) of the Action Line C7. ICT Applications: e-agriculture concludes that while substantial progress has been made in making ICTs available and accessible for rural communities, challenges remain with respect to the following seven critical factors for success: content, capacity development, gender and diversity, access and participation, partnerships, technologies, and finally, economic, social, and environmental sustainability.

New information technologies are radically transforming the way that information and knowledge are disseminated and shared around the world. The technology revolution could accelerate progress towards gender equality, but it could also exacerbate existing inequalities. Much has been written about the digital divide between rich and poor countries: more than 70 percent of the world's Internet users are based in Europe and North America, where – in addition – more than 90 percent of the data on Africa are stored. Similar gaps persist between urban and rural areas and between men and women, especially in developing countries. Rural women usually have less access than men to information and new technologies. Consequently, they are at a disadvantage in making informed choices about what to produce. Lack of information also limits women's influence in their communities and their ability to participate in decision making. When assessing the opportunities and risks of new technologies, it is essential to give attention to gender differences and to ensuring that women's voice is heard so that technological developments can be exploited in the way that best prevents them from increasing inequalities.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement the initiatives in clause 1 and 2 of the resolution and BPW International advocate on this issue through UN agencies.

### **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only

## RESOLUTION 2020-09:

<b>Title of proposed Motion</b>	<b>To Support Governments to Develop a Biodiversity Strategy</b>
<b>Proposed by</b>	<b>BPW New Zealand</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Recognising** the Convention on Biological Diversity (CBD) is an international legally binding treaty with three main goals: conservation of biodiversity; sustainable use of biodiversity; fair and equitable sharing of the benefits arising from the use of genetic resources.

**Recognising** the UN Environment Document Repository

**Mindful** of BPW International's commitment to achieve the UN Sustainable Development Goals (came into force January 2016) and in particular:

- Goal 13 Climate Action
- Goal 14 Life Below Water
- Goal 15 Life on Land

### **BPW International Resolves that all Affiliates:**

Urge their Governments to commit with urgency to stem the loss of biodiversity by:

1. developing a comprehensive, nationally coordinated environmental monitoring system
2. developing a mandated strategy to
  - prioritise and incrementally fill data gaps.
  - prioritise protection of critically endangered ecosystems, species and genetic resources
  - report on progress annually to the populous with data, targets and information to ensure knowledge on their current situation and future plans is widely disseminated
  - promote sustainable use of their resources
3. allocating financial and other resources to Government Departments and other agencies to affect these recommendations

### **RATIONALE FOR THE RESOLUTION:**

The Earth's biological resources are vital to humanity's economic and social development. As a result, there is a growing recognition that biological diversity is a global asset of tremendous value to present and future generations. At the same time, the threat to species and ecosystems has never been so great as it is today. Species extinction caused by human activities continues at an alarming rate.

Nature can provide more than 30 percent of the solution to climate change by holding global warming below 2 degrees Celsius — and biodiversity is an essential part of the picture.



The destruction of forest ecosystems is responsible for [11 percent of all global greenhouse gas](#) emissions caused by humans, so conserving forests would stop the release of these gases into the atmosphere. Trees and plants also store carbon in their tissue, making it even more necessary to protect them.

Some ecosystems, such as mangroves, are particularly good at storing carbon and keeping it out of the atmosphere — where it contributes to climate change. Forests and wetland ecosystems provide crucial buffers to extreme storms and flooding related to climate change. These ecosystems are complex, which means they function best, and are more resilient to the effects of climate change, when all the pieces of the ecosystem are in place — meaning the biodiversity is intact.

For a relatively small investment, high-biodiversity forests and other ecosystems can be conserved and restored as a powerful means to rein in climate change while also helping communities cope with associated storms, flooding and other impacts.

[At least 40 percent of the world's economy](#) and 80 percent of the needs of the poor are derived from biological resources. Altogether, the food, commercial forestry and ecotourism industries [could lose US\\$ 338 billion per year](#) if the loss of biodiversity continues at its current pace. Meanwhile [The Economics of Ecosystems and Biodiversity \(TEEB\) initiative](#) estimates that global sustainable business opportunities from investing in natural resources could be [worth US\\$ 2 to 6 trillion by 2050](#). Millions of people also depend on nature and species for their day-to-day livelihoods. This is particularly true for struggling communities in developing countries, who often turn to high-biodiversity ecosystems as their source of food, fuel, medicines and other products made from natural materials for their own use and as sources of income. Nature-related tourism is also a significant income generator for many people as well.

## **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International implement all the Clauses 1, 2 and 3 of the Resolution and BPW International advocate on this issue through UN agencies.

## **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only



## RESOLUTION 2020-10:

<b>Title of proposed Motion</b>	<a href="#">Alternatives to Detention for Women and Girls</a>
<b>Proposed by</b>	<a href="#">BPW New Zealand</a>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Recognising** that reducing inequality can be a key driver in achieving the UN Sustainable Development Goals (came into force January 2016)

- Goal 3 Good Health and Well-being
- Goal 10 Reduce Inequalities

**Reaffirming** the resolution adopted by the XXIX BPW International Congress in 2017 on Mental Health - Women in Prisons

**Being** aware that The [United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders \(‘the Bangkok Rules’\)](#) were adopted by the UN General Assembly in December 2010 and fill a long-standing lack of standards providing for the specific characteristics and needs of women offenders and prisoners.

**Being** aware that The United Nations Standard Minimum Rules for Non-custodial Measures (The Tokyo Rules) was adopted by General Assembly resolution 45/110 of 14 December 1990

### **BPW International Resolves that all affiliates:**

Urge their governments to implement the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders and provide alternatives to detention for female offenders with a key focus of reducing the high number of indigenous women and girl detainees sentenced for minor crimes.

### **RATIONALE FOR THE RESOLUTION:**

Globally more than half a million women and girls are in prison serving a sentence following conviction or awaiting trial and therefore to be presumed innocent. Criminal justice systems routinely overlook the specific needs of these women and girls, who represent an estimated two to nine per cent of national prison populations.

Treating women offenders in the same way as men will not achieve gender equality. The circumstances in which women commit criminal offences are different from men. The facts: -

- A considerable proportion of women offenders are in prison as a direct or indirect result of multiple layers of discrimination and deprivation.

- Women mainly commit petty crimes closely linked to poverty, such as theft, fraud and minor drug related offences.
- Only a small minority of women are convicted of violent offences, and a large majority of them have been victims of violence themselves.

Because women and girls represent less than a tenth of the prison population their characteristics and needs have remained unacknowledged and largely unmet by criminal justice systems. Prisons and their regimes – from the architecture and security procedures to healthcare, family contact and training opportunities – are usually designed for men.

One example of a gender-sensitive alternative to prison is counselling services with on-site childcare facilities. This provides a solution for women offenders who are mothers, enabling them to deal with the root causes of criminal behaviour whilst continuing to care for their children.

In some countries, individuals are sent to prison for very minor offences: from abusive language to unlawful trespassing. Imprisonment is not only a disproportionate response but contributes to serious prison overcrowding. In many countries, the number of people imprisoned exceeds official prison capacity and pre-trial detention contributes to overcrowding.

For many, a prison sentence is not an appropriate response. There are a number of non-custodial alternatives to imprisonment. At the pre-trial stage, alternatives include bail, seizure of travel documents, periodic reporting to the police, electronic monitoring and curfew. For those found guilty, courts can impart fines, community service orders or restorative justice.

## **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Affiliates of BPW International advocate for alternative options for women and girl's detention by encouraging their governments to be signatories to both the Bangkok Rules and the Tokyo Rules and to adhere to these rules.

## **FINANCIAL IMPACT (if any) on BPW International:**

Administrative costs only

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# INTERNAL RESOLUTIONS

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## RESOLUTION 2020-11:

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<b>Title of proposed Motion</b>	<b>International Ethics Council</b>
<b>Proposed by</b>	<b>BPW International Past President Dr. Yasmin Darwich, Executive Secretary Bessie Hironimus, Regional Coordinator Latin America Diana Barragan</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

#### Whereas:

- ❖ The highest standard of ethical behavior should be one of the main characteristics of BPW members;
- ❖ Ethics is an essential component for the proper functioning and smooth progress of the organization at all levels;
- ❖ BPW International is comprised of business and professional women who must uphold the organization's mission statement;
- ❖ BPW International does not have a procedure to resolve with accuracy and timeliness matters whose ethical solution is beyond the organization's governance documents or the internal litigious issues of the organization identified by the Constitution Advisory Committee [CAC];
- ❖ Adopting a council of ethics sends a strong signal that the membership is committed to protect and enforce the compliance of our governance;
- ❖ A breach of ethics should be referred to the ethics council;
- ❖ There are ethical matters that are not related to constitutional issues under the jurisdiction of the CAC and therefore there are no current means to address them;
- ❖ Such a council should be comprised of BPW International members of recognized record and integrity,

#### Therefore be it resolved

That BPW International establishes an International Ethics Council with the applicable tools, and whose resolutions are fully enforceable; with members carefully selected by the Executive and ratified by the International Board of BPW International, to support the smooth progress of the organization at all levels.

Be it further resolved that the Ethics Council be established as a permanent body within the organization.

## **RATIONALE FOR THE RESOLUTION:**

1. Ethics is a fundamental principle for the proper functioning of BPW International, and all members must be aware of its importance in our organization- No impunity can be tolerated and if violated, there must be sanctions for noncompliance.
2. The growth of the organization coupled with the advancement of technology are leading to greater complexities in governance control systems and accountability.
3. Disagreements, conflicts and matters of grave concern can affect the good progress of the organization, and must reach a resolution.
4. BPW International does not have a procedure of enforceable power as it pertains to ethical concerns.

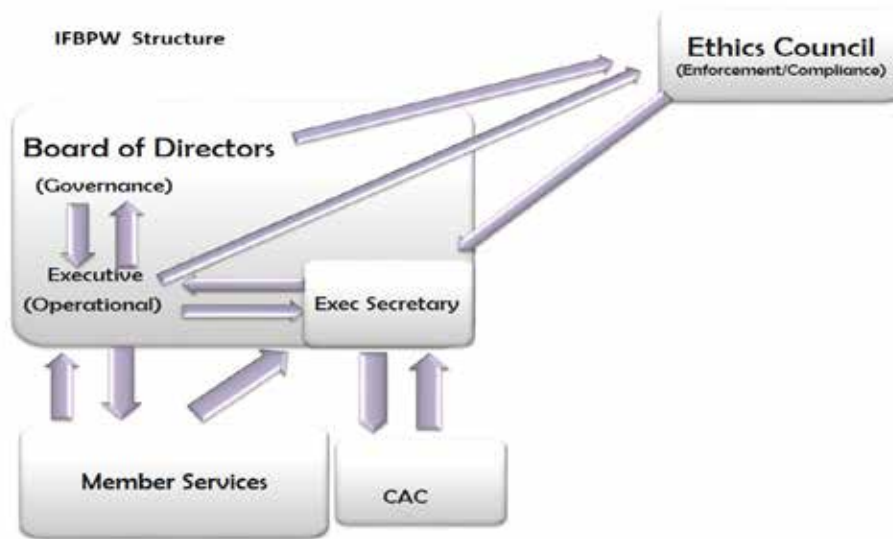
## **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

### **FORMATION**

1. Following Executive consensus, president to ratify an ad hoc Task Force to establish clear selection criteria including term of position, and functional procedures including sanctions process for noncompliance with council decisions.
2. Candidacy, for both task force and ethics council, to include prior experience serving on an ethics council or human subjects research committee, and/or active engagement in a profession that requires adherence to a code of ethics (e.g. medical, educational, legal, or similar).
3. Nominations of qualified members will be elicited, through the International Board, and outsourced if necessary.
4. Deadline for formation of Task Force is 3 months following 2020 Congress, and deadline for establishment of Ethics Council is 6 months following Congress (i.e., 3 months following establishment of Task Force).

As such:



**IFBPW : Structural flow chart of operational communications and responsibilities**

## **FINANCIAL IMPACT (if any) on BPW International:**

### **ESTABLISH A BUDGET**

1. Due to the essential nature of an Ethics Council, a budget is to be established, not to exceed 3,000 euros annually; once the council is operational, the budget will be reviewed and set as a permanent item.
2. Potential expenses include selection of candidates, if conducted by a professional external to BPW membership, and orientation / training of council members, if conducted by a professional external to BPW membership.
3. Council positions are voluntary and without compensation.



## RESOLUTION 2020-12:

Title of proposed Motion	Non-discrimination Statement
Proposed by	BPW Hongkong
Seconded by (optional)	
Supported by (optional)	

### MOTION

**Whereas**, BPW International has had resolutions prohibiting discrimination in three separate General Assemblies, to wit: 1958, 1959, and 1967 [See: BPW International Operations Resolutions Register 1930-2014, pp. 25 and 26, “Discrimination Within IFBPW Memberships” (1958); “Eradication of Prejudice and Discrimination” (1959); “Eradication of Discrimination Regarding Race, Language, Religion and Sex (1967)];

**And whereas**, said resolutions, though passed, were never again referred to, actioned, or made prominent in any way, and are mere recommendations to affiliates for consideration;

**And whereas**, the BPW International Constitution does not address the matter of discrimination on any basis;

**And whereas**, current BPW Regulations do not address said matter;

**And whereas**, current BPW Procedure Manual does not address said matter;

**And whereas**, the issue of non-discrimination and relevant statements is standard practice today in governments, non-governmental and other organizations and institutions, and corporations;

**And whereas**, the very concept of non-discrimination has expanded throughout the years to be ever more inclusive, beyond the scope of 50+ years prior;

### Therefore, be it resolved

That BPW International pass, and integrate into its documents of governance, as well as publicly display on its website, social media accounts, and any other public documentation as deemed relevant, the following official statement of non-discrimination:

#### Non-discrimination Statement

BPW does not and shall not discriminate, on the basis of race, religion (creed), age, nationality or geographic location, disability, marital status, or sexual orientation, in any of its activities or operations. We are committed to providing an inclusive, welcoming, and empowering environment for all members.



**RATIONALE FOR THE RESOLUTION:**

- (1) To update the language and concept of nondiscrimination in keeping with the current era;
- (2) To formally prohibit discrimination on any basis, and encourage affiliates to do the same;
- (3) In keeping with organizations both commercial and nonprofit, as well as governments;
- (4) In keeping with no fewer than three past resolutions, made more than 50 years prior;
- (5) To continue to strive for the highest possible professional and ethical standards of practice.

**IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates. Added to the BPW International regulations where appropriate and reflected in the Procedure Manual; place prominently on the BPW International website, in tandem with our mission statement, on all social media accounts, and on any other publicly available documentation as deemed appropriate.

**FINANCIAL IMPACT (if any) on BPW International:**

No financial impact

## RESOLUTION 2020-13:

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Title of proposed Motion	Rebalancing Voting Rights to Membership Strength
Proposed by	BPW Switzerland
Seconded by (optional)	
Supported by (optional)	

### MOTION

The XXX BPW International Congress resolves:

That the executive board be mandated to work out a new voting system by the next congress that takes more balanced account of the number of members of the federations.

### RATIONALE FOR THE RESOLUTION:

Currently, the system of voting rights is very unbalanced. Small Federations and especially Associated Clubs have a very high number of votes in relation to their number of members, whereas large Federations are very poorly represented in relation to their number of members.

The membership figures of each Federation and Associated Club are not known, but the membership fees can be used as an approximation since they are charged per member. - Aware that low-income countries pay only 50% of the dues.

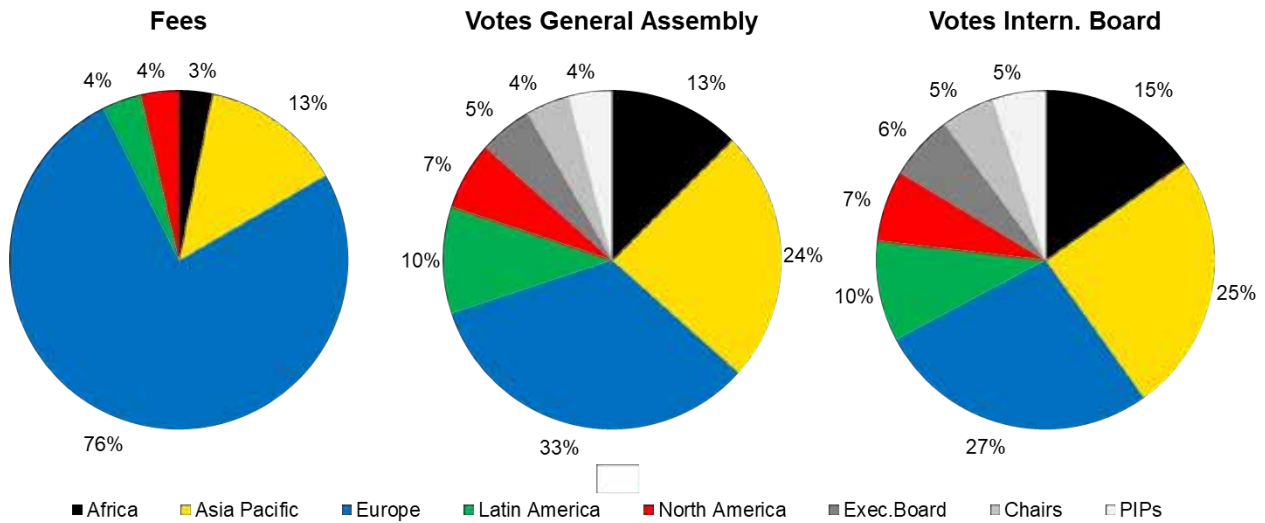
The chart shows per region membership dues (based on the financial statements for 2017) - as an approximation of membership numbers -, voting power at the General Assembly and voting power in International Board votes between General Assemblies.

The imbalance is obvious.

It is further accentuated by the fact that each member of the International Executive Board, each Standing Committee Chairperson and each Past International President also has one vote each, equal to that of an Associated Club.

The situation between General Assemblies is even more striking when each Federation, regardless of size, has only two votes, while the voting power of Individuals and Associated Clubs is unchanged.

Therefore, the Executive Board should be mandated to develop a fairer voting system.



**IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

The new voting system shall be submitted to the next General Assembly 2023 for approval. After its adoption, it can be decided whether it will be applied to the following votes at the General Assembly 2023 or not until the next voting of the International Board or the General Assembly. In case that it is to come into force immediately, provision must be made for the Federations to cast the votes they deserve.

**FINANCIAL IMPACT (if any) on BPW International:**

No financial impact

## RESOLUTION 2020-14:

<b>Title of proposed Motion</b>	<b>Cessation of Annual Increase in Membership Dues</b>
<b>Proposed by</b>	<b>BPW International Regional Coordinator for Europe Giuseppa Bombaci</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### MOTION

**Mindful** that at the 2011 International Congress in Helsinki it was agreed to increase the BPW International Membership Fee of 10.50Euro by a one off payment of 5 Euro in 2012 to 15.50Euro and thereafter on the next year 2013 and each following year by 1 Euro annually.

**Recognising** that some increase was needed at that time as the membership fee had not been increased for ten years (since 2005) and membership had stabilised at 25,000 members but now members are paying twice as much as in 2011.

**Therefore Regional Coordinator for Europe Giuseppa Bombaci at the wish of BPW Europe members moves:**

**That the annual increase of 1 Euro in the Membership Due per member of each affiliate Member paid to BPW International should be ceased with effect from 2021.**

### RATIONALE FOR THE RESOLUTION:

Affiliates feel that it is appropriate that they should be able to spend more money on the projects and activities as that will be strategic for attracting more members and thereby increase funds for BPW International. It is not considered necessary for the fees to grow at that level. If BPW International should in the future have a financial need then a new resolution to cover that particular need.

### IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

This resolution doesn't require a practical action plan; if adopted, the International Finance Officer has to cease the increase of the International fees of 1 euro per year.

### FINANCIAL IMPACT (if any) on BPW International:

On 3 January 2020, Member Services indicated the total number of BPW members was 24,469. Consequently, the financial impact is Euros 24,469 per year.



## RESOLUTION 2020-15:

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<b>Title of proposed Motion</b>	<b>Duration of International Congress</b>
<b>Proposed by</b>	<b>BPW International Past President Dr Chonchanok Viravan</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

### **MOTION**

#### **BPW International resolves:**

That the duration of BPW International Congress should not exceed 4 days

### **RATIONALE FOR THE RESOLUTION:**

With the rising cost of organizing Congress, a Five-Days Congress results in an increasingly expensive registration fee. In the past, some BPW International Congresses were run in 4 days. Reducing the number of days could cut at least US\$ 200 from the registration fee, making Congress more affordable.

### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

This resolution should come into effect for the XXXI BPW International Congress. This 4 days requirement needs to be added to the Procedure Manual accordingly. A taskforce should be set up to recommend a more efficient structure / program for the Congress and report back to the BPW International Executive Board no later than 10 months after the last day of XXX BPW International Congress with a proposal. This proposal should be submitted for approval by the BPW International Board to become a part of the Procedure Manual no later than 14 months after the last day of the XXX BPW International Congress.

### **FINANCIAL IMPACT (if any) on BPW International:**

This would improve the likelihood that BPW International Congresses will be profitable. It will also make BPW International Congress attendance more affordable for BPW members.



## RESOLUTION 2020-16:

Title of proposed Motion	Results of the PILOT Group 2014-2020 (Resolution 2014)
Proposed by	BPW International Past President Dr Antoinette Rüegg
Seconded by (optional)	
Supported by (optional)	

### MOTION

**Given** that Congress 2014 mandated by resolution a PILOT Group to evaluate during two terms (2014-2020) how Members could contribute at international level in a more efficient and adequate manner than belonging to a Standing Committee not chaired by Executive Members.

**Acknowledging** that the PILOT Group developed and evaluated different digital tools

#### **BPW International resolves:**

That the recommendation of the PILOT Group to implement the following two digital tools, which have been developed, established and tested by the PILOT project, be accepted and funded:

- “Registration of Project Titles of Clubs & Federations” <https://www.bpw-cfprojects.org/>
- “BPW International Member Projects” <https://www.bpw-projects.org/member-projects-lists/>

### RATIONALE FOR THE RESOLUTION:

The two digital tools recommended are:

“**Registration of Project Titles of Clubs & Federations**” <https://www.bpw-cfprojects.org/> makes the performance of BPW visible. Showing the performance of BPW is vital for **sponsoring** requests and stimulates **new ideas, exchanges** and **networking** among the members around the globe.

If organizations, agencies or sponsors wish to know in which fields BPW is active, the 3 project lists “Countries”, “BPW Topics” and “UN SDG-Goals” provide an impressive survey. Clubs and Federations can register their project titles in 6 different languages.

“**BPW International Member Projects**” <https://www.bpw-projects.org/member-projects-lists/> offers members who are motivated to work on a topic which is not covered by their own Club or Federation, the opportunity to register and to work at international level. To **respect the priority and autonomy of the Clubs and Federations and for their own control** the President of a Club and a Federation has to sign a confirmation form for each “BPW International Member Project”. This system ensures that BPW International doesn’t derive performances from Clubs or Federation but uses the overflow and the energies wisely, which cannot be absorbed by the Clubs and Federations themselves.

Each Member Project has to be **approved by the Executive Board**. All documents of a new Member Project are presented to the Executive Board Members in a password protected area from the 1<sup>st</sup> to the 7<sup>th</sup>



day of a month. They have the opportunity to examine all papers and will signal any concern by an e-mail to the Administrator. If there is no reaction a Member Project goes online and the Administrator sends a confirmation e-mail to the Project Leader. The Annual Report is the ticket for an additional year, with no Report the registration gets deleted. Up to now 20 projects from 15 countries and all Regions have been registered, 2 projects have been withdrawn and no tool abuse was registered. The guidelines are available online.

#### **The two tools provide an impact and services on all BPW levels**

- The **International Executive Board which is looking for a special expert or task**, consults the project lists and contacts the appropriate project leaders or members.
- **Sponsoring:** Up to now attempts to organize sponsoring failed because lists of well documented BPW performance were missing.
- The “overflow” of commitments our members offer their Clubs and Federations is used wisely by BPW International. **A new and efficient tool which BPW International offers its members.**

#### **IMPLEMENTATION:**

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

The tools have already been developed and work online.

The “PILOT Group” consisting of Antoinette Rüegg (Chair), Daniela Rigassi (Administrator) and Ursula Schmid (Webmaster) is ready to accompany and evaluate the two new tools during the term 2020-2023 and to deliver a report at next Congress.

Following adoption of this resolution the proposed funding needs to be considered as part of the BPW International operational budget.

#### **FINANCIAL IMPACT (if any) on BPW International:**

Administrator, freelance, part time, payment = 3000 Euros / year

Webmaster & Website registrations 1500 Euros / year

Costs for web-tools and subscriptions 1000 Euros / year

**TOTAL costs 5500 Euros / year**

## RESOLUTION 2020-17:

Title of proposed Motion	Digital Business and Services Directory
Proposed by	BPW International Past President Dr Antoinette Rüegg
Seconded by (optional)	
Supported by (optional)	

### MOTION

#### BPW International resolves:

That during the next term (2020-2023) a PILOT group be mandated to evaluate a digital “BPW International Business & Services Directory”

### RATIONALE FOR THE RESOLUTION:

Our members are not so much motivated to register as “Experts” (result PILOT project 2014-2020) but have mentioned that knowing BPW travel agencies, real estate agents or lawyer’s offices in different countries would be very attractive. Therefore a PILOT group should evaluate a **digital BPW International Business & Services Directory** and submit the results at next Congress. Sponsoring and advertising opportunities and different kinds of involvement of Federations and Clubs should be analyzed and discussed too.

### IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

A PILOT Group consisting of Antoinette Rüegg, Past International President, Ursula Schmid, Webmaster, Daniela Rigassi, Administrator, will involve interested members and Affiliates in the evaluation and discuss the issue in workshops, on a website and in closed Facebook groups.

A large variety of aspects have to be evaluated such as:

- What information is really requested by our members?
- What would be an appropriate classification list for our BPW requirements?
- What are the experiences of Federations who had or still have a National Business & Services Directory? (Members of BPW Switzerland had a printed Directory from 1996-2003; what were their experiences?)
- What would the involvement of Federations and Clubs look like?

Following adoption of this resolution the proposed funding needs to be considered as part of the BPW International operational budget.

### FINANCIAL IMPACT (if any) on BPW International:

PILOT group Webmaster and web tools 2000 Euros / year

PILOT group Administrator, 1000 Euros / year

Workshop equipment and room rents 500 Euros / year



**Total costs** 3500 Euros / year



## RESOLUTION 2020-18:

<b>Title of proposed Motion</b>	<b>Establishing an External Representation Policy for BPW International</b>
<b>Proposed by</b>	<b>BPW International Young BPW Coordinator Neelima Basnet</b>
<b>Seconded by (optional)</b>	
<b>Supported by (optional)</b>	

THE YOUNG BPW COORDINATOR submits the following Resolution for debate at the General Assembly of the XXX BPW Congress

### MOTION

**Mindful** that the President is the principal officer of BPW International and is the prime representative of the organisation engaging with other international organisations and leaders;

**Aware** that the Executive and Members who have been elected or formally appointed also carry out key roles in representing BPW International;

**Recognising** that BPW International has a very wide remit for representation;

**Recognising** also that BPW International has an extensive reservoir of knowledge, expertise and informed opinion within its membership;

The Young BPW Coordinator, with the backing of her Standing Committee, **proposes:**

That a Representation Policy be established to also provide chances for Members with skills, expertise and informed opinion, matching the themes and agenda of external representation (especially the UN events) to gain valuable development but also demonstrate the quality and advocacy of our membership.

### RATIONALE FOR THE RESOLUTION:

To further ensure equal representation and opportunities for Young BPW members, in consideration of expertise and to eliminate age-related bias, including but not limited to UN-related activities.

### IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

Immediate action to be taken.

### FINANCIAL IMPACT (if any) on BPW International:

None



## RESOLUTION 2020-19:

Title of proposed Motion	Membership Dues Increase and Triennial Cost of Living Adjustment
Proposed by	BPW ARAD
Seconded by (optional)	BPW Egypt
Supported by (optional)	

### MOTION

**Mindful** that from 2011 Congress approved an annual increase in dues of Euro 1.

**Recognizing** that membership has stabilized at approximately 25,000 members, with no substantial increases foreseen;

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

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

**Recognizing** also that Federation and Clubs have financial problems in paying their dues because a lot of countries have financial problems.

### Therefore be it resolved

That BPW International change its membership dues increase to €1 per triennium to accommodate rising operational expenses and to support the needs of Federation and Clubs with implementation by BPW International to take effect for the 2021 membership dues.

### RATIONALE FOR THE RESOLUTION:

BPW ARAD endorses the need to increase the dues to maintain the professional and business credentials of our organization. As business and professional women, we must acknowledge that costs have inevitably increased over the previous trienniums and will continue to increase, and we must recognize the need to support our organization and maintain its stature in the international community.

The current BPW International dues of €22.50 cover basic operational costs, and do not permit BPW International to meet the needs and expectations of its members. Compared to other international organizations, BPW International's dues are low and compromise our capacity to attain our aims and to attract sponsorship.

Without a dues increase BPW International will not be able to provide the opportunities that our members expect of an international organization. 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.

Not increasing dues could create a deficit between income and expenditure in the future.

**This would not be acceptable in the corporate world, and should not be acceptable in an organization of business and professional women.**

### IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates.

The dues increase should be implemented in each triennium. There should be a triennial cost of living increase of €1 to ensure BPW's sustainability.

**FINANCIAL IMPACT (if any) on BPW International:**

2021-2022-2023 Membership dues will be € 23.50. Low income countries dues will be €11.75

The BPW ARAD proposes a 1 EURO increment to be applied to dues for each three year period.  
The financial impact for 2021-2022-2023 would be 23.50 EURO per member (for low income countries 11.75 EURO).

This would decrease the current income by 5 EURO per member per triennium from the current dues but the increased income each triennium would enable members' requests and projects to be supported.







## 6 NOMINATIONS

### **CANDIDATES for New BPW International Executive :**

- **International President**
- **International Vice President, United Nations**
- **International Vice President, Memberships**
- **Executive Secretary**
- **Executive Finance Officer**
- **Regional Coordinator Africa**
- **Regional Coordinator Asia-Pacific**
- **Regional Coordinator Europe**
- **Regional Coordinator Latin America**
- **Regional Coordinator North America and The Caribbean**

### **CANDIDATES for New Standing Committee Chairs :**

- **Art and Culture Agriculture**
- **Business, Trade and Technology Development Training and Employment**
- **Environment and Sustainable Development**
- **Health**
- **Legislation**
- **Projects**
- **Public Relations**

## NOMINATIONS for New BPW International Executive (in Alphabetical Order)



**Catharina Alice BOSSHART-PFLUGER,  
Candidate of President**

<b>Last name and first name</b>	BOSSHART-PFLUGER, Catharina Alice
<b>Member of</b>	Individual member BPW France Club of BPW Fribourg, Switzerland
<b>Nominated by</b>	Agnes Bricard, President BPW France
<b>Consent of own Affiliate</b>	Has elected her Membership of BPW France for her international rights and voting membership
<b>BPW Offices held</b>	<p><b>Local Club:</b>            Founding Member of BPW Fribourg Switzerland in 1997            Individual Member of BPW France since January 2019</p> <p><b>International:</b>            BPW International Chair of Archive Task Force since 2011            UN Main Representative in Geneva since 2012            Executive Secretary, BPW International 2015 – 2017            Vice President United Nations 2017 – to date</p>

### Positions in other Voluntary Organizations

- 1981-1988 Treasurer of the Board of the University Kindergarten in Fribourg
- 1981-1988 Board Member of the Pre-school Institution and Kindergarten of the University of Fribourg (finance officer) and Chair from 1988 to 1993
- 1988-1993 Chair of the Board of the University Kindergarten (100 children, 14 employees)
- 1993-2003 Member of the task force “City Tours of Women” in Fribourg
- 1999-2001 Board member of the Gosteli Foundation and Archives for the Swiss Women’s Movement.
- 1999-2011 Board Member of the Swiss Society for Research in Women and Gender History
- 2001-2013 Board Member of the Swiss Society of History and chair of the task force “Congresses”  
2014 Co-organizer of the NGO Conference Beijing +20 at the UN in Geneva
- 2015-2017 Vice Chair of NGO CSW Geneva
- 2016 Co-organizer of the Conference “Economic Empowerment of Women” at the UN in Geneva
- 2019 Active in the work group “Education” for the NGO Conference Beijing + 25 in Geneva preceding the Economic Council of Europe.

## **Related Experience / Qualifications (e.g. CV, resume)**

Catherine is a Swiss historian of contemporary and modern history and a specialist in gender studies. After studies in Switzerland, Germany and the USA, she received her MA in 1974 and in 1981 her PhD with distinction. After working on different research projects, she taught first as a senior lecturer and then as a professor for contemporary history at the Universities of Fribourg and California State University, Long Beach.

For twelve years she was a board member of the Swiss Society of History and, as Chair of the “Congresses” section, organized several large international symposia. She was member of the Board of the Doctoral School on Gender at the Universities of Berne and Fribourg. Her many publications cover women and gender history, church history, methodology. In 2001 she published together with one of her students the History of BPW Switzerland. From 2013 to 2017 she was nominated an independent expert for the Gender Studies Program by the Conference of Presidents of Swiss Universities. She was successfully involved in the reform of Bachelor and Master Study Programs at the University of Fribourg. Today, she is an independent scholar and researcher.

## **Diversity and Multicultural Environment**

In her professional and private life, she has worked with totally different groups in different continents. She is used to collaborating in a multicultural environment and to adapting very quickly to new situations and contexts. She has travelled the world and has been in touch with BPW members in all five regions.

## **Languages and Communication**

Catherine is fluent in 5 languages: German, French, English, Italian and Chinese, studied Latin and has some passive knowledge of Spanish and Portuguese. Her elder son opened the doors to the Asian culture for her.

## **Advocacy for Gender Issues and Women’s Empowerment**

As a Gender specialist she has been advocating for Gender Equality and Women Empowerment throughout her career. For several years she has successfully advocated for a cantonal law for early childhood institutions.

## **Knowledge of BPW History**

As Chair of the BPW International “Archives” Task Force, she has archived the BPW documents deposited in Amsterdam.

**Attendance and Organization of Conferences and Seminars** Catherine has organized and directed many conferences and seminars. She is very active as a speaker, chairperson and moderator.

**Achievements as Vice President UN of BPW International** Currently, BPWI is represented by a very active and connected group of UN Representatives in New York, Geneva and Vienna, at FAO in Rome and UN-ESCO in Paris. BPWI is regularly present at the UN with written and oral statements. Each year, BPW members have visited workshops in Geneva about the activities of the United Nations and could attend UN conferences. A new website and Facebook group reports on BPWI activities at the UN. Catherine is currently working on the Accreditation of BPW International in the Nairobi Office in Kenya.

## **Family**

Catherine is married to Louis Bosshart, Professor Emeritus of Communication and Mass Media Research at the University of Fribourg. The couple has two sons and one granddaughter.

## **Statement by Candidate**

### **International Theme: “Creating Opportunities through Cooperation”**

With a clear goal and a well-developed ability to cooperate, women can move the planet. Finding common values and strategies is a demanding challenge, even a work of art. But it is worthwhile developing the ability to cooperate because it multiplies our impact. In former times, using power and pressure to conquer others was normal. Since the disaster of the Great War (WW1) Woodrow Wilson instigated the creation of the League of Nations which later became the United Nations in order to have a platform for continued cooperation and collaboration to solve problems in a win-win way.

## **Action Plan**

Focusing on opportunities for cooperation and using them consciously is a field where each BPW Member and all levels of our organization can multiply their impact in a sustainable manner. My concrete action plan is summarized by the following 3 points:

**Communication:** Cooperation requires well-organized communication which respects the needs of all partners. I will focus on the following issues:

- **A monthly BPW International Newsletter** will summarize the most important issues
- **The BPW International Website** stores all necessary information in a user-friendly manner and offers Taskforces and working groups a “working platform”.
- Special topics, information and opinions will be exchanged in **closed Facebook Groups**.
- The **Reports of the Affiliates** have to be analyzed in a user friendly and intelligent manner
- An **Annual BPW International Leaders’ Summit** should not only be offered in New York but in **Europe** too, eg in Geneva (UN conference)
- A leaflet for new members which answers the question **“What can I get from BPW International?”**
- **Zoom-Meetings** is a communication tool which supports cooperation very effectively
- **Branding and visibility:** New strategies to attract more members

**Administration:** Compared to a business, the democratic rules of BPW require terms for leaders. This results in a regular loss of know-how. Therefore, BPWI needs a solid administration.

BPW International has already used the new opportunities of our digital age and appointed Administrators for different tasks (Membership, UN & other Partners, Website and Communication). Moreover, an additional Administrator for “Friends and Fellows” and a specialist should be hired for Sponsoring and Fundraising. I will expand the system of independent Administrators and **Implement the 2017 Resolution** regarding the administration of the BPW International Office.

**Finances:** I support the initiative of a dues increase by one Euro per triennium which is an inflation adjustment.

It is imperative that **BPW International invests money in a professional sponsoring and fundraising expert**. As performance records are available, this can be realized easily.

We desperately need to revive our own sponsors, the “Friends and Fellows”. This specific task has to be given to an Administrator.

**Presentation** of the use of our finances in a more detailed manner.

In the last years, the President’s allowance has increased in a disproportionate manner. An International President should be able to fulfil her duties with an allowance of **50,000 Euros per year**.

### ***A written Supporting statement by nominating affiliate***

*BPW France is honored to nominate Dr Catherine BOSSHART-PFLURGER for the position of President of Business and Professional Women International.*

*Since 2019, Catherine has been an individual member of our Federation. She is well known in France through our collaboration with the UN, the International Labor Organization in Geneva and the UNESCO in Paris. Catherine is a true professional, her work ethic is solid, she is reliable, creative, thoughtful and an engaging team player. I have known her as a goal-oriented person who despite her broad background shows modesty. In her work as Executive Secretary and Vice-President UN she exhibited ethical morals with fairness and caring. She has a very positive and supportive personality and is always ready to listen to the members.*

*Catherine is a true global citizen - at home in any country, and able to converse at all levels. With her vast experience of the International Federation, gained whilst being a member of the Board, she is an experienced advocate who will be able to promote the goals of the BPW International and of the women of the world. She has pronounced organizing skills and will manage a large organization like BPW efficiently and with bravery.*

***Agnés Bricard***  
***President BPW France***







**Hellen SWALES,**  
**Candidate of President**

<b>Last name and first name</b>	SWALES, Hellen	
<b>Member of</b>	Individual Member of BPW New Zealand	
<b>Nominated by</b>	Christine Berridge, 1 <sup>st</sup> Vice President, BPW New Zealand	
<b>Consent of own Affiliate</b>	Nominated by own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> Founding President for BPW Wellington Immediate Past President BPW Wellington BPW Upper Hutt Executive member KTA's Convener BPW Upper Hutt BPW Upper Hutt Executive Member Federation: National President 1st VP Issues 2nd VP Issues Chair of Issues & Legislation Convener <b>International:</b> UN Standing Committee	From 2014 to 2017 From 2017 to Present From 2019 to Present  From 2012 to 2014 From 2017 to Present From 2016 to 2017 From 2014 to 2016 From 2013 to 2014 From 2014 to Present

**Positions in other Voluntary Organizations**

Fundraiser and Speaker for Hutt Valley Samaritans 2009 – 2011  
 Chair of Hutt Valley Samaritans 2011 – 2013  
 Board member on the Upper Hutt Multicultural Council – 2012 to present  
 Pay Equity Challenge Coalition Board Member Wellington 2016 to present  
 Member of the WEPs (Women's Empowerment Principles) Committee in New Zealand 2017 to present  
 Board Member Te Whare Taiki Wahine Refuge 2018 to present  
 Chair of Te Whare Taiki Wahine Refuge 2019 - present  
 Board Member Porirua Living without Violence 2018 - present  
 Chair the International Women's Caucus 2018 – present  
 Chair of the NGO CSW Selection Committee for the NZ Government Ministry for Women 2019 to present

**Related Experience / Qualifications (e.g. CV, resume)**

Dip in Physiotherapy and Business Studies RMA Good Decision-Making Course for Commissioners.  
 Commissioner for DLA

Currently Deputy Mayor I sit on the Wellington Metro Committees, Climate Change, Transportation, Regional Economic Strategy and Three Waters committees. In my fourth elected triennium I have chaired the following committees: Audit Risk and Finance Committee, Finance and Performance, City Development, Contracts that exceed the delegated authority of the CEO, The Economic Stimulus Package, Legislation and the performance appraisal of the CEO of Council. I have a comprehensive understanding of Standing Orders, Constitutions and National Policy Statements.

I support 223 businesses in Petone in a position like the CEO of a Chamber of Commerce. We advocate on their behalf to local and central government, host Business Networking events, broker collective deals and project manage events. We develop and monitor the collective marketing strategy to attract clients and visitors.



I have been attending CSW from 2015 to 2020, during that time: -

- Been a panelist on Child Brides and Forced Marriages two years back to back.
- Been invited to speak and Chair sessions at the NGO Morning briefing since 2016.
- A panelist at events speaking on subjects from Equal Pay at the German Mission, Flexible working models - Australian Mission, partnerships with NGO's hosted by the United Kingdom, CEDAW process at the Mexican mission.
- Written two abstracts for the New Zealand government. One of these was hosted as a side event on "How the Education System is failing Indigenous People", the other was the first event ever hosted in the New Zealand Mission.
- A reference source on Leadership and Disabilities for the New Zealand Government Delegation
- NGO representative in 2019 officially attached to the New Zealand Government delegation and part of the negotiations on the UN Assembly floor. I implemented in real time a voice for NGO's through WhatsApp application to participate in the negotiations which engaged New Zealand NGO's, BPW Members, members from Civil Society from around the globe feeding into what was happening on the floor. An initiative that I don't believe has happened before.
- Co-leader for the New Zealand delegation for our CEDAW Country Alternate report in Geneva in 2018.
- Responded to our Universal Periodic Reviews on Human Rights, through this process was successful in securing support from the Egyptian mission on Women with Disabilities and the Mexican mission on the plight of our indigenous Women.
- Writing and presenting oral submission to NZ parliamentary select committees for the last 7 years.
- Active in the international treaty responses.
- Speaker at the 29th BPW International Congress, Asia Pacific Regional Conference 2018 in Bangkok, 38th BPW Australia National Conference in 2018.
- Presented at the Cooperation Spirit 2019 New Zealand - hosted by the NZ Defence with military guests from the following countries: Australia, The Peoples Republic of China and the US. My presentation was on Women's role in Disaster Recovery.
- Invited speaker at NZ Parliament events hosted by Commonwealth Women Parliamentarians.

## Statement by Candidate

### Let's have a conversation

As we welcome in the new decade what better time than now to measure where we are as an organisation and reflect on where we want to go. I have always found that having a good road map (or a strategic plan) that can be shared with all, helps us have a sense of belonging, direction and contribution.

Our Mission Statement captures what we have always wanted to achieve we just have to put in place actions more effectively to deliver on our Mission that we are committed to: -

*"develop the business, professional and leadership potential of women through advocacy, education, mentoring, networking, skill building and economic empowerment programmes and projects around the world."*

So by: -

- supporting our women in business to upskill and grow
- collecting, shaping and amplifying our BPW stories to be the globally recognised NGO
- being an advocate and catalyst for economic change for women
- unlocking the membership's potential through mentoring, succession planning and educating them in parliamentary processes to ensure we attain positions of influence.

These are the aspirations of our founder. My vision is to convert these aspirations through actions to ensure we can become the preferred 'Not for Profit' organisation and the automatic choice to be invited to the table to be the representative voice for Woman and Girls globally.

I ask the membership to think on who would best deliver our vision on your behalf, such a strategic plan and elect those as your new executive. Elect members who are driven and believe in the untapped potential of our organisation. A team who will accelerate the vision of our founder. I am but one voice and I need focused and driven people with me, so let's do this together.

When asked did I think I had the qualification for the position I had no hesitation in responding. That yes, I did, and that I was ready to be the voice of BPW International.



Currently, I am part of a team that manages public funds with an operating budget of \$350 Million annually delivered against a Long Term Plan (LTP). We report on our LTP progress quarterly to our community which carries with it all legislative requirements around transparency and accountability. Other strengths I would bring are proven negotiating skills, the ability to speak in diverse forums, such as the United Nations and Country Missions, which are respected in the NGO and government forums both here and abroad.

I am ready to be your next International President and would bring to the leadership a style that will ensure direct and regular communications. I am not a 'secretive person' and I have no problem front footing and owning any mistakes made - "to err is human and to forgive is divine"

***My strength is not that of an individual but that of a leader of a multi-disciplined multi-cultural team.***

### ***A written Supporting statement by nominating affiliate***

*BPW New Zealand executive unanimously agree to nominate BPW New Zealand President, Hellen Swales, for the position of BPW International President.*

*Hellen is a true leader with strong strategic focus who can align the direction of BPW International with the global needs of women as expressed at the annual Commissions on the Status of Women (CSW) and the policy directions set at BPW International Congresses. Hellen has in-depth knowledge of UN Conventions and processes and would work collaboratively for women's rights.*

*Hellen has strong skills in business and parliamentary process. She would work to make sure BPW International's processes are transparent, consistent and constitutionally based. Her enthusiasm and action-driven approach inspires others and will engage membership.*

*Hellen is a strong advocate for women and has been influential in the work for equal pay, the Women's Empowerment Principles (WEPIs) and the advancement of women's rights both in New Zealand and globally. Her oratory, knowledge of global trends and network of international colleagues add to the value Hellen brings to the President's role. Hellen's vision is for BPW International to be the world's foremost not-for-profit advocacy women's organisation and she has the support of BPW New Zealand to work for this goal.*

***Christine Berridge,  
First Vice President, BPW New Zealand***





## Candidate for International Vice President, United Nations



**Chularat ISRANGKOOL NA AYUTTHAYA,  
Candidate for Vice President UN**

<b>Last name and first name</b>	ISRANGKOOL NA AYUTTHAYA, Chularat	
<b>Member of</b>	BPW Bangkok, Thailand	
<b>Nominated by</b>	Khunying Natthika Wattanavekin Angubonkul, President BPW Thailand	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b>	
	Vice President – Secretary, BPW Bangkok	From 2019 – 2021
	Project Chair & Twinning Chair, BPW Bangkok	From 2016 – 2019
	International Relations Chair, BPW Bangkok	From 2013 – 2016
	<b>Federation:</b>	
	Twining Chair, BPW Thailand	From 2019 – 2022
	<b>Region:</b>	
	ASEAN Sub-Regional Coordinator	From 2017 – 2020
	<b>International:</b>	
	Twining Chair for Asia Pacific	From 2017 - 2020

### Positions in other Voluntary Organizations

2019 – 2020	Host Committee Team, Global Summit of Women 2020, Bangkok, Thailand
2018 – 2021	Standing Committee, Coordinator Status of Women, International Council of Women
2018 - Present	Member, Outstanding Mother Association of Thailand
2017 – Present	ICW Permanent Representative to UNESCAP
2017 – Present	Public Relations Committee Chair, Zonta Club of Bangkok 10, Thailand
2015 – Present	Public Relations, Real Estate Sales and Marketing Association of Thailand
2015 – Present	Volunteer Instructor for Will Power Institute Foundation of Thailand
2015 – 2018	Standing Committee, Coordinator Social Issue, International Council of Women (ICW)
2012 – 2015	Standing Committee, Coordinator Social Issue, International Council of Women (ICW)
2012 – Present	Vice President of Woman Volunteer for Civil Defense, Nakhonraschasima, Thailand
	Civil Defence Training Chair, Woman Volunteer for Civil Defence, Nakhonraschasima
2012 – Present	Nakhonraschasima Red Cross Society Committee, Thailand
2011 – Present	Foreign Affairs Committee, National Council of Women of Thailand (NCWI)
2008 – Present	Realtor, Certified International Property Specialist, Senior Real Estate Specialist

## Related Experience / Qualifications (e.g. CV, resume)

I graduated with a Bachelor of Science degree in Political Science from Ramkhamheang University, Thailand.

My professional social and personal life gave me the experience to serve as VP United Nations.

- **Multi-lingual Communication**

My public speaking skill was developed as I received a Diploma from TV3 channel Acting Academy. I can speak English, Italian, French and Thai and Chinese. I was a speaker in different panels and conferences.

- **International Network & Multi-cultural Experience**

I have travelled to more than 60 countries in my lifetime. I spent years in Italy and Switzerland. I was formerly an Ambassador's wife. Although my husband has already passed away, I continue to coordinate work with Ambassadors. I currently serve as African coordinator for the Republic of Niger, the Republic of Liberia and the Ivory Coast to promote their countries and recruit the people to be Honorary Consul from various countries. This multi-cultural experience enhances understanding of the priorities of each region regarding driving the Gender Agenda.

For BPW, I helped organize BPW Asia-Pacific Regional Conference (APRC 2018). I also attended BPW APRC in Bangkok (2018) and New Zealand (2016), BPW International Congress in Jeju, Korea (2014) and in Cairo, Egypt (2017). I spoke on "Cross Inter-cultural for Growing Business" at Asia-Pacific Regional Conference 2018 and at East Asia BPW Sub-Regional Conference in Tokyo, Japan. I also attended several BPW Leaders Summits. As ASEAN Sub-Regional Coordinator for 2017-2020, I gained experience in networking with BPW Affiliates and knowledge regarding lobbying to improve gender equality. I also attended the Global Summit of Women and International Writers Association Conferences.

- **United Nations Experience**

As BPW International Representative to UNESCAP, I attended several United Nations meetings since 2015.

As International Council of Women (ICW) Permanent Representative to UNESCAP, I participated in several panels at UN, targeting gender issues. The latest one is UNESCAP Asia-Pacific Declaration on Advancing gender equality and women's empowerment Beijing + 25 Review. I started attending the UN Commission on the Status of Women in New York in 2012, as either delegate of ICW or of Thailand. As a member of the ICW Standing Committee on the Status of Women, I helped lobby and advocate for gender equality and Addressed challenges in women's empowerment.

- **Entrepreneurship**

To empower women economically in support of UN Sustainable development goals, one has to understand the challenges of working women. During 1997-2007, I owned Thai restaurants in Switzerland and Italy, import and export of Thai handicraft products to Europe, export tools for rubber plantation to Liberia and import rubber from Liberia to Thailand. Currently I am a CIPS Certified International Property Specialist, SRES Senior Real Estate Specialist and Certified Meditation Instructor.

- **Social work:**

As a member of Committee of the Thai Red Cross Society I have been involved in several humanitarian actions.

- **Awards:**

- Outstanding Thai Women Awards in 2018 from National Council of Women of Thailand
- Jettanadee Award 2018 – Business Women of the Year from Thai Entrepreneur Association
- Do good for HM the King – 2017 from leading news newspaper in Thailand
- Thai Red Cross Badge of Honour Award class 3 in 2016

## Statement by Candidate

### 1. My Motivation to be candidate for Vice President UN

My personal goal is to help make a better world. United Nations is one of the best platform to combine efforts to make that happen. Strong relationship between BPW and United Nations and UN agencies is one of the key elements for BPW to make a difference in the world. Attending UN meetings, allowed me to create friendship and networking with government bodies as leaders of the countries, Ministers and Ambassadors. This is a path to promote BPW. It is also a path that can lead to many possibilities to BPW members to achieve and succeed in their goals. To me the position of Vice President UN is a position to give BPW more opportunities to make a difference.

## 2. My Ambition and Goals

- Strengthen the BPW-UN relationship and enhance BPW Influence
- Assist BPW Members world-wide to understand more about UN activities and Goals especially the Sustainable Development Goals (SDGs).
- BPW International being engaged as a stakeholder in the Initiatives of UN Agencies.

## 3. My Action Plan

The activities I am aiming to achieve are:

- To harness the strength of BPW representatives to United Nations globally and support as many of them as possible to take on high positions that would increase BPW influence at UN agencies.
- To build up a higher visibility for BPW International at the UN by enabling more BPW participation at UN meetings and activities. This can be achieved by creating group email lists for BPW members according to their interest in specific issues, SDGs or UN Agencies and communicate UN opportunities to them. Attending UN Commission on Status of Women annually continues to be important, but there are also many more UN opportunities that BPW members can also benefit from.
- To have BPW Affiliates nominate qualified BPW members to submit to more UN Global Awards.
- To increase BPW Partnership with the UN Agencies. The current launch of the Generation Equality by UN Woman, for example, is a great opportunity to have BPW International play its role to Bridge the Gender Gap and join the Leaders Coalition for Generation Equality.
- To access UN funding support for BPW Projects around the world.
- To introduce and/or expose BPW Outstanding Projects to various UN Agencies to be used as best practices
- To advise Young BPW members to gain access to various UN trainings on benefit from UN.
- To advise BPW Members to do projects to support UN Goals (SDGs)
- To increase cooperation with other NGOs and increase collaboration between BPW UN Representatives. Such communication and networking can be done using technology (such as Facebook, LinkedIn, WhatsApp, Wechat, Vibers, Zoom, etc.) And each representative can share her knowledge or opportunities from UN meetings to BPW members worldwide.

It will be an honor for me to serve as Vice President United Nations in order to bring out the best in our BPW representatives to the United Nations and in our BPW members as we work together towards realizing sustainable development goals.

### ***A written Supporting statement by nominating affiliate***

*As President of BPW Thailand, I please to nominate Mrs. Chularat Israngkool Na Ayutthaya as candidate for the next BPW International Vice President to United Nations in 2020-2023.*

*Mrs Chularat served as representative to UNESCAP for both BPW International and International Council of Women. For UN Sustainable development goals, she undertakes works to support women for Equality, Empowerment and Poverty Alleviation in Thailand. She promotes women economic empowerment through twinning projects among BPW affiliates in Asia-Pacific.*

*Mrs Chularat has always used her talents of International affairs and networking competences for the success. She has a gentle ways to interact and inspire people to work together, resulting in smooth, peaceful and successful collaboration. She used to work in Europe, works with Ambassadors in Africa and works as ASEAN Sub-regional Coordinator for BPW. She can also communicate in Thai, English, Italian, French and Chinese.*

*Her leadership style is to serve and to help people solving problems. I'm confidence that she is capable of promoting collaborations among UN representatives, United Nations' Agencies and BPW members to strengthen UN-BPW relationships in more ways than one.*

*These tremendous qualities and experiences make me believe that Mrs Chularat fits this position well.*

***Khunying Natthika Wattanavekin Angubonkul***  
***President BPW Thailand***





**Marie-Claude Machon-Honore,  
Candidate for Vice President United Nations**

<b>Last name and first name</b>	MACHON-HONORE, Marie-Claude
<b>Member of</b>	BPW Paris
<b>Nominated by</b>	Agnes Bricard, President BPW France
<b>Consent of own Affiliate</b>	Nominated by her own affiliate
<b>BPW Offices held</b>	<p><b>Club:</b> PARIS, Ile De France Member joining in 2008 (Representative to UNESCO as from 2010)</p> <p><b>Federation:</b> BPW France Representative to UNESCO as from 2010</p> <p><b>International:</b> IFBPW Permanent Representative to UNESCO from 2012 to 2016 IFBPW permanent representative to UNESCO and Elected member of the NGO-UNESCO Liaison Committee on behalf of the IFBPW from 2016 to 2018 Elected Chair of the International Conference of NGOs and of the NGO-UNESCO Liaison Committee in December 2018 (presented by IFBPW) From 2018 to 2020</p>

**Positions in other Voluntary Organizations**

Supporting member of REPH (Reussir l’Egalite Femmes Hommes) [ to Achieve equality between women and men] 2019-2020

**Related Experience / Qualifications (e.g. CV, resume)**

BPW France member since 2008 and BPW International permanent representative to UNESCO since 2012. Chair of the International Conference of NGOs and the NGO-UNESCO Liaison Committee presented by IFBPW and elected in December 2018 at the International Conference of NGOs for a two year mandate. Oral statements on the UNESCO strategic transformation of partnerships and key role of NGOs in official partnership at the 12th Intergovernmental Committee on the Protection and Promotion of the Diversity of Cultural Expressions, the plenary of the 40<sup>th</sup> General Conference, the PNG Committee and Executive Board 206 sessions etc

Elected NGO-UNESCO Liaison Committee member (2016-2018) on behalf of IFBPW, in charge of communication and the CCONG/Education 2030 (member of the coordination group)

Panellist on behalf of the NGO-UNESCO Liaison Committee at the last two CCNGO EPA/Education 2030 global meetings in Siem Reap (Cambodia May 2017) and in Hammamet (Tunisia, December 2019), at the global education meeting in Brussels (Belgium, December 2018) as well as the national seminar of the UNESCO Associated Schools Project Network (French National Commission for UNESCO, Sevres, February 2018) and on behalf of BPW France too.

Oral and written contributions to IFBPW statements on education, lifelong learning, TVET and Women in STEM (member of BPW Taskforce on Women in STEM) and advocacy in the French delegation at CSW 59, 61, 62.

Co-leader of several international forums organized by NGOs in partnership with UNESCO including the forum on the role of women in fighting poverty in June 2015 at UNESCO Headquarters, the forum on climate change in December 2017 (Two thematic sessions on “The role in civil society in climate change” and the forum on science in December 2018 in Moscow. Presentations on behalf of NGOs and Women for Water Partnership at COP21, UNESCO Pavilion, November 2015 and contribution to the NGO- UNESCO declaration on climate change.

## **Academic presentations and research**

Panellist at the Edition 2014 of bi-annual meetings of the contemporary Commonwealth of Nations, organized by the University of Paris Diderot on The Commonwealth and the United Nations Organisations; A comparative study of Partnerships and Actions in Development – Achievements, challenges and perspectives in the Caribbean

Article for The Round table (Commonwealth Journal of International Affairs): Book review on Women in Caribbean Politics, ed Cynthia Barrow-Giles, Feb 2012.

Presentation on “Commerce and Trade: The role of education in the context of female migration”, The Institute of Commonwealth Studies, London, July 2010.

Presentation on “The role of education in the development of women”, Institute of Gender and Development Studies, Cave Hill, UWI, July 2008.

## **Professional Qualifications:**

June 2012: Doctorate in Anglophone studies -Sorbonne Paris IV- France:

The role of education in the development of women in the Anglophone Caribbean in the 21st century July 2009: Diploma in Gender and Development Studies, Institute of Gender and Development Studies (University of the West Indies).

October 2002: DEA (Post Graduate Degree) in Anglophone studies - Sorbonne Paris IV-France The role of the Child Poverty Action Group (CPAG) in British civil society

October 1978: Master's degree in English economics - University Lille III-France

## **Statement by Candidate**

I am standing for the position of UN Vice-President as a natural step further in my long standing commitment to advocating for the right to education for all and girls in particular, gender equality, women's role and leadership in development and the key role of CSOs to advance human rights and reach out to vulnerable and marginalized groups for development and peace.

It seems the timely and right thing for me to apply for the position of UN VP with my academic background and experience as a volunteer and representative of BPW since 2010, as member of the EFA NGO working group at UNESCO, accredited permanent representative of IFBPW following the 2011 Directives on NGO-UNESCO Partnership, elected member of the NGO-UNESCO Liaison Committee in 2016 and elected Chair of the ICNGO and NGO-UNESCO Liaison Committee in December 2018.

My long time and diverse experience with a UN agency aligned with the UN strategy and 2030 Agenda has helped me to gradually understand how the UN system works. As member of the coordination group of the CCNGO on behalf of the Liaison Committee, I have been active at advocating collectively for the role of civil society in education and able to converse with education ministers and member states' permanent delegations and other UN agencies' representatives who are in the SDG4 Steering Committee.

As member of the NGO-UNESCO Liaison Committee I was active in all international NGO-UNESCO forums and the co-pilot of three, organising sessions and panels in which I had IFBPW represented, at the highest level and from different regions, thus promoting IFBPW's advocacy, actions and visibility.

As Chair of the ICNGO and of the NGO-UNESCO Liaison Committee, my duty is to represent the interests of 393 NGOs to UNESCO and Member States.

I have been investing much of my time at UNESCO because I believe in its universal values of human rights and peace and leadership in Education, Science, Culture and Communication. I have come to realise that we as an international NGO in official partnership with UNESCO and member of ECOSOC have a duty to contribute to its reflexion and implementation of its programmes as aligned with the UN.

I believe in the 'soft power' of the UN and its agencies and in the role of civil society. I think we, as IFBPW members, should all work together as a long experienced NGO with a good reputation and expertise among our members and strengthen our leadership for gender equality in the social, economic and political field. IFBPW's ability to gather synergies and mobilise our federations and clubs throughout the world as well as cooperate with other NGOs will benefit girls' education, women's participation in development and through leadership in all areas.



I believe in collective action, sharing knowledge, communication and transparency. I also believe in intergenerational dialogue and transmission. I also believe in intercultural dialogue.  
I believe in leaving no one behind for sustainable development and peace and I believe together we can make a difference.

### ***A written Supporting statement by nominating affiliate***

*As BPW France president, I support the submission of Marie-Claude Machon-Honore's application for the position of BPW International United Nations Vice-President.*

*Marie-Claude Machon-Honore was accredited BPW International permanent representative to UNESCO in 2012, following the new directives on partnership. She has committed herself to education for all and for girls in particular, lifelong learning and leadership of women, gender equality on behalf of BPW France and BPW International.*

*Over time, she has been able to take advantage of her training with BPW to advocate for the empowerment of women and their leadership and was thus elected member of the Liaison Committee on behalf of IFBPW with the second highest score in 2016 and Chair of the ICNGO and the NGO-UNESCO Liaison Committee in 2018. She has been able to federate NGO partners and BPW representatives throughout the world by inviting them to the Forums to advocate for themselves.*

*It is a journey of personal, academic and humanistic commitment which has taken her where she is now and which she should naturally continue in the position of BPW International Vice President-United Nations to raise the voice of women still higher.*

***Agnes Brichard***  
***President BPW France***





## Candidate for International Vice President, Memberships



**Giuseppa BOMBACI,**  
**Candidate for Vice President, Membership**

<b>Last name and first name</b>	BOMBACI, Giuseppa (Pinella)	
<b>Member of</b>	BPW Livorno	
<b>Nominated by</b>	Mariella Camilleri, Affiliate President, BPW (Valletta) Malta	
<b>Consent of own Affiliate</b>	Has elected her Membership of BPW (Valletta) Malta for her international rights and voting membership	
<b>BPW Offices held</b>	<p><b>Local Club:</b> (Member since 1992) President BPW Livorno <span style="float: right;">From 2015 to 2017</span></p> <p><b>Federation:</b> BPW ITALY- FIDAPA Chair Legislation National Committee <span style="float: right;">From 1999 to 2001</span> Coordinator Guarantee's Council <span style="float: right;">From 2001 to 2003</span> Finance Officer <span style="float: right;">From 2003 to 2005</span> Vice President <span style="float: right;">From 2005 to 2007</span> National President <span style="float: right;">From 2007 to 2009</span> Past National President <span style="float: right;">From 2009 to 2011</span></p> <p><b>Region:</b> BPW Europe European Coordination Committee Secretary <span style="float: right;">From 2012 to 2017</span> Regional Coordinator <span style="float: right;">From 2017 to 2020</span></p> <p><b>International:</b> Executive Member <span style="float: right;">From 2017 to 2020</span> Chairperson Art &amp; Culture Int Standing Cttee <span style="float: right;">From 2011 to 2017</span> BPW International Full time Staff – Communication Director – Italian <span style="float: right;">From 2013 to date</span> Chairperson Taskforce Charter of Girls' Rights <span style="float: right;">From 2018 to date</span></p>	

### Positions in other Voluntary Organizations

**EDUCATION :** Graduated in Law – Messina (Sicily) University

### PROFESSIONAL EXPERIENCE:

1970 - 2006: Director of Economy Ministry several offices.

1980 - 2000: Judge taxes matter

2006: External Professor of Administrative Law at the High School of Economy Ministry



**Honorary Title “Commendatore to the Merit of the Italian Republic”,** title assigned by the Italian Republic President. (DPR 27/12/2006).

**POSITIONS COVERED IN BPW International:**

2011- 2017 Chairperson Art & Culture Standing Committee  
Since 2013 Official translator English - Italian for the Presidents Office  
Since 2016 BPW International Delegate at CSW in New York  
Since 2017 International Executive member – Regional Coordinator BPW Europe  
Since 2018 Chairperson Taskforce Charter of the Girl’s rights

**POSITIONS COVERED IN BPW Europe:**

2012 - 2017 ECC Secretary  
2017 – 2020 Regional Coordinator BPW Europe

**Main activities in the role of ECC Secretary:**

Organization of all European Events from 2012 to 2017 / Presidents Meetings /General Assemblies, European Conferences, Young Symposiums

**Main activities in the role of Regional Coordinator:**

2017 – 2020 Attending 36 events in Europe and around the world, as a speaker, bringing everywhere the voice of BPW Europe and its activities and campaigns  
2017 – 2019 Supporting the birth of 4 New Affiliate Clubs: Tbilisi in Georgia, Yerevan in Armenia, Panevezis and Vilnius Chamber in Lithuania; another Club Karaganda in Kazakhstan is in progress Attending the International Congresses in Helsinki 2011, Jeju 2013, Cairo 2014

**POSITIONS COVERED IN BPW ITALY:**

1992 Member of Livorno Club  
1999 – 2001 Legislation Committee Chairperson – Constitution/By Laws Reform  
2001 - 2003 National Coordinator of the Guarantee’s Council  
2003 - 2005 National Finance Officer  
2005 - 2007 National Vice President  
2007 - 2009 National President  
2009 - 2011 Past National President – Organizing training courses  
2011 - 2013 Supervisor – Reform of Italian Constitution and Regulations  
2015 - 2017 President Livorno Club  
2019 - 2021 Auditor Livorno Club

**Statement by Candidate**

It is an honor to present my candidacy for the position of BPW Vice international President Membership. My name is Guiseppa (Pinella) Bombaci; I graduated in law, in my professional life I was Director of many offices of the Finance Ministry, as you can see from my CV. I was also Professor of Administrative Law at the Economy Ministry High School. My great professional commitment has been rewarded with the honorary title of “*Commendatore to the Merit of the Italian Republic*”.

An active member of BPW Livorno (Italy) since 1993, I carried out important roles at National level, as Legislation Committee Chair; in this role, in 1999, I formulated the New Constitution and By-Laws of BPW Italy – FIDAPA. I was also the Coordinator of the Guarantees Council, Finance Officer, Vice President and National President of BPW Italy (2007/2009).

**At European level,** I was European Coordination Committee Secretary (2012 to 2017) and now Regional Coordinator (2017 to 2020). At International level, I am a Member of the International Executive (2017 – 2020) - Chair of the standing Committee Art & Culture (since 2011) - Chair of the Taskforce Charter of the Girl’s Rights since 2018 - Full time Staff - Communication Director – Italian (since 2014)

**So, what is my vision for the Membership?**

Before as Secretary and then as BPW Europe Regional Coordinator, with my English, recently learned, I was able to be involved in attracting many women to BPW. Many New Affiliate Clubs were born: Yerevan in Armenia – Tbilisi in Georgia –Thessaloniki in Greece – Panevėžys and Vilnius Chamber in Lithuania. Not only that:

we are managing to form a Club in Karaganda - Kazakhstan and another Club in Portugal and Slovenia!

However, this capacity to convince women to join BPW is not enough. Recently the International Vice President Susan Jones informed us that in 2019 we recorded the highest number of members of BPW International since 2007!

This does not happen by chance, there is a secret: we have to follow our Clubs and Federations, understand their needs, try to solve their issues, support them if they are in economic crisis, follow and support their projects to defend and empower women around the world, praising them and participating in their success. We have to encourage meetings between the Members of different countries, with constructive intercultural, professional and businesses exchanges; we have to develop their enthusiasm! This is the only secret to make us more united, in the sign of mutual respect, friendship, work and business opportunities and the desire to stay together.

An International President said that "Pinella is the shining star in the world ". I don't know if I am; surely I am a great worker and I am dedicating the last part of my live (Now 27 Years) to the success of our great BPW Association! If you decide to support my candidacy, I will continue this difficult but fascinating path ... you know that my motto always is: dream it, plan it, do it!

### ***A written Supporting statement by nominating affiliate***

*I am writing to endorse our nomination of Giuseppa (Pinella) Bombaci for the position of Vice President - Membership of the International Federation of Business and Professional Women, "IFBPW" Pinella has been instrumental in the formation of BPW (Valletta) Malta 10 years ago and since then she has provided continual support to our club and activities as we have grown and expanded here in Malta. We have seen and continue to see and experience her influence in the sustainability and growth of BPW here in Europe through her incessant travel and maintaining connection with each and every claim and members throughout. She is tireless in her pursuit of the implementation and development of programs throughout Europe and globally in the name of BPW and IFBPW. She has become an icon of BPW worldwide, her instant recognition and tireless energy would be an asset to continue the growth in Membership of the IFBPW achieved by her Predecessor, Susan Jones. As such we are pleased to present our nomination of Pinella Bombaci for the candidacy of Vice President- Membership at IFBPW*

***Mariella Camilleri, President,  
BPW Valletta Malta***





**Guiseppa SEIDITA,  
Candidate for Vice President, Membership**

<b>Last name and first name</b>	SEIDITA, Giuseppa
<b>Member of</b>	BPW Bagheria, Italy
<b>Nominated by</b>	Maria Concetta Oliveri, President BPW Italy - FIDAPA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club and Federation:</b>            Member of FIDAPA BPW ITALY from 1992 onwards            Past National President FIDAPA BPW ITALY from 2011 to date            National President FIDAPA BPW ITALY from 2009 to 2011            Vice President FIDAPA BPW ITALY from 2007 to 2009            President FIDAPA BPW ITALY DISTRICT SICILY from 2003 to 2005            President FIDAPA BPW ITALY club Bagheria from 1999 to 2001            Member CDA Foundation FIDAPA from 2000 to 2013</p> <p>Projects Manager of FIDAPA FOUNDATION from 2000 to 2012            Head of the National Scientific Foundation Federation FIDAPA-projects in the years 2001/03</p> <p><b>Region:</b>            Representative for Europe on Standing Committèe Projects BPW International from 2004 to 2010            Member ADRION NET BPW from 2017 to today</p> <p><b>International:</b>            Executive Finance Officer BPW International from 2017 to date            Chairperson Task force “Child Marriage” from 2017 to date            PILOT TEAM BPW Member to 2017 to date            Chairperson Standing Committee Projects BPW International from 2011 to 2017            Member Standing Committèe Projects BPW International from 2004 to 2010</p>

**Positions in other Voluntary Organizations**

I have been dedicated to social activity for:

CIF,

UNICEF,

CROCE ROSSA,

PRO HANDICAP,

CONFEDERATION KNIGHTS CRUSADERS from 2010 to date,

LIONS CLUB DISTRICT 108 YB from 2015 to today ( Responsible For Service New Voices District 108 YB)

## **Related Experience / Qualifications (e.g. CV, resume)**

### **I have been working on lobbying for Gender Equality and Women's and Girls' Rights**

- Member of the Equal Opportunities Commission in the Italian Ministry of Equal Opportunities from 2010 to 2011
- Member of the Equal Opportunities Commission in the Italian Ministry of Employment until 2016
- Head and collaborator of Mara Moscow for the "Carta dei diritti della bambina" (Bill of Rights of the girl child) in FIDAPA District Sicily in the years 2001/03

### **I have experience in projects for members as I was**

- Projects Manager Foundation FIDAPA from 1992 to 2012
- Head of the National Scientific Foundation Federation FIDAPA-projects in the years 2001/03
- Designer and coordinator of the national FIDAPA project: "Donne e Politica" (Women and Politics) in the years 2001/03
- Designer and coordinator of the project "Journey travelling between art, culture and traditions in Sicily" in the years 2003/05
- Designer and coordinator of the project: "Donne e leadership" (Women and Leadership) in FIDAPA District Sicily in the years 2005/07
- Responsible for Italy for the "Carpe Decision" network with CPMR, Ministry PO Greece, Spain and Portugal.

### **I have experience in Twinning among BPW clubs**

- Manager and coordinator of the international twinning between FIDAPA Sicily District and BPW Egypt, BPW ARAD, BPW Germany, BPW Dublin .

### **I have great knowledge in opening new clubs**

- I have set up 14 FIDAPA BPW ITALY clubs constitutionally in the District of Sicily in the years 2003/2005 and 14 FIDAPA BPW ITALY clubs in the national territory in the years 2009/11.
- I have organized and coordinated various seminars at national and international level and I have implemented about 500 conferences on various topics: Leadership; Cultural Tourism; women's work; women's empowerment and the promotion of female entrepreneurship, violence against women and child marriage.  
I have worked with different BPW clubs for the organization of meetings, as a speaker, and for the implementation of projects about Leadership and Empowerment

### **I have received awards for my social commitments towards Gender Equality and Women Empowerment**

- Award "Universo Donna" for social commitment in 2007.
- Award "DONNA FIDAPA" from club FIDAPA BPW ITALY Bronte in 2017

### **I have participated in BPW Conferences and events**

- Representative BPWI at CSW 54 –CSW55- CSW 56-CSW 61- CSW 62-CSW 63 to N.U.
- I have participated at CSW 54 – CSW 55 - CSW 56- CSW57 - CSW58- CSW59-CSW60- CSW61–CSW62-CSW63 to N.U.
- I have participated at Leaders Summit BPW from 2009 to 2019
- I have participated at the Regional Conferences in the five BPW Regions and at the Young BPW Symposium in the Europe and Asia Pacific BPW Regions
- I have participated at XXVI - XXVII - XXVIII -XXIX International Congress BPW

### **Statement by Candidate**

I'm Giuseppa Seidita from BPW Italy, currently Executive Finance Officer BPW International and Past president of BPW Italy.

I have been a member of BPW ITALY since 1992. I have constituted 14 clubs in the FIDAPA BPW ITALY District Sicily in the years 2003/05 and 14 clubs in the national territory from 2009 to 2011.

I always have met members and taken part in BPW conferences throughout the five BPW Regions, strengthening my passion for our Organization. Our members are the heart of this Organization and I believe membership growth is thanks to effective communication.



It is a challenging time for us, to both grow and sustain our membership in an ever changing world. As a Headteacher in a comprehensive school, I have taken care of the organizational management of educational activities and human resources of the school. Inside and outside the school it was my responsibility to network with local authorities and associations.

I would like to work and give my contribution to BPW International, so I submit my application to be appointed as a Vice President Membership from 2020 to 2023.

The opportunity to serve as Vice President Membership will be a great honor for me and a challenge at the same time. The work of the International Organization is so important to women, girls and society as a whole, that's why it is imperative for us to invest all energy needed to keep it strong.

In the past few years, I have worked with great enthusiasm to promote the empowerment of women and I'll do my best to be in contact with other countries to help every club who needs to have a link and support. I have worked with many other countries and ministries for the promotion of equal opportunities. Until 2016 I was a member of the Equal Opportunities Commission in the Italian Ministry of Labor.

Proudly, I attended the Young BPW Symposium in the Asia Pacific and Europe BPW Region. To be sustainable we must be inclusive of our Young BPW and ensure they are integrated throughout our organization, providing us with diversity of skills and experiences as we embrace the future together. I have also promoted several successful twinning with mutual benefits.

We need to promote our members businesses and professions within the organization, connecting our members worldwide and strive to make BPW more visible.

My cultural background constantly changes and I regularly update myself. I have always promoted teamwork, implemented mediation and negotiation skills. I have a strong ability to work on project planning and time management, especially in promoting networking among women entrepreneurs at various levels.

I propose my experience in supporting BPW and I will always be at the service of BPW. We must meet the challenges ahead together as our founder Dr. Lena Madesin Phillips said "...if our motive is right, if we have faith, vision and courage, accomplishment must come".

I would appreciate your vote for Vice President Membership and I would be honored to serve BPW.

### ***A written Supporting statement by nominating affiliate***

*FIDAPA BPW Italy is proud to endorse Giuseppa Seidita as the candidate for the position of Vice President Membership due to her professionalism, depth of knowledge, dedication and willingness to help BPW International prosper in this new upcoming term.*

*Extensive experience in the national and international Federation coupled with long term membership in BPW is a guarantee for our organization to promote and improve our membership.*

*We are sure that Giuseppina Seidita will be able, with her skills and dedication, to work, day by day, to promote and manage successful activities for our organization. On behalf of all the FIDAPA BPW Italy members and Executive Committee we are honored to present her candidacy to the BPW International General Assembly*

***Maria Concetta Oliveri***  
***National President FIDAPA BPW Italy***



## Candidate for Executive Secretary



**Jenny GULAMANI-ABDULLA,  
Candidate for Executive Secretary**

<b>Last name and first name</b>	Gulamani-Abdulla Jenny
<b>Member of</b>	BPW Calgary
<b>Nominated by</b>	BPW Canada
<b>Consent of own Affiliate</b>	
<b>BPW Offices held</b>	<p>Club Immediate Past President, President, Vice President From 2009 to 2016</p> <p>Federation Immediate Past President, President, First Vice President, Liaison From 2013 to 2020</p> <p>Region Executive Committee for North America &amp; the Caribbean From 2016 to 2018</p> <p>BPW International Taskforce Chair (2018-20); Taskforce Member (2016- 2018) From 2016 to 2020</p> <p>Present Club BPW Calgary, Canada</p>

### **Positions in Other Voluntary Organisations (including years)**

Co-Founder of The Canadian Federation For Citizenship (2017-2020)  
 Subject Matter Expert for Citizenship and Immigration at His Highness The Agakhan Council For Canada (2014-2020)  
 Guest lecturer at The University of Calgary for Social Work and The Law Class (2017-2020)  
 Presenter at The Immigration Education Alliance on Humanitarian and Compassionate Cases (2018-2019)  
 Participant in stakeholder dialogues with UN Women, International Labour Organization and European Commission as well as Private Sector Engagement Meetings in Canada and USA (2018)  
 Keynote speaker at the European Union Residence in Ottawa on Trade and Empowerment (2017)  
 Keynote speaker at Head Start Ottawa, an initiative of the Federation of Canadian Municipalities  
 Panelist at the Scholars' Academy at the University of Calgary (2016).  
 Advisory Council Member for 1000 Women Rising Campaign at Bow Valley College (2013-2019)  
 Speaker for "The Refugee Experience Series" at the Calgary Catholic Immigration Society (2012-2013)  
 Immigration Law Analyst at His Highness The Agakhan Council for Australia and New Zealand (2011- 2015)  
 Curriculum reviewer of the UEnd Poverty's School Program Curriculum on Global Citizenship (2011-2012)  
 Presenter on the Pluralist Society in Canada at Chestermere Lake Middle School (2010)  
 Presenter for Family Class Sponsorship at Immigrant Services Calgary (2010)  
 Policy Development Member for the Encounters Education Program for Students in Grades 7-9 (2009-2010)  
 Deputy Communications Coordinator for Events Management at His Highness The Agakhan Council for the Prairies (2009-2010)  
 Co- Chair of the Professional Services Division at The United Way of Calgary and Area (2008-2009)  
 English as a Second Language Instructor for newly arrived immigrants at the Calgary Immigrant Aid Society (1984-1986)



## **Related Experience / Qualifications (e.g. CV, resume)**

### **Education:**

Northwestern California University, USA – Juris Doctor in Law – 1994 University of Calgary, Canada – Bachelor of Arts in Philosophy –1991

### **Professional Experience:**

Over 25 years' experience specializing in the area of Immigration Law and Procedures  
President and Founder of Gulamani-Abdulla & Co, Immigration Consulting Co-Founder of The Canadian Federation For Citizenship

### **Professional Affiliations:**

Member of The International Bar Association (IBA)  
Member of the Human Rights Law Committee of the Legal Practice Division of IBA  
Member of the Women Lawyers' Interest Group of the Public & Professional Interest Division of IBA  
Member of The Immigration Consultants of Canada Regulatory Council (RCIC); Recognized by the Federal, Provincial and Territorial Governments of Canada

### **Awards:**

Titled One of **Canada's Top 100 Most Powerful Women** by the Women's Executive Network

**Distinguished Alumna Award** for Demonstration of Wisdom, Resilience and Compassion, University of Calgary (Canada)

Recipient of "**Iconic Woman**" Award by the Women Economic Forum, New Delhi (India) for "Creating a Better World For All"

### **BPW Achievements:**

Presenter on the Gender Wage Gap and advocate for "Equal Pay For Equal Work" with involvement in street rally, schools, boardrooms, petitions to parliament resulting in Motion 70 to declare a National Equal Pay Day as documented by numerous media interviews (2012-Present).  
Keynote Speaker at the European Union Residence on Trade and the Economic and Social Empowerment of Women with the Women Heads of Mission in Ottawa hosted by Her Excellency Marie-Anne Coninx  
Submitted a Recommendation to the Special Committee on Pay Equity chaired by Member of Parliament Anita Vandenbeld who submitted Motion 70 to declare Equal Pay Day Nationally (2016)  
Hosted the 45th Biennial Convention in Calgary during the Centennial Year of Women's Suffrage and recognized 100 Women's Organizations across Canada with leaders from government, business and civil society (2016)  
Keynote speaker at Head Start Ottawa, an initiative of the Federation of Canadian Municipalities to deliver on the Gender Wage Gap and raise awareness on salary negotiations (2016)  
Donated Children's book "In the Hoofsteps of Eموoly Murphy" with BPW Calgary members in schools to raise awareness on Equal Pay for Equal Work (2015-2016)  
Prepared a Resolution to the Prime Minister's Office through BPW Canada to urge the Government to sign on, adopt and implement the United Nations Declaration on the Rights of the Indigenous People (2015)  
Presented a petition on Equal Pay for Equal Work at the House of Commons through Green Party Leader's Office in 2014.  
Submitted a Resolution to the Prime Minister's Office through BPW Canada to identify Businesses and Individuals with linkages to the Sex Trade in order to protect temporary foreign workers in Canada (2013)  
Led the First Equal Pay Day Rally under the "Women are Persons" monument in Downtown Calgary (2013) and took it from the streets to the boardrooms by education, awareness through media (2014)  
Directed the Awareness Campaign for the World's First International Day of the Girl at the Business and Professional Women's Club of Calgary, an initiative applauded by Minister Rona Ambrose (2012)

### **Statement by Candidate**

It is with humility that I submit my statement to be considered for the position of Executive Secretary. As a member of the International Bar Association and with over 25 years of experience practising Immigration law, I provide advice to clients on the rules and procedures as well as their rights and obligations. In addition, I conduct research and analyze legal problems, interpret laws and regulations, prepare and file legal documents, as well as present facts in writing and verbally. The role of executive secretary involves advising on constitutional and procedural matters, supporting affiliation procedures, ensuring compliance and filing of documentation, as well as receiving and reviewing amendments. These responsibilities align well with my professional expertise.

As Taskforce Chairperson for Women Migrants and Global Citizenship, and, as a Registered Expert at BPW International I have an appreciation of the work of various standing committees and taskforces. I have served as member of the Legislation committee and as member of the International Peace and Intercultural Understanding taskforce. In my role as executive secretary, I will be serving with that same understanding as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee as well as liaising with the History and Archives Taskforce.

As President of BPW Canada, I occupied the role of Chief Executive Officer. I was also appointed representative of BPW Canada to the board of directors of BPW International. The general supervision and direction of all business, including the management of the Federation was considered my duty. I signed all official documents and presided over all the meetings of the executive, the board of directors and the federation. As executive secretary at the International level, I will be prepared for any such duties as may be designated to me.

At BPW Canada, it was extremely important to promote ourselves to businesses and corporations so that we could collaborate in an effort to accelerate our growth. In addition to recruitment of members, it is equally important to engage existing members. By actively listening and embracing diversity within our membership, we can better understand the varied experiences of our members worldwide. Collectively, we can come up with creative ideas and strategic solutions to better serve our global membership with greater enthusiasm. Most of us know that a strong communication strategy is also vital to growth. I have held positions such as Chair of Communications as First Vice President of BPW Canada at a time when our paid administrative staff as well as website and social media manager were absent. I have also occupied roles in other non-profit organizations as a Deputy Communications Coordinator where I developed communication strategies to stay connected to members and other stakeholders to elevate participation and commitment. I am confident that with this background and experience, I will be in a position to advance the monitoring of members services and quality assurance, a responsibility I consider as essential to the role of executive secretary.

Thank You For Your Trust and Confidence!

### ***A written Supporting statement by nominating affiliate***

*Jenny is a strategic and thoughtful leader. As President of BPW Canada, she was focused on diversifying our membership. Jenny launched a club in Montreal, the second most populous municipality in Canada with French as its official language. She also established a club in Edmonton, the capital city of Alberta, Jenny's home province, and most of our members there practise in male dominated fields. With clubs closed in British Columbia, the board approved the opening of BPW Canada online club. The last time BPW Canada had launched three clubs in one term was a decade ago. Membership grew by 20% under Jenny's leadership.*

*Jenny has the ability to unify and think outside of the box. As President, she formed partnerships across various stakeholders. She was instrumental in recognizing 100 like-minded organizations across Canada during the Centennial Year of Women's Suffrage, attended conferences hosted by Ministers, met with the business community to form a new club, engaged with the media, met with women ambassadors from a dozen countries, connected with educational institutions, met with UN Women, ILO and the EU Commission, and joined discussions with the Global Compact Network Canada. Jenny is driven by a passion for BPW and its vision.*

***Linda Davis***  
***President BPW Canada***





**Bessie HIRONIMUS,  
Candidate for Executive Secretary**

<b>Last name and first name</b>	HIRONIMUS Bessie
<b>Member of</b>	BPW Sacramento, USA
<b>Nominated by</b>	Sandra Thompson, President BPW USA
<b>Consent of own Affiliate</b>	
<b>BPW Offices held</b>	<p><b>Local Club:</b> Past President: Oroville, John Sutter and Sacramento BPW Clubs From: 1974 to 2019</p> <p><b>District:</b> Past President, Executive &amp; Board Member – Many Chairmanships Currently serving as District Vice President From 1980 to 2017 State: Past State President, Executive and Board Member, Many Chairmanships Currently serving as Membership Chair From 1983 to 2017</p> <p><b>Federation:</b> <b>BPW/USA:</b> National Board Member, Membership Committee, Membership Diversification Committee Chair, Certified Individual Development Trainer, Delegate to National Convention, and Women’s Agenda Conference, Presenter at National Lobby Days in Washington DC and attended 3 briefings at the White House Representing the National Federation From 1988 - 1991</p> <p><b>EPW-USA:</b> National President 3 years, organized the new National Federation, drafted constitutional documents, chartered and chaired it as its first elected President. 5 year Board of Directors. From 2009 to 2012</p> <p><b>Region:</b> As the EPW-USA president, hosted Regional Conference in Las Vegas, Nevada – USA. From 2010 Coordinator, North America &amp; the Caribbean Region From 2011 to 2017</p> <p><b>International:</b> Page and Hostess Committees, Members’ Interpreter at Congress From 1983 BPW/USA delegate, Translator, pre and post-Congress Board of Directors Meeting, Translation and Interpretation to the members during Congress From 1989 Chairman, Translations Committee From 1989 to 1991 International Board Member From 2009 to 2020 Member, Executive and International Board From 2011 to 2020</p>

**Positions in other Voluntary Organizations**

California County Boards of Education, Board member, Secretary, Parliamentarian, Vice President, President Elect (Government elected official) From 1985 to 2010

California School Boards Assoc., Board Member, Legislative and Nomination Committees, Elected member of Delegate Assembly From 1985 to 2010

National Association of Latino Elected Officials (NALEO) Member of the Child Obesity Study Committee, California State Board member From 1988 to 2010



AIP, American Institute of Parliamentarians, Sacramento President, Charter member, several Committees From 1998 to 2020

Butte County: Chair, Child Care Committee, Coordinating Committee for the Comprehensive Alcohol and Drug Prevention Education Program, Chaired Committees on School Districts Organization, Affirmative Action, School District Accreditation, and others Oroville Dollars For Scholars Foundation Organizer, Founder and Charter President

St Thomas School Chaired Strategic Planning Committee, Advisory Board, Finance Committee  
Lake Oroville Yacht Club Board Member, several Committees, first female Commodore  
Misc. memberships: Soroptimist International, International Lions Club, League of Women Voters, California Elected Women for Education and Research (CEWAER), Women, Family and Work Coalition, Oroville Chamber of Commerce, White House Working Families Task Force

### **Related Experience / Qualifications (e.g. CV, resume)**

present my candidacy for BPW International Executive Secretary based on my proven track record not only with BPW but with all the organizations I have worked with.

I joined as a Young BPW and since then I have been an involved and contributing member at Club, District, State, National, Region and International levels, often holding several offices concurrently at different levels. I have gained experience as CEO and Executive Officer of several organizations and been an elected government official for 26 years. I was responsible for a budget of US\$85 million and over 800 employees. This has given me the leadership and administrative background necessary to fully perform my duties on the BPW International Executive.

I have strong management and leadership experience from my service in several other organizations. This includes two Task Forces with the White House, a national association of elected officials, board member of California School Boards Association with 1,000 school districts and 5,000 governing board members, BPW appointed and elected positions for over 4 decades.

### **The position:**

I have a comprehensive knowledge of the constitutional and procedural matters which ensures my ability to advise and support the Affiliates, work with the Constitutional Advisory Committee, and support the President, Executive and International Board in an efficient manner. I approach my work with professionalism, energy and enthusiasm. I possess the skills and qualifications crucial to the job of Executive Secretary. My demonstrated integrity and high ethical standards, confidentiality and dedication during my service to BPW allow me to bring:

- Critical knowledge and expertise pertaining to the position. I have worked during with the International Executive as an active member, Coordinator, Executive Secretary, Parliamentarian, and cooperated closely with past International Executive Secretaries for 6 years
- Vast knowledge of the BPW Governance, Parliamentary Law and Procedures, plus the administrative and managerial skills necessary for a constructive partnership with the Affiliates.
- Provide expert advice to the Executive and Affiliates on constitutional and procedural matters, review and approval of new Affiliates governance documents.
- Direct resource to the Executive members, the Regions, Affiliates and International Board, assuring that the proper procedures and effective governance are always met in a transparent and professional manner.

I have the qualifications necessary to fulfill the duties of BPW International Executive Secretary. I bring strategic vision, focus, commitment, integrity and responsibility. I am fully dedicated to BPW, its work, vision and mission.

### **Statement by Candidate**

The position of the Executive Secretary is a very important one as she is charged with ensuring the compliance of the Organization's constitutional and procedural matters in addition to the required secretarial duties and being a member of the International Executive.

The Executive Secretary requires extensive knowledge of the BPW International Constitution, Regulations and governance. As an expert in Parliamentary Law I have full knowledge of the constitutional and procedural matters



which, added to my proven experience of working with the BPW executive, other civil societies, government and business, form a solid base to perform the duties of BPW Executive Secretary.

BPW is an important part of my life and of my family as well. A second generation BPW member, I join 8 other family members who have been or are current BPW members. I have been an involved and contributing member since I joined as a Young BPW. I am an experienced business woman and elected government official with national and international experience. My dedication to BPW is as strong as my commitment to work in a proactive atmosphere, ensuring that the members get the services and attention they deserve in an ethical, fair and professional manner.

It will be an honor to keep serving this great Organization and its members with enthusiasm, transparency and commitment.

Actions speak louder than words.

### ***A written Supporting statement by nominating affiliate***

*Business and Professional Women of the United States of America (BPW USA) is proud to nominate Bessie R Hironimus to BPW International for the position as Executive Secretary.*

*Bessie Hironimus is well known to BPW USA. During years of dedication and service on all levels, Bessie has shown her passion through her dedicated commitment to our USA Federation and BPW International.*

*Bessie has deep knowledge and a firm grasp of protocol, governance and parliamentary procedures. Her work in the founding governance of our USA organization is outstanding. While building the organization's membership as a whole in her role as BPW International Regional Coordinator of North America, her knowledge of the issues surrounding the needs of women within our region has been a great asset.*

*BPW USA is delighted that Bessie is willing to continue serving our organization, and we are confident that Bessie will support and fulfill her required Executive Secretary mandate, with professionalism and excitement, while always working hard at maintaining the integrity and image of BPW. She will be a grand ambassador for our organization on the International platform.*

*It is with great pride and enthusiasm that we nominate Bessie R Hironimus for BPW International Executive Secretary.*

***Sandra LThompon,  
President BPW USA***



## Candidate for Executive Finance Officer



**Iguehi ADETIBA,  
Candidate of Executive Finance Officer**

<b>Last name and first name</b>	ADETIBA, Iguehi
<b>Member of</b>	BPW Nigeria
<b>Nominated by</b>	Yinka Ajibola, President BPW Nigeria
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Lagos Main Club, Nigeria: Financial Secretary/Treasurer From 2016 to 2020

### Positions in other Voluntary Organizations

Concern for the Aged People Foundation (Chairman of Board of Trustees) From 2010 to date  
 Society of Women Accountants of Nigeria (Treasurer) For over 20 years  
 Parent Teachers Association (Corona Secondary School) Vice Chairman From 1993 to 1999  
 Parent Teachers Association (Trinity International School) Vice Chairman From 2012 to 2014  
 Home Owners and Residents Association (1004 Hora) Financial Secretary From March 2017 to 2019  
 Member Processes, Governance & Controls Committee 2020  
 Association of ESAN Professionals (AEP), EDO State (State of Origin)  
 Various offices  
 Financial Secretary to the EXCO  
 Treasurer 2014 to 2018  
 Trustee AEP Endowment Fund 2019 to date

### Related Experience / Qualifications (e.g. CV, resume)

A Fellow of the Institute of Chartered Accountants of Nigeria  
 Member of the Institute of Taxation of Nigeria  
 A Fellow of the Institute of Financial Consultants (Canada)  
 Masters degree in Business Admin (MBA) from IESA University of Navarra, Spain through Preparatory IESA  
 Executive MBA at Lagos Business School Trained and worked for 22 years with KPMG (International Firm of Accountants)

Worked at Total Nigeria Plc (Multinational Company) rising to the level of most senior woman in management.

Currently the Principal Partner in DASOD & Co, a Firm of Chartered Accountants that officer Auditing, Accounting and Taxation Consultancy and Management and Financial Consultancy Services to Companies and high net worth individuals.



## **Statement by Candidate**

I have been in the finance field all my working life. I have a vast knowledge of the various financial standards.

My work experience spans about 40 years.

On the issue of doing all I can to bring up the lot of women, this has always been uppermost in my mind, an example is: I initiated the equalization of retirement age with that of men in an organization I worked for.

Women should not expect gifts, but should be rewarded where they are qualified.

I am still an active member of my various women's associations.

I was introduced to BPW about 10 years ago and have offered my services to fellow members in sorting out their record-keeping and tax computation. I have assisted some women to write business plans to secure funds for their businesses. I have facilitated seminars on financial literacy for BPW members with follow-up training.

I believe I qualify for the position of Finance Officer as I have worked in the Finance sector, at all levels of an organization, including basic book-keeping.

I am comfortable with the preparation and interpretation of Financial Statements and have been involved in various types of training with the goal of improving the financial literacy of women.

For my own improvement, I have attended various seminars, conferences etc in various countries around the world, particularly the 4-yearly World Accountants' Congress, the last one was held in Australia in 2019.

I love travelling and am willing to offer my expertise in finance wherever it is required.

If elected to the BPW International office stated above, I consent to serve.

## ***A written Supporting statement by nominating affiliate***

*Iguehi Adetiba is a very strong and active member of one of our major Clubs in Nigeria, Lagos Main Club.*

*She is the current Treasurer of the Club and in addition holds the position of the Chairperson of the Environmental Committee of the Club.*

*She has contributed immensely to the growth and development of the Club in many areas. She is committed, dedicated and always ready to take on additional responsibilities to lift the Club to greater heights.*

*As a professional accountant, she has trained many members of her Club in record-keeping and writing business plans, a skill many of our women in the business community have great need of.*

*Her experiences as a professional accountant in various organizations leave me in no doubt of her suitability for the position of Executive Finance Officer of the International Federation of Business and Professional Women.*

*I hereby give full support to her candidacy.*

***Yinka Ajibola***  
***President BPW Nigeria***





**Eufemia IPPOLITO,**  
**Candidate for Executive Finance Officer**

<b>Last name and first name</b>	IPPOLITO, Eufemia
<b>Member of</b>	BPW Gravina
<b>Nominated by</b>	Maria Concetta Oliveri, National President FIDAPA-BPW Italy
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Federation: BPW Italy</b></p> <p>National Member of the “Environment Committee” From 1992 to 1994</p> <p>Federation BPW Italy From 2003 – 2005</p> <p>Federation BPW Italy From 2005 to 2007</p> <p>Federation BPW Italy From 2000 to 2002</p> <p>Federation BPW Italy From 2007 to 2009</p> <p>Federation BPW Italy From 2009 to 2011</p> <p>Federation BPW Italy From 2011 to 2013</p> <p>Federation BPW Italy From 2013 to 2015</p> <p><b>Region:</b> President South East District From 1996 to 1998</p> <p><b>International:</b></p> <p>BPW International Legal Advice Taskforce Chair From 2017 to 2020</p> <p>BPW International -BPW Europe: EWL (European Women’s Lobby) Brussels Board Member From 2002 to 2008</p> <p>BPW International – BPW Europe: EWL Membership Committee EWL (European Women’s Lobby) : “Relations with the Executive of the EWL” From 2002 to 2004</p> <p>BPW International- BPW Europe Membership Committee EWL (European Women’s Lobby) Brussels for checking of the Constitutions Member States and financial statement analysis From 2004 to 2006</p> <p>BPW International Representative to the Council of Europe - Conference of NGOs in Strasbourg From 2008 to 2020</p> <p>BPW Europe: BPW Europe Member Group: “Brussels Follow-up # 5: “Women on Boards” From 2016 to 2017</p> <p>BPW Europe: Member Group Committee “Women on Boards” From 2018 to 2020</p>

**Related Experience / Qualifications (e.g. CV, resume)**

**Professional Experience:**

- Attorney at law (specialising in company law, EU law, International law)
- Professor of company law – retired
- Professor of French and English Language and Literature - retired

## **Education:**

- Graduated in Law
- Graduated in French and English language and Literature

## **Positions covered within Council of Europe:**

2008/2020 Representative of BPW International in the Conference of INGOs to the Council of Europe in Strasbourg

## **Positions covered within EWL (European Women's Lobby) - Brussels**

2002-2008 EWL Board Member (BPW International - BPW Europe)

2004 -2006 Membership Committee ( EWL) for checking of the Constitutions Member States and financial statement analysis .

2002-2004 Membership Committee ( EWL) : "Relations with the Executive of the EWL"

## **Positions covered within BPW International:**

2017-2020 BPW International Legal Advice Taskforce Chair

BPW EUROPE: 2016/2017 Member group: "Brussels Follow-up # 5: "Women on Boards"

2018-2020 BPW Europe Member group "Women on Boards" Positions covered within Ministry of Labour and Ministry of Equal Opportunities, Italy:

2013-2017 BPW Italy Representative in Committee for Equal Opportunities within the Ministry of Labour – Rome

2011-2013 BPW Italy Representative in Committee for Equal Opportunities within the Presidency of the Council of Ministers - Rome

## **Positions covered within FIDAPA-BPW Italy:**

2013 - 2015 Past National President

2011 - 2013 National President

2009 - 2011 National Vice President

2007 - 2009 National Secretary

2000 - 2002 National Executive Finance Officer

2005 - 2007 National Committee Relations With EU

2003 - 2005 National Committee Legislation

1996 - 1998 President of the Italian South-East District

1992 - 1994 National Member of the Environment Committee

1987 - 1990 Founding President Club of Gravina in Puglia and Honorary Member

Married to Tartaro Salvatore, Professor of Literature Principal Has son, Vincenzo Tartaro, Attorney at International Law in Milan

## **Statement by Candidate**

I have been a BPW member since April 15, 1987 and have dedicated a lot of my time to promoting BPW values and ideas through my engagement, for instance, as Executive Finance Officer (to 2000 - 2002), National President FIDAPA- BPW Italy ( to 2011-2013), Past National President (to 2014-2020), BPW International Legal Advice Taskforce Chair (to 2017-2020). I am a lawyer specialising in Company law, International law and European law. I was also Professor of Company Law and Professor of French and English language and Literature, now retired.

I would like to make my contribution to BPW International and so I submit my candidature as an Executive Finance Officer from 2020 to 2023. The opportunity to serve as Executive Finance Officer will be a pleasure for me and a challenge. Based on years of experience in legal and economic matters, I believe my skills will be useful to BPW International. In drafting each financial plan in my profession, I have always respected the principles of clarity, transparency and financial consolidation. I have a track record of well- kept accounts at FIDAPA BPW Italy when I was Executive Finance Officer and of the various companies that I followed from a legal-economic point of view.

The role of BPW Executive Finance Officer is very important for all of us members of the International Federation because it is necessary to ensure excellent management of the fees and funds that are paid. It is necessary to verify that the bookkeeping is always transparent by monitoring expenses and optimising resources. I am willing to invest the time needed to implement and to improve the systems in place in respect of legality and of accounting. If elected I will manage the budget effectively and efficiently, taking into account that fees and funds are subject to

restrictions and taking into account that there are countries that face many difficulties in paying fees. I learned to evaluate a business plan and to verify short, medium and long term results. In all these years of my commitment, I have worked with great enthusiasm looking to promote the 'empowerment of women'. I have promoted and ensured good governance in accordance with the ethical principles and legal norms; I have participated in the evaluation of the management performance in the implementation of the strategy and execution, I have set targets and I have checked the results. I will do my best to be in contact with all countries to help every club who needs to have a contact or a link.

I have always promoted teamwork, implemented mediation and negotiation skills. I have an ability to work on planning and time management. I'm competent with most Microsoft Office Programs and Access Program; I use the internet easily and communicate on social networks.

I would appreciate your vote for Executive Finance Officer and I would be honored to serve BPW International in that capacity. Thank you.

### ***A written Supporting statement by nominating affiliate***

*FIDAPA BPW Italy is proud to endorse EUFEMIA IPPOLITO as the candidate for the position of BPW International Executive Finance Officer for her professionalism, depth of knowledge, dedication and willingness to help BPW International prosper in this new upcoming term. Extensive experience in executive roles in the professional world coupled with long term membership in BPW is a guarantee for our organization to achieve excellent results in friendship and collaboration.*

*We are sure that EUFEMIA IPPOLITO will be able, with her knowledge and dedication, to work day to day to handle the financial activities for our organization.*

*On behalf of all the FIDAPA BPW Italy members and National Council FIDAPA-BPW Italy we are honored to present her candidacy to the BPW International General Assembly.*

***Maria Concetta Oliveri,  
President BPW Italy***



## Candidate for Regional Coordinator Africa



**Hadia GONDJI,  
Candidate for  
Regional Coordinator, Africa**

<b>Last name and first name</b>	GONDJI, Hadia M
<b>Member of</b>	BPW Addis Ababa
<b>Nominated by</b>	Tsega Bekele, Board Member & Vice President, BPW Addis Ababa
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	Affiliate Club: President of Addis Ababa, Ethiopia From 2015 to 2020

### Positions in other Voluntary Organizations

President of Ethiopian Women Exporters Association  
Country Director of New Faces, New Voices for Women in Finance

- Ethiopian Women Entrepreneurs	President
- Alpha Truckers Association	Member Board of Directors
- Trans Africa Transporters Pvt Ltd Co	Member Board of Directors
- UNIC Insurance	Founding Member
- Life Line	Founding Member
- Addis Ababa Chamber of Commerce	Board Member
- Transport Association	Board Member
- Oromia State Council Advisory Panel	Vice President President
- BPW Addis Ababa – Business & Professional Women’s Association	President
- African Women Agribusiness Network East Africa (AWAN – EA)	Country Representative
- Ethiopian Seed Growers Association	Board Member
- Public Consultation Forum of Ethiopia On Peace, Devt & Democracy	Ethiopian Chapter Rep President
- East African Grain Council	Board Member
- Enat Bank Ethiopia	Founder & Promoter

### Related Experience / Qualifications (e.g. CV, resume)

#### Education:

1954 – 1961	Alliance Francaise & Cole de Notre Dame Primary School
1961 – 1963	Lycee Franco-Ethiopian Commercial Diploma
1963 – 1964	Prince Mekonen High School Grade 12
1982 – 1984	University of Nairobi Business Administration

## Professional Experience:

1964 – 1965	Chemin de Fer Franco Ethiopian – Secretary
1966 – 1972	Moroccan Embassy – Private Secretary
1972 – 1976	Economic Commission for Africa – Bilingual Secretary – Addis Ababa
1975 – 1976	Embassy of Zaire – Administrative Secretary
1977 – 1982	United Nations Environment Program Conference Officer – Nairobi
1983 – 1991	HH Abdi Transporters (K) Ltd – Managing Director – Nairobi
1991 – 1998	HH Abdi Transporters (Eth) Ltd – MD/Owner – Addis Ababa
1998 – 2001	Hadia Trading Enterprise – Owner & MD – Addis Ababa Hadia Supermarket – MD/Owner
2001 – 2005	Holetta Roses Plc – MD, Chairperson & Owner
2005 – to date	Hadia Seed Production & Agro Industry Plc - Owner & MD Hadia Flowers & Vegetable – Owner & MD

## Languages Spoken:

Amharic, Oromifa, French, English and Arabic – Fluent Swahili and Somali – Fair

## Honors:

- Best Entrepreneur award from Addis Ababa Chamber of Commerce
- Best Entrepreneur award from Africa Chamber of Commerce
- Appreciation Certificate from many Ministries in Ethiopia
- Appreciation Certificate from Ethio – American Trade & Investment Council
- Certificate of Completion of USAID/USDA/ICD Entrepreneurship Training for African Women in Agri-Business network (AWAN)
- Appreciation Certificate from International Federation of Business & Professional Women, Egyptian Business Women Association, African Alliance for Women's Empowerment
- Certificate of Completion from Association for Overseas Technical Scholarship (AOTS)
- Japan Have been involved with:
- Participating in Women's Conferences all over African and the world
- Networking with many African Networks for the promotion of Gender Equality and Women's Empowerment
- Promoting women in finance and financial inclusion for women in Africa through being part of the New Faces New Voices, a Women in Finance Network in Africa
- Communicating with African Union and Gender Department
- Attending United Nations Meetings for Gender Equality and Women's Empowerment
- Organizing Training Programs and Capacity Building in Trade and Export
- Empowering Women in Agriculture and Agribusiness in rural areas of Ethiopia

## Statement by Candidate

### My Plan for BPW Africa 2020 - 2023

- To expand Affiliates across Africa and strengthen current Affiliates
- To have a communication strategy among all BPW Affiliates in Africa
- To promote projects among BPW Africa Affiliates
- To increase connectivity among our BPW Africa Affiliates
- To organize regional seminars across Africa for promoting business opportunities across Africa
- To strengthen the relationship between BPW Africa and the African Union
- To organize training programs for entrepreneurship
- To develop mentorship programs across BPW Africa Affiliates





## ***A written Supporting statement by nominating affiliate***

*Ms Hadia Gondji has shown great leadership during her tenure as President of BPW Addis Ababa. She is mentoring youth and is very passionate about women's empowerment and gender equality.*

*She is the one who started advocating for the Women's Bank in Ethiopia until it became a reality.*

*She has been a driving force for the agenda of empowering women and building their capacity.*

*She is a team leader and she has all the skills and talents for gathering women together to achieve their objectives.*

*She is always travelling to many parts of Africa and empowering women at all levels especially at grass roots level and in rural areas.*

*She would be a great candidate, given her great skills and knowledge about the Continent.*

*She also speaks many languages which allow her to communicate with all African BPW members.*

*We wish her all the best and great succes*

***Tsega Bekele,***

***Vice President and Board member,***

***BPW Addis Ababa***



## Candidate for Regional Coordinator Asia-Pacific



**Narudee KIENGSI,**  
**Candidate for Regional Coordinator**  
**Asia Pacific**

<b>Last name and first name</b>	KIENGSI, Narudee	
<b>Member of</b>	BPW Bangkok, Thailand	
<b>Nominated by</b>	Khunying Natthika Wattanavekin Angubonkul, President BPW Thailand	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b>	
	Club President of BPW Bangkok	From 2019 – 2021
	Vice President of BPW Bangkok	From 2009 – 2019
	<b>Federation:</b>	
	Organization Development Membership Chair, Thailand	From 2015 – 2018
	<b>Region:</b>	
	Asia Pacific Regional Coordinator	From 2017 – 2020
	<b>International:</b>	
	Executive Board	From 2017 - 2020

### Positions in other Voluntary Organizations

#### IN CIVIC COMMUNITY & PROFESSIONAL ORGANIZATIONS:

##### Present Services

- 2019-2021      President of BPW Bangkok
- 2008            Present President of Children Support & Promotion Association
- 1994            Present Organizing Chairman, TV Gold Awards (annually), Thailand

##### Past Services

- 2015-2018      Vice President, BPW Bangkok
- 2008-2010      District Governor, Zonta International
- President,       Thai Real Estate Association
- President,       Sasin Alumni Association
- President,       Rotary Club of Phyathai
- President,       International Women's Club
- Executive Director, National Town Planning Board, Interior Ministry

## Related Experience / Qualifications (e.g. CV, resume)

### EDUCATION:

- 2014: Ph.D. Urban & Regional Planning, Architectural Department, Chulalongkorn University
- 2003: The National Defense College of Thailand
- 1993: Bachelor of Laws, Sukhothai Dhammadhiraj, Thailand
- 1990: Master of Business Administration, SASIN of Chulalongkorn Chulalongkorn University, Thailand
- 1982: Master of Arts, Theatre Design, University of Akron, USA
- 1980: Bachelor of Fine Arts (Honor), Ashland University, USA

### Experiences in working for International Associations

#### BPW

- 2019-2021 President, BPW Bangkok
- 2019-2020 Member of Thailand Host Committee for Global Summit of Women 2020
- 2019-2020 Member of International Planning Committee of the XXX BPW International Congress
- 2018 Organized BPW International Asia-Pacific Regional Conference In Bangkok, Thailand
- 2017-2020 Asia-Pacific Regional Coordinator & Members of Executive Board
- 2016-2019 Member Relationship Chair, BPW Thailand
- 2014-2016 Nominating Committee Member (Asia) Zonta International
- 2008-2010 District Governor, Zonta International
- 2007 Organizing Chairman, Zonta International Honorary Membership Ceremony
- 2004-2006 Zonta International Status of Women Service Committee Member
- 2004-2006 Area 6 Director, Zonta International District 17
- 2014 President, International Women's Club of Thailand

### KEY WORK EXPERIENCE:

- 2017-Present BPW International Asia-Pacific Regional Coordinator Coordinate works with BPW Affiliates in 24 countries in Asia-Pacific. Organize Asia-Pacific Regional Conference and Asia-Pacific Presidents' Meeting in 28 October 2018 – 1 November 2018.
- 2000-Present Vice President, Tararom Enterprise Public Co., Ltd. (Real Estate) Participate in policy making as member of the Executive Board.
- 1990-Present President, All In One Studio Co., Ltd. (Event Organizing & Media Production) In the past three decades, Dr. Narudee works as executive in public relations, advertising and event organizing for more than 500 projects locally and internationally.
- 2005-Present President, Personal Plus, Co., Ltd. Making policy and set strategy for business growth and expansion of Personal Plus, Co., Ltd, which provide human resources and logistics management services.

### PAST WORK EXPERIENCE:

- 2003-2008 Associate Judge, Central Intellectual Property and International Trade Court
- 1988-1993 Vice Chairman, Tararom Enterprise Public Co., Ltd.
- 1983-1988 Division Head, Advertising & Public Relations Planning Division, Bangkok Bank Public Co., Ltd.
- 1982-1983 Creative Director, Pattern Co., Ltd.

### Experiences in attending BPW International Conferences / Congress

#### For BPW International, Attended

- 2019 *BPW European Regional Conference in Galway, Ireland*
- BPW 80th Anniversary, Wellington, New Zealand*
- BPW Oceania Sub Regional Conference, Wellington, New Zealand*
- BPW Leader Summit, New York, USA*
- UNCSW63 in New York, USA*
- Meeting to help form BPW in Indonesia
- Meeting with BPW in Malaysia

- 2018 UNCSW62 in New York, USA & BPW Leader Summit International BPW Presidents Forum, Bahrain
- 2017 XXIX BPW International Congress, Cairo, Egypt
- 2017 BPW Taiwan General Assembly, Taiwan
- 2016 BPW ASIA-PACIFIC Regional Conference, Auckland, New Zealand
- 2013 XXVIII BPW International Congress in Helsinki, Finland

## Statement by Candidate

### VISION:

To empower women and improve the status of Business and Professional Women in Asia-Pacific.

### ACTION 2017 – JULY 2019:

#### Goal 1: Retain and Expand Membership

In 2017 there were 25 countries in Asia-Pacific: 13 Federations and 12 countries with Associate Clubs with 18 Clubs. During 2018-2019:

- 1) Three Associate Clubs in Lebanon formed a Federation
- 2) One Club in Indonesia was abrogated
- 3) New BPW Associate Clubs
  - Malaysia: Damansara, Kuching Central Chapter, Phutrajaya
  - Philippines: Rizal, Dipoloc
  - India: Kolkata, South Mumbai
  - UAE: Abu Dhabi, Al Ain City, Al Dhafra City
- 4) New Clubs in the pipeline
  - UAE: Qatar
  - India: Nagaland
  - Pakistan: Kashmir
  - Indonesia: Jakarta, Bali
  - Laos: Vientiane

The total number of Federations increases by 1 and the Associate Clubs Increase from 18 to 24 Clubs. In February 2019, I travelled to Indonesia To form new Clubs and to Malaysia to help form a new Federation. I Discussed forming a BPW Club with Laos business women.

#### Goal 2: Organize a successful Regional Conference

Organized Asia-Pacific Regional Conference 2018 (APRC2018) in Bangkok, Thailand on 29 October – 1 November 2018 with 482 Delegates from 40 member countries attending. Three Princesses Presided over the three day conferences, which were broadcast Nationwide and in 176 countries. I also organized Asia-Pacific Presidents' Meetings and Trade Show.

#### Goal 3: Coordinate Projects and Strengthen BPW Network

- I gave five sub-regional coordinators options of doing sub-regional projects or organize a sub-regional conference. In ASEAN, the sub-regional coordinator helped promote capacity building projects in Thailand and Nepal and forming twinning between Taiwan and Thailand. Oceania and Est-Asia sub-regional coordinators chose to organize sub-regional conferences in New Zealand and Japan respectively. In West Asia, Bahrain organized an International Presidents Forum and was selected to host the next Asia-Pacific Regional Conference.
- I attended the BPW events and met with 10 Presidents of BPW Federations (out of 14) and 10 Presidents from BPW Associate Clubs in the region.
- I sent Asia-Pacific News to be posted on BPW International web, facebook and newsletters to keep members informed. A Google Group was created to communicate with Presidents of BPW Affiliates in Asia-Pacific.
- I surveyed BPW projects in 2018 and identified the top Sustainable Development Goals in Asia-Pacific; Gender Equality, Reduce Inequality, Quality Education, Decent Work and Economic Growth, No Poverty, Zero Hunger and Partnership for the Goals.

### ACTION PLAN FOR 2020-2023

#### Goal 1: Retain and Expand Membership

- Increase 2 Federations and increase 1 country per sub-region
- Improve member benefits to increase and retain members
- Develop recruiting plan and give priority to young BPW and working women in their 50s whose children have already finished school and careers are established
- Publicize BPW with target groups through social media.



**Goal 2: Organize a successful Regional Conference**

- My experience with APRC 2018 and my decades in organizing events should enable me to work with BPW Bahrain in organizing yet another successful conference.

**Goal 3: Coordinate Projects and Strengthen BPW Network**

- Encourage project collaboration between countries with a common interest in SDGs.

**I volunteer to serve as ASIA-Pacific Regional Coordinator.**

***A written Supporting statement by nominating affiliate***

*As President of BPW Thailand, I'm pleased to nominate Dr Narudee Kiengsiri as candidate for the next BPW International Asia-Pacific Regional Coordinator for 2020-2023.*

*Beside her work as BPW International Asia-Pacific Regional Coordinator 2017-2020, Dr Narudee has decades of management experience from working as a Bangkok Bank Executive and from founding and service as President of her own Event Organizing company. Her work as an Associate Judge helps strengthen her legal knowledge. Her work to coordinate BPW Affiliates in 24 countries and coordinate over 2000 business women in ASEAN gave her cross-cultural understanding and development of effective communication skills. Her work with multiple international organizations fosters collaboration at project level. Her insight into youth perspectives, from organizing over 100 Youth seminars, would help her give advice to young BPW. By organizing over 250 events and conferences in the past three decades, her expertise was a great asset to BPW Thailand when we organized Asia-Pacific Regional Conference in Bangkok in 2018.*

*Lastly, her ability to resolve conflicts and unite people would play a key role in increasing members in Asia-Pacific and motivating them to make a difference.*

***Khunying Natthika Wattanvekin Angubonkul,  
President BPW Thailand***



## Candidate for Regional Coordinator Europe



**Anu VIKS,  
Candidate for Regional Co-ordinator, Europe**

<b>Last name and first name</b>	VIKS, Anu		
<b>Member of</b>	BPW Estonia		
<b>Nominated by</b>	Ester Eomois, President, BPW Estonia		
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate		
<b>BPW Offices held</b>	<b>Local Club</b>	Board Member Tallinn Club President Tallinn Club	From 2004 to 2006 From 2006 to 2009
	<b>Federation:</b>	Board Member BPW Estonia National President	From 2011 to date From 2015 to 2018
	<b>International:</b>	Regional Member of Executive Board as Federation President Member of BPWI Executive Board as Federation President	 From 2015 to 2018  From 2015 to 2018

### Related Experience / Qualifications (e.g. CV, resume)

**Education:** 1983 – 1990 MA Philology, University of Tartu Professional Experience:  
 2019 – to date Entrepreneur Gallo Coffee Roasters/Estaano 00  
 1997 – to date Expert on Freight Transport, Association of Estonian International Road Carriers  
 1993 – 1995 Editor, Publishing House Avita  
 1992 – to date Guide and Trip Leader, different tour operators  
 1992 – 1995 Entrepreneur Language School for Children

### Positions covered within BPW International

2018 – to date Trainer of BPW International Leadership and Lifelong Learning Taskforce  
 2015 – 2018 Member of BPW International Board as President BPW Estonia

**Main activities in this role** of Member of BPW International Board as President of BPW Estonia:  
 2018 – CSW62 – gave a workshop together with International President Dr Amany Asfour Presenting the possibilities for BPW Clubs to present projects to find funding for training women  
 2018 Nominated as Representative of BPW International at CSW62  
 2017 Nominated as Representative of BPW International at CSW61

### Positions covered within BPW Europe

2018 – to date Training of BPW International Leadership and Lifelong Learning Taskforce  
 2015 – 2018 President of BPW Estonia

**Main activities in this role** of President of BPW Estonia:  
 2018 BPW Estonia was awarded First Prize for the Most Successful Event in BPW Europe



Trainer of BPW International Leadership and Lifelong Learning Taskforce:  
 Sept 2019 Organized the Leadership Training “Leadership Masterclass” for BPW Europe members in Tallinn, Estonia where women from 6 countries participated  
 May 2019 Presented training on Negotiation Skills for Women at BPW Europe Conference in Galway

### Positions covered within BPW Estonia

2018 – to date Trainer of BPW International Leadership and Lifelong Learning Taskforce  
 2018 – to date Advisor to the President of BPW Estonia  
 2015 – 2018 President of BPW Estonia  
 2011 – to date Board Member BPW Estonia  
 2006 – 2009 President of Tallinn Club  
 2004 – 2006 Board Member of Tallinn Club  
 2002 - to date Joined BPW Estonia  
 2000 Participated in the work of the Organizing Committee of BPW Estonia in organizing BPW Europe Regional Conference in Tallinn

### Statement by Candidate

My intention in becoming the European Regional Coordinator is to empower women to take leadership roles, to take action in the business world, to improve their economic freedom, to inspire and support women through advocacy, networking, mentoring, skill building and to encourage women in their professional lives.

One of the Aims of BPW International is to **Encourage and support Women and Girls** to:

- develop their professional and leadership potential
- Undertake lifelong education and training

My goals for the triennium are directly inspired by these aims of BPW International:

1. To bring in new members, especially young members to ensure the sustainability of BPW Europe
2. My goals are to help secure economic independence for women, to have equal opportunity and representation in economic, civil and political life. This is achievable through lifelong education and training, through encouraging and inspiring through networking and co-operation between business and professional women and sharing their experiences and success stories
3. To launch new training programs in BPW Europe – Leadership Training and Entrepreneurship Training:

New **Leadership Program** in BPW Europe:

To bring Leadership Training to Clubs through the Leadership Program. To train trainers through this Leadership Program, who can independently start training in their National Clubs. The aim is to teach women to be leaders and take action. To invite new young women outside of BPW to training sessions and using these training sessions to incorporate them into BPW as new members and to raise future leaders.

New **Entrepreneurship Program** in BPW Europe

To bring Entrepreneurship Training sessions to Clubs through the Entrepreneurship Program. The intention of the Entrepreneurship Program is to teach women how to bring their entrepreneurship ideas into real businesses, how to start their own business and how to develop already existing businesses. To train trainers through this Entrepreneurship Program who can independently start training in their National Clubs. One big aim is to invite new young women to the training sessions and to incorporate them into BPW Clubs as new members to raise future businesswomen and leaders.

4. To encourage and promote exchanging good practice between European Clubs and to enliven and activate twinning between Clubs.

My aims in the triennium are:

1. To continue with the successful Campaigns run by BPW Europe – Equal Pay Day, Women on Boards, Charter on Girls’ Rights and to take these Campaigns up to a new level.
2. To promote and carry on the work of BPW Europe Working Groups and make them more visible in National Clubs.

Working Groups in BPW Europe:

1. Communication
2. Membership

3. Legal Advisors
4. Digital Skills and Job Coalition
5. Women on Boards
6. Women Refugees
7. Equal Pay Day
8. Charter on Girls' Rights

### ***A written Supporting Statement by Nominating affiliate***

*The Federation of Business and Professional Women of Estonia supports the nomination of Anu Viks as the Regional Coordinator of Europe. BPW Estonia and Anu Viks are active and financial members of BPW. Anu Viks is the Immediate Past President of BPW Estonia and has served the Federation in with full commitment and excellent guidance.*

*Anu Viks has been a strong President for BPW Estonia. Her best abilities are to unite people, create aspirational vision, to fulfill the vision by including variable members to create diversity and get best results. Anu Viks has been an efficient and willful in representing BPW Estonia on European and International level for many years and is well known as the uniter of people. Anu Viks the active member of the European Taskforce of Leadership and Lifelong Learning and has been the facilitator of numerous training sessions. Anu is also known for taking responsibility and leadership and has excellent organizational skills.*

*Anu Viks has carefully considered the responsibilities to BPW International.*

*Anu Viks has been selected by the European Presidents as the only candidate for the BPW Europe Region in accordance with the International Constitution and European Guidelines.*

***Ester Eomois,  
President, BPW Estonia***



## Candidate for Regional Coordinator Latin America



**Diana BARRAGAN,**  
**Candidate for Regional Coordinator, Latin America**

<b>Last name and first name</b>	BARRAGAN, Diana	
<b>Member of</b>	BPW Quito, Ecuador Individual Member BPW Mexico	
<b>Nominated by</b>	Semiramis Casas Velazquez, President, BPW Mexico Florinda D'Antonio, Regional Exec Secretary BPW Latin America	
<b>Consent of own Affiliate</b>	Has elected her Membership of BPW Mexico for her international rights and voting membership	
<b>BPW Offices held</b>	<b>Local Club:</b>	
	BPW Geneva (Switzerland) Member Public Relations	From 1991 to 1994
	BPW Quito (Ecuador) President	From 2000 to 2002
	BPW Quito President	From 2002 to 2004
	<b>Federation:</b>	
	BPW Ecuador President	From 2008 to 2011
	<b>Region:</b>	
	Regional Coordinator Latin America	From 2017 to 2020
	<b>International:</b>	
	Chair Standing Committee on Legislation	From 2008 to 2011
	Member SC Constitutional Review	From 2011 to 2014
	Member SC Constitutional Review	From 2014 to 2019

### Positions in other Voluntary Organizations

Coordinator National Council of Social Development Civil Organizations – 1999 – 2004

Executive Director Fundacion Nuestros Jovenes – 2002 – 2004

### Related Experience / Qualifications (e.g. CV, resume)

#### Education:

- Law Degree
- Political Administration in Democracy and Electoral Participation (2006 – 2007)  
CEDIME – PONTIFICIA UNIVERSIDAD CATOLICA DEL ECUADOR (PUCE)
- Masters in Development Studies – Institut de Hautes Etudes Internationales et du Developpement – HEIUED, Geneva University, Switzerland
- Clinical Psychology Degree – Geneva University, Switzerland
- High School – Colegio Nuestra Madre de la Merced (Our Lady Of Mercy High School). Excellency, Guayaquil, Ecuador

## **Professional Experience:**

- Attorney at Law: BARRAGAN HONEGGER Partners
- Partner: BARRAGAN HONEGGER Partners – Counselling in Foreign and National Investment Projects
- Director for French & Spanish Speaking Countries – International President's Office BPW International (International Federation of Business and Professional Women)
- Coordinator and Executive Director – Consejo Nacional de Organizaciones Civiles de Desarrollo Social – CONOCIDES (National Council for NGO's, Quito, Ecuador)
- Executive Director – Fundacion Nuestros Jovenes – Quito, Ecuador
- Executive Director – Ecuador Tourism Centre in Switzerland – Geneva, Switzerland
- Tourism Attache – Ecuadorian Government, Bern Switzerland
- Counsellor – Fundacion Nuestros Jovenes; FARO; Selva Vida sin Fronteras, Quito, Ecuador

## **Offices held:**

- Regional Coordinator BPW Latin America 2017 – 2020 – BPW International
- Member of Standing Committee Constitutional Review 2011 – 2014/ 2014 – 2017
- President Standing Committee Legislation 2008 – 2011 – BPW International
- President of Ecuadorian Federation of Business and Professional Women – BPW Ecuador 2008 – 2011
- Liaison Regional Coordination Latin America 2008 – 2011
- Counsellor during National Constitutional Assembly 2008 – Ecuador
- Member of Standing Committee PR 2005 – 2008 – BPW International
- President of BPW Quito (twice) 2000 – 2002/ 2002 – 2004
- Member of Standing Committee PR BPW Geneva 1991 – 1994
- Cultural and Tourism Attache for Ecuadorian Government, Bern, Switzerland
- Government Representative in WHO International Forum

## **Memberships:**

- Member of Fundacion Nuestros Jovenes (Our Youth Foundation)
- Member of Counselling Board: Fundacion Selva Vida sin Fronteras
- Member of Counselling Board FUNDACION PARA EL AVANCE DE LAS REFORMAS Y LAS OPORTUNIDADES – FARO

## **Others:**

- Candidate to National Assembly (Asamblea Nacional del Ecuador)
- Candidate to Andean Parliament (Parlamento Andino)

## **Languages:**

Spanish, French, English, Italian (spoken)

## **Statement by Candidate**

It is an honor for me to have been selected by the Affiliates of Latin America to run for the second term as Regional Coordinator.

If I am elected, I will try to live up to their expectations and I will put all my effort into achieving the objectives set at the beginning of my first triennium, which is to advance and deepen the institutional strengthening of the Latin American Region and facilitate integration among Affiliates through the development of regional projects.

## ***A written Supporting statement by nominating affiliate***

*Affiliates of the BPW Latin America Region unanimously selected Diana Barragan for a second term as Regional Coordinator. On 14 September 2019, during the IX Regional Conference, we voted 16/17 in favor, as stated in the Minutes attached.*

*We are very pleased to support Diana and hope we can continue working together under her coordination for the development of our Region.*

*Florinda D'Antonio, Regional Executive Secretary, BPW Latin America*



*BPW Mexico is proud to support Diana Barragan as a Regional Coordinator for her professionalism, knowledge, dedication and willingness to help BPW International thrive in this new era.*

*Diana Barragan has extensive experience in coordinating social organizations and foundations as well as having been a Regional Coordinator for a triennium.*

*She has held positions in the organization at local, national and international level. Her triple training as a Psychologist, Expert in Third World Development and Attorney at Law has been a great contribution in her role as Regional Coordinator in our Region and it will be good having her for a second period.*

*On behalf of all members of BPW Mexico and the Executive, we have the honor to present the General Assembly of BPW International with her nomination.*

***Semiramis Casas Velazquez,  
President, BPW Mexico***



# Candidate for Regional Coordinator North America



**Tomi ODUNSI FADINA,  
Candidate for Young BPW Representative**

<b>Last name and first name</b>	ODUNSI FADINA, Tomi
<b>Member of</b>	BPW Lekki, Nigeria
<b>Nominated by</b>	Yinka Ajibola, President BPW Nigeria
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Lekke, Nigeria Young BPW Lekke Representative From 2019 to 2020

## Positions in other Voluntary Organizations

Tomi Odunsi Initiative for 5 years

## Related Experience / Qualifications (e.g. CV, resume)

### Education:

- University of Lagos From 2006 – 2010  
BSc Linguistics African and Asian Studies
- Adeniran College of Education From 2005 – 2006  
Preliminary Course in Theatre Art and English Language
- Africa International Film Festival 2017  
Acting Workshop
- Open Theatre Production 2018  
Acting Workshop
- Biola Alabi Grooming for Greatness Course From 2017 – 2018  
Leadership Mentorship

### Experience:

Young BPW Lekki, Nigeria Representative 2019

Organized the successful inauguration of Young BPW

In one year, we have achieved:

1. Mailing List – 237 Subscribers/Leads
2. YBPW Inauguration – 90 Attendees
3. 3 Projects – 2 Members: Back to School Tour & Back to School 1 year Mentorship Program (Currently in Progress) and 1 Partnered Project – Accessibility Nigeria
4. Event Partners and Support – 13 including Hyundai Motors, PZ , Naij.com and Olorisupergal.com
5. Social Media – IG 1000 + followers, FB 128 likes
6. Members – 15 members
7. Active supports to Mother Club Projects/Events



### **Member BPW Lekki Nigeria 2017**

**Mitsubishi Motors Spokesperson** 2015 for the Drive Your Ambition Campaign

**Established CGT Records in 2017**, signed as recording and performing artiste on label with the launch of my EP Album in partnership with Mitsubishi Pajero Sports

**Established CGT Media Limited 2016**, an African Entertainment and Media Company with a clientele of local and international brands such as Mitsubishi Motors, Hyundai, Skills Kitchen, Life style etc.

**Best Actress Awards by Ten Awards 2015**

**TV Actress of the Year** – nominee at the ELOY Awards 2013

**Appointed by the Former President of the Federal Republic of Nigeria (President Jonathon) as Ambassador** of the Rhythm n Play Initiative: A Sport Development in 2013 – 2015

**Featured in several Nigeria Blockbutter Cinema Film, Television and Theatre** 2010 to Date

**Lead Actor in the biggest Soap Opera in Africa** 2012 to date

**Music Recording and Performing Artiste** signed into Aboriginal Management and Record Label 2010 to 2012

**INTERN** at Aboriginal Production, Management and Record Label 2009 – 2010

**Assistant Art Curator and Intern at Terra Nigeria** 2006 – 2009

**Assistant Radio Presenter** for Lunch Hour Show and The Covenant Child Show on University of Lagos Radio (UNILAG FM) 2005 2006

**MISS CONGENIALITY AWARD** Miss Teen Nigeria Pageant 2005

**1st Runner UP** Miss Teen Nigeria Pageant 2005

**Head Prefect in Secondary School for the Year 2004**

### **Statement by Candidate**

My name is Tomi Odunsi Fadina, a proud member of the International Federation of Business and Professional Women. It is a great privilege for me to be given an opportunity to be nominated as the Young BPW International President. An opportunity to serve, learn and GROW amongst great and influential women across the world. Beyond the title, my utmost desire in life is to use my talent, experience, personal qualities and heart to bring about social impact. Having spent over a decade in the spotlight as an actor in the biggest Soap Opera in Africa, I feel a deep yearning to do more, give more of myself to directly affect lives.

My passion for the entertainment and media industry in Africa is rooted in having a strong impact in the business of the Arts that contributes to the world's economy and changing the African Narrative Globally. As an Actor, Singer, Songwriter and CEO of CGT Media Limited (An entertainment and Media company in Africa); I strongly believe that through entertainment and media we can empower and drive social change amongst Young people in order to bring global peace

A degree in Linguistics, African and Asian studies has given me a solid foundation in learning behavioral norms for good communication. Critical thinking and analytical skills regarding patterns in cultures and language analysis, this has played a huge role in various interactions with community leaders for successful BPW community projects (Lekki, Nigeria).

My motivation to be the World President of Young BPW stems from having grown up in a society where patriarchy is the norm. Watching women and girls believe that they can be nothing without a male presence. Successful women criticized for their success. Young girls' hope are in men rather than in themselves. Being a member of an organization that has over generations given hope and liberation to women and girls, I would love to carry on the touch for the new generation and sustainability of BPW International. Build on the great work of Dr Lena Madison Philips and other great women have done through this prestigious organization.

My goal upon election is to help the young members feel they are part of BPW, making a strong impact on ourselves, our society and economy across the world.

### ***A written Supporting statement by nominating affiliate***

*I first met Tomi when the BPW Nigeria delegation went to New York for BPW Leadership Summit/ CSW in March 2019. What first struck me was her desire, readiness and willingness to make her services available during the Leadership Summit.*

*Her presence, inputs and energy made a positive impact on all the BPW Nigeria delegates. She contributed ensuring BPW Nigeria offered relevant services for many of the events of BPW and CSW 2019.*

*Tomi is very humble, friendly and respectful in spite of her fame as a well-established, award winning actress and talented musician.*

*As a young member in her club BPW Lekki, she spearheaded a number of projects, contributing to the success of the Inauguration of their Young BPW Club . She has supported and volunteered for many other Young BPW Nigeria projects. She works well in a team and great at inspiring people to take action.*

*I highly recommend Tomi Odunsi Fadina as BPW International Young BPW Representative as I believe she has much to offer on the global platform, being so versatile and multi-skilled. I am confident that Tomi will be an excellent fit for the Young BPW International Representative and a great asset for BPW International.*

***Yinka Ajibola***  
***President BPW Nigeria***





**Otoha HAYASHI,  
Candidate for Young BPW Representative**

<b>Last name and first name</b>	HAYASHI, Otoha	
<b>Member of</b>	BPW Tokyo	
<b>Nominated by</b>	Masako Hiramatsu, President of BPW Japan	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Tokyo (Minute Taker)	From 2017 to Present
	<b>Federation:</b> BPW Japan (National Chair of Young BPW)(National Chair of Organization)	From 2015 to Present
	<b>Region:</b> Asia Pacific Regional Committee (Regional Young BPW Representative)	From 2014 to 2017

**Positions in other Voluntary Organizations** N/A

**Related Experience / Qualifications (e.g. CV, resume)**

**Education:**

**Oxford Brookes University (Oxford, Oxfordshire, United Kingdom)**

**September 2007 – January 2012**

Bachelor of Science in Anthropology

**Wanganui Collegiate School (Wanganui, Manawatu, New Zealand) April 2002 – November 2006**

NCEA Level 1 / 2 / 3 in various subjects with New Zealand University Entrance

**Professional:**

- Community Lead – WeWork Japan K.K. (Tokyo, Japan) November 2019 – Present
- Project Manager – Fulford Enterprises, Ltd. (Tokyo, Japan) July 2018 – November 2019
- Real Estate Consultant – Balleggs Co., Ltd. (Tokyo, Japan) December 2016 – April 2018
- International Assignment Consultant – Cartus Ltd. (Swindon, United Kingdom) June 2015 – July 2017
- Sales Assistant – Lush Retail, Ltd. (Oxford, United Kingdom) July 2013 – November 2014
- Project Assistant – Fulford Enterprises, Ltd. (Tokyo, Japan) December 2012 – January 2013
- Assistant Travel Consultant – Into Japan Specialist Tours (Kidlington, United Kingdom) February 2012 – November 2012
- Assistant Education Consultant – Oxford International Exchange (Kidlington, United Kingdom) same as above
- Assistant Event Organizer – “re:new tohoku” (London, United Kingdom) same as above
- Student Ambassador – Oxford Brookes University (Headington, United Kingdom) September 2008 – December 2011
- Banquet/Restaurant Waiter – Shinagawa Catering Agency (Tokyo, Japan) March 2007 – August 2007

**BPW Experience:**

- Selected as BPW Japan CSW58 Intern
  - Attended CSW 58 and Claire Fulcher Dinner [March 2014]
- Formally joined: BPW Tokyo Club – BPW Japan [May 2014]



- Attended: BPW International Congress – Jeju, South Korea [May 2014]
  - Assigned as the Leader for Young BPW International Raffle Project on the spot
- Assigned: Young BPW Regional Representative – Asia Pacific [2014 – 2017]
- Assigned: Young BPW National Representative – BPW Japan [2015 – 2019]
  - Chair of Young BPW Committee – BPW Japan
- Attended: BPW Asia Pacific Regional Congress – Auckland, New Zealand [April 2015]
- Attended: BPW UK Members' Day – London, United Kingdom [August 2016]
- Organized and Attended: The 1st Young BPW Asia Pacific Regional Symposium–Singapore [February 2017]
- Attended: BPW International Congress – Cairo, Egypt [October 2017]
  - Assigned as the Project Leader for Young BPW International Raffle Project
- Attended: BPW Asia Pacific Regional Congress – Bangkok, Thailand [October 2018]
  - Assigned as the Project Leader for Young BPW International Raffle Project
- Assigned: Chair of Organization Committee – BPW Japan [May 2019 – Present]
  - Also a core member of PR Committee
- Organized and Attended: The 2nd Young BPW Asia Pacific Regional Symposium – Tokyo, Japan [November 2019]
  - Fully in charge of all logistical aspects as the only attending Young BPW from Japan
  - Also organized : East Asia Sub-Regional Meeting 2019 held simultaneously
  - Core member of the organization committee for the Sub-Regional Meeting
  - Fully in charge of all immigration matters for the applicable participants

### **Statement by Candidate**

Equality, Inclusive, Diversity

These are my favourite keywords, and also reminds me of BPW.

Networking and Communication.

These are my strengths, while also reminding me of BPW, and what make BPW so different from any other similar organizations in the world.

Since formally joining BPW Japan in 2014, I have met and befriended many amazing women of BPW through various events. These friends across the world were met regardless of the geographical locations, nor the age differences.

IFBPW has a Network of women across the geographical borders and over the generation gaps – amazing diversity – and the inclusiveness to all who are interested in our activities.

In order to achieve the society that leave no one behind, the world must come together literally, instead of individually working to tackle each issues. The reason for this is clear – we have been tackling the issues separately, and that is how we ended up in the present situation needing 17 Goals to work on.

I believe that if we as IFBPW, use our diversity and network, we can easily share the experiences and knowledge we have across the world, and lead the world towards achieving all the SDGs.

In the process of leading the world, we can also widen the inter-generational communication even more, where each generation can share their experiences and knowledge to the others. I strongly believe that this would contribute towards our leadership programs, making IFBPW the organization where many great women leaders are raised by.

My objective is to utilize all the platforms developed over the years already within IFBPW – such as Webinar series or sessions at our conference/congress – and develop even stronger bonds within the organization, as well as becoming the best hub of great women leaders in the world.

One of my primary school teachers in Tokyo told me that, since I am a girl and I was born with just one ear, I cannot be a leader and I should learn to behave like a real disabled person would. Fortunately I have a great family who are encouraging and supportive, but unfortunately most girls do not have that even in 2020. Let us all work together hand-in-hand and leave no one behind.



### ***A written Supporting statement by nominating affiliate***

*As the president of BPW Japan, I recommend Ms Otoha Hayashi as a runner for the candidate for the position of BPW International Young BPW Representative. She has worked as the sub regional representative for Young for fund raising at Cairo Congress and organize the 2nd Young International Meeting in Japan. These activities showed that she has the talent as leader for the young generation.*

*She is saying to us that she found of making communication and organizing networks among women and girls inclusively. This is the most important talent for the young leader.*

*We, BPW Japan, believe her and support her. She will be an effective leader for BPW International.*

***Masako HIRAMATSU***  
***President BPW Japan***





**Sheerah Yuhee KIM,  
Candidate for Young BPW Representative**

<b>Last name and first name</b>	KIM, Sheerah Yuhee
<b>Member of</b>	BPW Zurich, BPW Switzerland
<b>Nominated by</b>	Claudine Esseiva, President BPW Switzerland
<b>Consent of own Affiliate</b>	Nominated by own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> Young Representative and member of programme commission, BPW Zurich From 2018 to date Delegate of BPW Zurich (at BPW Switzerland General Assembly) From 2013 to 2019

**Positions in other Voluntary Organizations**

2019: Participated in the Young BPW symposium APAC in Tokyo  
 2018: Elected Member of Board of BPW Club Zurich (2-year mandate 2018-2020)  
 2017: Acted as official representative at the assembly of delegates BPW Switzerland, participated in the Young BPW symposium in Rome (Italy), attended the 2-days BPW Leadership Training in Berne (Switzerland)  
 2015-2016: Engaged in the project core team organising the European BPW congress in Zurich  
 2012-2014: Hosted several events in connection with the International BPW congress 2014 in Jeju (South Korea) and Young BPW group members (<35y), participated in the Young BPW symposium in Talinn (Estonia), attended the 2-days BPW Personal Empowerment Program Training

**Related Experience / Qualifications (e.g. CV, resume)**

**Swiss Reinsurance Company** – Global reinsurance player

Jan 2019 – Dec 2015: Manager Corporate Strategy & Development, Group Strategy & Development  
 Leading and collaborating on various Group Strategy themes on the agenda Of the Group Executive Committee (GEC) and Board of Directors (BoD) Leading various initiatives on strategic thinking and co-developing strategy Trainings and embedding in major leadership trainings

Nov 2015 – Dec 2012 Analytics Specialist, Operations Enabling and Governance Leading the business work stream of a Business Intelligence project ‘BM Cockpit’ with global KPI metrics for L&H and P&C Business Management Developing new Dashboard, Scorecard and Cockpit solutions (ca 1,300 Users) and enabling the transition from classic waterfall to agile scrum Methodology

Dec 2012 – Jan 2009 Senior Technical Account/Business Analyst, TA Europe L&H and P&C Aligning and introducing a global MIS KPI reporting to establish a more user- Friendly data analysis and presentations to various internal stakeholders Managing a time management tool TAPIR (ca 800 users) and successfully completing migration into a global HR system

Dec 2008 – Jan 2007 Specialist Knowledge & Accounting, Technical Accounting Europe P&C  
 Introducing a new framework as process manager in a big scale off-shoring project, supporting the project lead with various business cases Providing cost controlling and budget planning to the Head of TA EU P&C and service level agreements with finance and tax departments

**Buildmark Zurfluh & Maerki**

Sept 2006 – Aug 2006: Project Assistance

Financial accounting, project management support, client data management, sponsoring Strategy development:





Develop midterm go-to-market strategies and business cases in Asia-Pacific region in close collaboration with the CEO and CFO and create a compelling visions and missions Strategic planning and reporting; Conduct review of 3-year financial plans and prepare strategy reports and clear storylines for Executive Committees and Board of Directors Data & analytics: Introduce KPI frameworks on automated reporting solutions with real-time monitoring enabling a more accurate analysis of the performance and forecast Project management: Lead various projects simultaneously with several sub-workstreams, creating an effective, pragmatic and solution-oriented environment without losing the big picture Facilitating workshops and trainings: Develop and facilitate well-Structured workshops on strategy leadership topics, and make material and Templates accessible on various platforms.

### **Statement by Candidate**

**“Going international” feels very natural to me.** I’ve been working for a global reinsurance company for 13 years and been exposed to many cultures and mindsets. I’m well experienced in navigating Executive Committees and Board of Directors through my work in Group Strategy. In early 2019, I took a leap of faith and relocated to Singapore to represent Group Strategy for our company in Asia. Although, I was in midst of my duty as member of Board of BPW Club Zurich, this move was fully supported by my fellow board colleagues and we conducted all meetings henceforth through Skype. Being exposed to a more traditional and conservative culture in Asia with respect to women’s status and role in society, it hit me like a revelation that this is the time to pivot to a more global role in BPW, especially having attended the recent South East Asian Sub-Regional conference in Tokyo (Nov 2019).

### **HOW BPW RESONATES WITH ME**

I am a natural connector bringing people together for a common purpose. BPW Switzerland has been a great learning environment for me. Inequality, harassment, restriction in freedom of movement, prejudice and racism trigger a deep emotion in my guts, having experienced it myself as a woman. BPW has enabled and encouraged me to apply different techniques and tools how to deal more mindfully with these challenges. And with the Sustainable Development Goals, I feel fully aligned with how BPW incorporates them into their actions.

### **MY CONTRIBUTION, PERSONALITY AND VALUES**

If I were elected as Young Representative of BPW International, I would like to focus on three key strategic pillars:

- 1) Establish a common understanding with the board about the mission of BPW International**, and where we as an international federation create most value in order to prioritize BPW’s overarching themes for the triennium 2020-2023,
- 2) Create a closer BPW network globally** by designing a designated communication and digital strategy,
- 3) Develop a framework with YBPW principles** making BPW International more accessible for a younger audience e.g. “Youngs for Youngs” theme which all BPW affiliates could embed in their own programme development.

Besides strategy, I bring a structured and solution-oriented approach. I am proficient in data analytics, project management and facilitating workshops on leadership topics. **I believe in progress, integrity and collaborative high performing teams - “becoming smarter together”**. Personality tests will tell you that I am motivated to seek out opportunities to improve myself (progress) and encounters that will open my mindset to new perspectives (smarter together) and give me a strong sense of identity and justice (integrity).

With that, I feel very well equipped to become the new Young BPW representative for BPW International. Thank you for your considerations.

### ***A written Supporting statement by nominating affiliate***

*BPW Switzerland is pleased to support the nomination of Sheerah Yuhee Kim as BPW Young Representative. We believe that in combination with her values and professional skills, her experience and expertise and her energy she will fulfill this role with success.*

*Sheerah is a true global citizen – engaged at the BPW Club Zurich she is at home in any country, for now so she works for SwissRe in Singapore. She speaks English, German, French, Korean and Spanish and is an open-minded person.*

*She will be able to promote the Young BPW so especially the young women all over the world will feel that they have a voice and that changes can be made, and the role of civil society can be acknowledged.*

*We would like to recommend her for the post she is applying for.*

***Claudine Esseiva***  
***President BPW Switzerland***





**Benedetta PALERMO,  
Candidate for Young BPW Representative**

<b>Last name and first name</b>	PALERMO, Benedetta
<b>Member of</b>	BPW Rome
<b>Nominated by</b>	Maria Concetta Oliveri, National President, FIDAPA-BPW Italy
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> Young BPW Representative and Member of the Council of the Club of Rome Campidoglio – BPW Italy (FIDAPA) From 2013 – 2015</p> <p><b>Federation:</b> Young BPW Representative Central District – BPW Italy From 2015 - 2017 (Please note that the position of Young BPW Italy Representative has been introduced as of September 2019)</p> <p><b>Region:</b> Organizer of the 4th Young BPW Europe Symposium in Rome (Italy) From 2016 – 2017 (Special appointment by the European Coordinator Karin Raguin and ECC) Young BPW Europe Representative From 2017 – 2020</p> <p><b>International:</b> Delegate in CSW63 at ONU in New York in March 2019</p>

**Positions in other Voluntary Organizations**

European Law Students Association 2013 – 2016 World Youth Alliance 2014 - 2016

**Related Experience / Qualifications (e.g. CV, resume)**

Benedetta Palermo is a 30 years old lawyer. After 5 years spent in multinational companies as legal counsel, she is working as COO in a consultancy company, dealing with legal and lobbying activities (thanks to her PhD in Lobbying).

Young BPW Europe Representative 2017-2020.

Benedetta participated in all European Conferences since enrolment in BPW in 2012: Sorrento, Zurich and Galway; as well as the Young BPW Europe Symposia: Tallin, Limassol, Zurich, Rome, Vienna, Galway and the upcoming in Malta – the second and third ones as speaker and the last four as organizer.

In April 2019, the General Assembly of BPW Italy voted to include the position of Young Representative within the National Council: due to a greatly successful lobbying activity led by Benedetta, officially submitted before the ECC, the European Presidents and the President of BPW Italy during the Young BPW Europe Symposium in Vienna in 2018.

In March 2019 Participation in the Leaders’ Summit in New York and BPW International delegate to the CSW63 at UN in New York.

In March 2018, participation in the Careers’ Day in La Valletta Malta

From 2016 to 2017, promotion of the C.E.O. Day Project, a Young BPW International and Europe project,



launched during the European Conference in Zurich. This project granted to Young women the opportunity to meet and learn from top-level professionals.

In 2017, Hub to Bee project promoted by Young BPW Europe and France, responsible for its spread among Young BPW Italy. Hub to Bee was a platform where BPW members could see each other on a map, which showed also their planned travels.

December 2016 “Saying, doing, communicating”: speaker at the event in Florence promoted by Young BPW Italy Central District about the importance of an effective communication.

October 2016: Women on Boards campaign: organizer of the launch of the European campaign in the BPW Italy Club of Rome addressed to Young members.

June 2016, organizer of the Young BPW Italy Congress on Personal Branding.

May 2016 Workshop “Creativity for everyone”: organization of a workshop for Young BPW Italy Central District members.

July 2015, winner of the contest “How to increase the number of Young members in BPW” promoted by BPW Europe, the prize was free registration to the Symposium in Cyprus.

May 2015, Executive Organizer of the event “Culture, creativity and Entrepreneurship” at the Capitulum Museums in Rome, within the BPW Italy Central District. The speakers of the event were important entrepreneurs and artists. The congress ended with a fashion show of haute couture clothes and jewellery.

May 2015 “Making a difference through leadership and action - Workshop” at the Museum of the Arts of XXI Century in Rome, organized within the BPW Italy Club of Rome, a day of workshops on different topics: personal branding, leadership, entrepreneurship and art, in accordance with the BPW International theme.

2013 – 2014 “Startup – where do I have to start? Project for the promotion of female entrepreneurship” a BPW Italy project: member of the ad hoc committee within the Club of Rome.

### **Statement by Candidate**

I joined BPW in 2012, although my mother had been a BPW member for many years. I did not believe her when she kept telling me what was BPW and the importance of its mission in empowering women. By chance, in 2012, I accompanied her to the XIV European Conference in Sorrento and there I experienced the real meaning of the BPW sisterhood. I have been literally thrilled staring those women together for a common goal: the empowerment of the women all over the world.

I have started to attend the BPW Club of my city (Rome – Italy), supporting the initiatives that the Club was carrying on and little by little, I have begun to serve as Young BPW Representative, at first in my Club, then in the District of my Federation and then as Young BPW Europe Representative.

Mindful of what had happened to me, I have always tried to make BPW known and attractive among Young members. How? Giving the concrete example of what BPW could offer to Young members. During these first 8 years in BPW, I have been privileged to:

- know inspiring women who have become authentic role models for me;
- meet charismatic leaders who have encouraged me to go out from my comfort zone;
- attend world-class institutional events - like CSW - where I have seen with my eyes the lobbying activity of BPW before the UN and the political institutions;
- learn and educate myself thanks to the teachings at the workshops, seminars and webinars held by BPW members;
- make friends with people of the entire world, no matter country borders or geographical distances, BPW friendship can overcome everything.

Furthermore, BPW is not only the “place” to learn, to nurture your personality and be inspired but it is also the “place” where Young BPW members can test themselves in a safe contest and become more confident. It happened to me, for instance, when I travelled alone to reach the location for a Symposium, when I held a workshop in another language for the first time...

I have shared my personal experience because I am sure that BPW can change your life and this is true in particular for Young women who have to build their nature.

BPW has contributed to build the woman I am and still continues to do so. I am incredibly grateful for all the BPW members and all the women I met who have left me – each of them - a footprint and I think that it is the peculiarity of BPW.

It would be a real honor for me to serve BPW and work as Young BPW International Representative, BPW gave a lot to me and now I can offer back all my passion and my commitment

### ***A written Supporting statement by nominating affiliate***

*As President of FIDAPA BPW Italy I am proud to support the nomination of Benedetta Palermo for the position of Young BPW International Representative.*

*Benedetta joined BPW Italy in 2012 and since that moment she has always worked to gather the Young Members all over the Federation, dealing with the Representatives of the Districts and Clubs in order to create and enhance a Young BPW Italy common identity. Thanks to her commitment, with the positive opinion of the Italian board, on April 2019 the General Assembly of BPW Italy voted to amend the Statute and the role of Young BPW Italy Representative has been officially introduced.*

*Furthermore, Benedetta has always had a gaze turned to BPW Europe and International, attending and even organizing European Conferences and Young Symposia, trying to involve as much Young members as possible to attend such European and International events and then bringing all the experiences and lessons learned abroad into her Federation.*

*Benedetta's extensive experience, in addition to her passion and enthusiastic commitment in BPW, her capacity to create strong relationships and her ability to work in team as natural leader will make her the right candidate for the position of Young BPW International Representative.*

***Maria Concetta Oliveri***  
***President BPW Italy***



## NOMINATIONS for New Standing Committee Chairs (in Alphabetical Order)



**Cristina GORAJSKI VISCONTI,  
Candidate for Chairman of  
Standing Committee on Agriculture**

<b>Last name and first name</b>	GORAJSKI VISCONTI, Cristina
<b>Member of</b>	BPW Ancona Riviera dPeHIOCToOnero, BPW Italy-FIDAPA
<b>Nominated by</b>	Maria Concetta Oliveri, President BPW Italy-FIDAPA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> BPW Ancona Riviera del Conero – Secretary, President, active Board Member From 1998 to date</p> <p><b>Federation:</b> Suggestion to the Executives - to date</p> <p><b>Region:</b> Chair of the Central District Commission – Italy From 2012 to 2014</p> <p><b>International:</b> Main Representative to FAO (UN System) From 2007 to date</p>

### Positions in other Voluntary Organizations

Active Member of Lions Club International local Club Civitanova Cluana (District 108A – Region of Marche) since 2013

### Related Experience / Qualifications (e.g. CV, resume)

Founder, Secretary and President of the Club FIDAPA-Ancona; active member from 1988 until present as Board Member, Member of different Committees/Commissions at regional and national level. Attended many International Congresses. As BPW International representative at FAO presented papers and documents where invited in Italy and abroad. In recent years attended CSW in NY until 2018

### Statement by Candidate

**Whatever will be the vote at the Congress,** I hereby draw the attention and want to offer my experience to boost/ propel BPW works in Agriculture, Nutrition connected to Women Empowerment. In facts, structural transformations in Agriculture involve the production, manufacturing, conservation of products to increase productivity and allow rural groups to specialize and also orient themselves towards other sectors or move to urban centers with greater and better education. Multifunctionality helps rural women and girls engage as peasants, farmers, fisherfolks women, pastoralists, and also indigenous, migrants and refugee women. consumers, landless. Agenda 2030 with 17 SDGs recommends our important international Federation to contribute and move from commitments on paper to progress on the ground for Sustainable Development. Our presence with specific and proactive recommendations allows us better than before to be inserted in programs and campaigns over the world. The expansion of rural livelihoods demands investments in building capacity programs for or increased value-added processing and distribution (agricultural products, rural tourism and off-farm employments). Everywhere and even in the rural or extra urban areas, is time to reset the commitment to end hunger and poverty and tackle governments to remove obstacles and experiment public private partnership .

A Standing Committee for Agriculture can gather together the best efforts of National Federations and help circulate informations on different issues with our characteristics and propose or be prepared to present International Projects.

Is imperative that our clubs and especially our Federations keep open the discussion among the members on the importance of strengthening knowledge and prepare projects cooperating with institutions ( research institutes, civil society organizations, private sector bodies).

BPW can be considered a true experience of Long Term Lobby Work that is successfully expressed at local level and for this reason receives interesting contributions (very valuable members) and external acknowledgements (more and more calls to participate in national and international forums). Together with others, sometimes, is possible to make proposals including the main political demands of the Civil Society, for the benefit of women, men, and for the community in general. Preparation is necessary; technology helps; ideas need strategic frameworks (for ex. Bees )

I humbly recommend to consider that in every country we come from the costs of inaction will far exceed those of enabling not only Rurals but Women and Girls be involved in food productions and respond to the challenges of climate change and growing population). (which implies food demands and variety of health challenges Please act during this Decade of Action on Nutrition

### ***A written Supporting statement by nominating affiliate***

*BPW Italy - FIDAPA acknowledges that Cristina Gorajski Visconti has been an active member of the Italian Federation (Fidapa) as founder of the Ancona-Riviera del Conero Club (1988) and in many different roles. She also participates in many Conferences, Congresses and meetings at various levels.*

*Her engagement and accountability in the business area give her the skills to lead an international Standing Committee.*

*BPW Italy is therefore glad to endorse her candidacy.*

***Maria Concetta Oliveri***  
***President BPW Italy-FIDAPA***





**Sher SINGH,  
Candidate for Chair of  
Standing Committee on Arts & Culture**

<b>Last name and first name</b>	SINGH, Sher
<b>Member of</b>	BPW Downtown Sacramento, California, BPW USA
<b>Nominated by</b>	Sandra Thompson, President, BPW USA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Middletown, NY: President/Member from: Member From 2001 – 2014 President From 2006 - 2008

**Positions in other Voluntary Organizations**

- Community Involvement Chair Boulevard Park Association** board- Media Chair 2019 to date
- Great Hudson Valley Health Systems**, Bd of Directors 2010 – 2018
- Orange Regional Medical Center**, Bd Sec. 20009 – 2018
- Safe Homes of Orange County**, Board of Directors, Member 2010 – 2018 (President 2010 – 2016)
- Business & Professional Women’s Club of Middletown**, NY, Member 2001 – 2014 (President 2006 – 2008)
- New York State Parent Teacher Association** – Parenting Chair, Arts in Education Chair 1996 – 2000
- Hudson Valley Parent Teacher Association (PTA)** Region Director, Council & Unit President/  
Board Member 1993 – 2003
- Tribute to Women of Achievement of Orange County**, Committee Member and Newsletter Editor 2001 – 2014
- Pine Bush Central School District**, Board Member 2007 – 2010
- Orange County County Cultural Equity Task Force**, President 2007 - 2010

**Related Experience / Qualifications (e.g. CV, resume)**

I volunteered for many organizations for 30 years; alongside legislators, educators, clergy, government county leaders, PTA’s from local to national and local communities. I moved to Sacramento, CA and wanted to continue working and being informed in the community. I chose CFBPW as I was active in NY in BPW. In my career, I worked in non-profit agencies, with youth at risk and the physically and mentally disabled. I also worked in event planning for large events. I was instrumental in changing the hiring process and credentials for paraprofessionals under the NYS Teachers Union. I ran an art-in-education program for NYS PTA’s, as well as local and regional. In created a summer job educational program for at risk youth as County Community Liaison.

Using my certification in dance, I did programs for schools, elderly and Alzheimer’s communities. I also ran fashion shows for Middletown BPW for scholarship funds for girls and women pursuing an education.

## ***A written Supporting statement by nominating affiliate***

*Business and Professional Women of the United States of America (BPW USA) is proud to nominate Sher Singh to BPW International for the position as Chair Arts and Culture.*

*Sher Singh is known to BPW USA. During years of dedication and service to the community Sher has shown her passion through her dedicated commitment to our USA Federation and the community.*

*Sher has deep knowledge and a firm grasp of our arts and culture. Her work in arts education and doing programs for all facets of society from the elderly to children is a great asset.*

*BPW USA is delighted that Sher is willing to continue serving our organization, and we are confident that Sher will support and fulfil her required duties, with professionalism and excitement, while always working hard at maintaining the integrity and image of BPW.*

*She will be a grand ambassador for our organization on the International platform.*

*It is with great pride and enthusiasm that we nominate Sher Singh for BPW International Chair of Arts and Culture.*

***Sandra Thompson***  
***President, BPW USA***







**Pax Martin LOZANO,  
Candidate for Chair of Standing Committee on  
Business, Trade & Technology**

<b>Last name and first name</b>	MARTIN LOZANO, Paz
<b>Member of</b>	BPW Madrid, BPW Spain BPW Santo Domingo, Dominican Republic
<b>Nominated by</b>	Lic. Fior Rodriguez Ranucoli, President BPW Santo Domingo
<b>Consent of own Affiliate</b>	Nominated by Affiliate with whom her international rights are registered
<b>BPW Offices held</b>	<b>Club:</b> BPW Madrid, BPW Spain: President From 2016 to date BPW Santo Domingo-Dominican Republic Chair for Trade Committee From 2019 to date

**Positions in other Voluntary Organizations**

- 2015 – to date CEO AT ABAEK PARTNERS SL
- 2011 – 2015 Deputy in the Assembly of Madrid for the Socialist Party (PSOE), serving as Economy, Employment & Finance Vice-Spokesperson
- 2007 – 2011 Elected as Councillor in Mostoles Town Hall, the Second largest city in the Community of Madrid, Performing the task of Spokeswoman
- 2003 – 2007 Deputy serving as Vice-President of the Women’s Commission, Trade Spokesperson in the Commission on Budgets, Economy & Finance Vice-President of the Justice & Home Affairs Cttee
- 1986 – 2003 International Trade Advisor and Export Manager in Different multi-national companies

**Related Experience / Qualifications (e.g. CV, resume)**

I obtained a Master’s Degree in Human Rights with a specialisation in Disability. I have a University Degree in Social and Cultural Anthropology (UNED), in Tourism (UNED) and in International Trade (CECO).

I have done numerous courses of expert in: International Taxation (IE Business School), Economic-Fiscal Management (Higher Institute of Business Studies), Financial and Banking in Foreign Trade (Agentaria)

I have worked as International Trade Advisor and Export Manager in different multi-national companies.

I have also worked for over 20 years on gender issues and have been advocating to empower women in trade and access to markets and use the opportunities available across the world.

I have travelled many countries of the world and have great knowledge of the Trade Agreements and the laws for empowering women in business and having field studies and market surveys.

I have been training women in E Commerce and E Marketing and using technology in the 4th Industrial Revolution.

I have implemented several projects for Gender Equality and Women’s Empowerment in various parts of the world.

**Statement by Candidate**

My Plan of Action is to strengthen BPW International’s relationships with Institutions for capacity building of our members in trade and access to markets. Also, to have partnerships with multi-national companies to source their purchases from women in business from BPW International.

As part of my studies are on Economic-Financial Management and Finance and Banking in Foreign Trade, my objective is to have adequate information communicated to our BPW members regarding access to market and trade agreements and access to finance.

Our BPW International organization sustainability is dependent on our use of the new technology. My plan is to promote products and services of BPW International members using E Marketing and have training programs to train our members in the use of new technologies to promote their goods and services.

Capitalizing on the great membership of BPW International in more than 100 countries, I am looking to create opportunities among all the BPW Affiliates to establish business links and market access. And to offer my expertise as Trade Advisor to open new markets for our BPW members.

As I have worked as International Trade Advisor and Export Manager in different multi-national companies, my objective is to have members of BPW International connected in the business sector and gather information about the business women in BPW International and have a directory for different sectors and promote business linkages among them using technology as E Commerce and E Marketing.

As candidate for Chair of the Standing Committee on Business, Trade & Technology, I am ready to serve BPW members to advocate for good laws and better opportunities for women in business and women owners of small and medium enterprises and create new opportunities by clustering their products and services and make it popular among BPW members and the international and regional markets.

Looking forward to your vote to achieve our objectives together.

### ***A written Supporting statement by nominating affiliate***

*After greeting you, I am pleased to send the letter of support for our partner Paz Martin Lozano, Candidate for Chair of the Standing Committee on Trade, Business and Technology, the permanent committee, who is a great advocate for women's rights. She has always shown leadership in mentoring and supporting other women and youth. As she has been an international trade advisor and export manager in different multi-national companies, she has a great knowledge about trade and empowering women in trade and access to markets. She has worked to empower women owners of SMEs and to facilitate business links. She has trained a lot of women in the Dominican Republic in the field of gender. She has worked for over 20 years on gender issues and she believes that women's rights are human rights. She has done numerous courses of expert in International Taxation (IE Business School), Economic-Fiscal Management (Higher Institute of Business Studies), Economic-Financial Management (Higher Institute of Business Studies), Financial and Banking in Foreign Trade (Argentaria). Therefore, she is very qualified to chair the BPW International Trade, Business and Technology Committee.*

*BPW Santo-Domingo-Dominican Republic supports her nomination and endorses her candidacy.*

***Lic. Fior Rodriguez Ranucoli***  
***President ANMEPRO-BPW Santo Domingo, Republica Dominicana***





**Christine WALWYN,  
Candidate for Chair of Standing Committee on  
Business Trade & Technology**

<b>Last name and first name</b>	WALWYN, Christine	
<b>Member of</b>	BPW St Kitts	
<b>Nominated by</b>	Ardis Bell, President BPW St Kitts	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b>	
	President BPW St Kitts	From 2015 to 2017
	2nd Vice President BPW St Kitts	From 2014 to 2015
	<b>Region:</b>	
	North America & Caribbean Regional Committee Secretary/Finance	From 2018 to 2020
	<b>International:</b>	
	Chair of Public Relations Committee	From 2014 to 2017

**Positions in other Voluntary Organizations**

- 2010 – 2015 National Council of Women – Board Member
- 2000 – Present Brimstone Hill Fortress National Park Society – Member
- 2000 – Present St Christopher National Trust – Member  
Current Chair of Organizing Cttee for Regional Conference
- 2000 –Present St Kitts & Nevis Olympic Association – Coordinator of The Queens Baton Relays, Visit of International Olympic President to St Kitts, Mr Jacques Rouge, Olympic Torch Runs and Chair of the 2011 Commonwealth Games Federation General Assembly
- 2008 – 2018 FIFA Marketing Development Officer assigned to St Kitts Nevis Football Association
- 2008 – 2013 Circuit Steward (Chief Lay Person) for the Methodist Church in St Kitts
- 2008 – 2017 Projects Manager for Research and Development of Leeward Island District Methodist Church
- 2012 – 2018 Leeward Islands Representative to the Methodist Church in the Caribbean and the Americas
- 1997 – 2007 Press Coordinator for the St Kitts Music Festival
- 2003 Chairperson, St Kitts Music Festival

**Related Experience / Qualifications (e.g. CV, resume)**

Dr Christine Walwyn, Secretary and Financial Officer for North America and the Caribbean Region Committee of Business and Professional Women (BPW). A past president of BPW St. Kitts Affiliate and the Public Relations Chair at BPW International during the term 2014-2017. She holds a Ph.D. in International Business and owns and manages Walwyn Consulting, a premier Events Managing and Strategic Marketing Company. Additionally, she is a Senior Lecturer at the Clarence Fitzroy Bryant College in St Kitts in the Associate Degree Program in Business, Entrepreneurship and Management where she focusses primarily on the development of technical students.

She has been a regional technical working group member for negotiations with EPA Services and Investment, Tourism Services for the Organization of the Eastern Caribbean States and Professional and Financial Services for Canada/CARICOM Trade and Development. Dr Walwyn is very aware that innovation is the wave of the



future and is currently engaged with a project entitled, “Digital Trend and Glocalization with eCommerce” which will showcase the work of women in the areas of payment solutions, cyber security and innovation featured from digital and emerging technology industry. From this ripple, she hopes it can become a universal project as it is spread throughout the affiliates of BPW.

Dr Walwyn has extensive knowledge and experience of international funded projects having worked with EU EDF, OAS, CDB AND UN Women. She is the former county coordinator for the Caribbean Institute on Women in Leadership; Team member on UNDEF Projects for Women in Leadership; and Participant in the Women Leaders as Agents of Change Caribbean Regional Colloquium. She works in sports administration and is closely affiliated to the St Kitts-Nevis Football Association, St Kitts and Nevis Handball Association and the National Olympic Committee.

She is a former CEO of the St Kitts Tourism Authority where she developed and maintained a strong and supportive relationship with industry stakeholders, hotels and allied businesses.

Dr Walwyn has varied international experience, having lived and worked in Canada, USA and Italy.

### **Statement by Candidate**

I am Dr Christine A Walwyn and I always believe in setting high goals for myself. In that light, my active dream is to become the Chairperson of the Standing Committee on Business, Trade and Technology, a position that I feel will fit right into my education qualifications and experience in the industry intertwining with the needs of our association.

In 2011, I was privileged to be on the team that reorganized the BPW St. Kitts Affiliate and travelled to San Juan, PR to accept the charter to re-establish the organization. At that regional conference I became aware of the fantastic prospects and potential that BPW International offers. For me joining BPW St. Kitts then meant more than just a local club to assist the women of St. Kitts, but that I would become part of a global organization that active seek to empower women and girls. Over the years this has been cemented through my attendance to all Leader’s Summits in New York and the International Congresses in South Korea and Egypt where I not only attend but play an active role thereby able to learn in intricate details of the organization.

Three years ago I was appointed as the Secretary to the Regional Coordinator for North America and the Caribbean and this afforded me the opportunity to interact with the presidents of the regional and thereby obtaining in-depth information regarding their practices and operations of their affiliated and Federations. My knowledge gained from these interactions has positioned me to be able to branch out to other areas and assist in the further development of our members.

I have extensive knowledge and experience of International funded projects having worked with EU EDF, OAS, CDB and UN Women. I have also been a regional technical working group member for negotiations with EPA services and investment, Tourism Services for the Organization of the Eastern Caribbean States and Professional and Financial Services for the Canada/CARICOM Trade and Development. I am very aware that Innovation is the wave of the future and is currently engaged with a project entitled, “Digital Trend and Glocalization with eCommerce” which will showcase the work of women in the areas of payment solutions, cyber security and innovation featured from digital and emerging technology industry. From this ripple, I hope that this can become a universal project as it is spread throughout the affiliates of BPW.

Given the new world order, I firmly believe that this committee will have a leading role on how we position ourselves to succeed in the current environment. At this time, we need to make the paradigm shift and position ourselves to be effective and productive citizens who can lead the chart to economic prosperity while we continue to promote social responsibility and justice for all women and children by keeping our roots and building progressively toward our future.

### ***A written Supporting statement by nominating affiliate***

*Dr Christine A Walwyn has been a member of BPW St Kitts from its reinstallation in 2012 as the 2nd Vice President and became President from 2015 – 2017.*

*As Past President, she offers guidance to her fellow sisters who serve on the Executive as to the protocol of BPW International. She is a member of the Ways and Means, Social and Hospitality and Civics Standing Committees.*



*Her leadership skills, inspiration, organizing abilities, enthusiasm and loyalty to BPW is second to none. Dr Walwyn's driving force, knowledge of the organization and fortitude have carried BPW St. Kitts through many rough waters, because of her belief in our affiliate and the mandate she so ably carries out.*

*Her involvement in BPW has not remained with just the local affiliate. She presently serves as Secretary and Financial Officer for North America and the Caribbean Regional Committee and she was Chairperson of the Public Relations Standing Committee, 2014 – 2017.*

*I am honoured on behalf of BPW St Kitts to nominate Dr Christine A Walwyn for the position of Chairperson of the BPW International Business Trade and Technology Standing Committee. I am convinced that she will be a credit to the BPW International Executive.*

***Ardis Bell (Ms)***

***President, BPW St Kitts 2019 - 2020***





**Francesca BURACK, Candidate for Chair of Standing Committee on Development, Training, Employment**

<b>Last name and first name</b>	BURACK, Francesca
<b>Member of</b>	BPW New York City, BPW USA
<b>Nominated by</b>	Sandra Thompson, President BPW USA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> BPW NYC  President From 2010 to Present</p> <p><b>Federation:</b> BPW USA  First Vice President From 2011 to 2013</p> <p><b>Region:</b>North American &amp;The Caribbean  Executive Board – Coordinator of Events From 2017 to Present</p> <p><b>International:</b>  Chair of Standing Committee on Development, Training, Employment From 2014 to 2017</p>

**Positions in other Voluntary Organizations**

1. President, Women in Human Resources Management, NYC 1982 – 1985
2. Chair, PR & Communications, Voting Member of Executive Board – EPW NY 2009 – 2010
3. Member NYC Comptroller’s Women’s Economic Development Taskforce 2007 – 2009
4. Former Board Member & International Chair, National Association of Women Business Owners, NY Chapter – 1980
5. Board Member, New York Women’s Agenda 1983 – 1988
6. Chair, Women’s Business Council, New York City Chamber of Commerce and Industry 1980 - 1985

**Related Experience / Qualifications (e.g. CV, resume)**

I chaired this Standing Committee on Development, Training and Employment from 2014 – 2017. At the conclusion of the Standing Committee’s term, the report submitted of the Committee’s work included many recommendations. If these recommendations are implemented, they would create many opportunities for BPW members. I would like to be the person to implement this plan, which is still relevant.

Throughout my career, I have been in many leadership positions in volunteer organizations, including this one. I have extensive experience in creating teams made up of diverse groups of people that work together to achieve common goals.

My expertise includes business and personal development, training, and creating employment opportunities and policies. Additionally, I have managed a staff of 14 human resources professionals inside a corporation. In another corporation, I was Director of Training, Sales and Executive Development. I have a working knowledge and background in evaluating the effectiveness of policies and procedures.

With my knowledge, expertise and leadership style, I am prepared to make a meaningful contribution to this Standing Committee and to BPW as a whole.

**Statement by Candidate**

I am applying for the Chair of the Development, Training and Employment Standing Committee. We are living





in challenging times and we must rethink and reimagine BPW and the world differently.

Women are being impacted by COVID19 more than any other group. This committee, DTE always an important one, will take an even greater role in helping and supporting our members as we move forward.

How do we economically recover from the virus? How do we support our members in this process?

It is clear that the world will look different than it did before the COVID19. Women Entrepreneurs have to determine how to move forward once the global economy is reimagined. We need to help in the reimagining. How do we support our women owned businesses? How do we reengage our members in this process?

Although BPW has many good personal development workshops under the Life Long Learning Committee, what BPW does not have are business courses to help women owned businesses, those starting up and those experienced business owners.

BPW must also use more technology to deliver workshops educational processes and activities Mastermind groups, one to one mentoring, coaching each other and much of what we do in person can be transferred to online events. This would provide access to members who in the past could not travel to take advantage of educational activities.

As Chair, I will be reaching out to coordinate and meet regularly with the Chairs of Business, Trade and Technology, Mentoring, Lifelong Learning and other standing committee chairs to discuss coordinating activities amongst and between the committees. This will eliminate redundancy, help us support each other's activities, provide value to our members and enhance our Sisterhood.

How do our members prepare for the employment opportunities that will emerge after the world returns to work? What are the opportunities? We need to help women know and take advantage of what is available in the post COVID19.

Legislation to help women is very important. We need more exchanges of successes and best practices for BPW to take the lead in the various countries when governments and legislators are deciding what to do. Building coalitions with other women's groups and allies to help pass laws to help women owned businesses, women on boards, equal pay and family friendly laws is another important role BPW should be playing.

I am ready, willing and able to take the lead of this committee; to help BPW sustain itself (it cannot if it continues along the same path it is on now); to help BPW take the lead on initiatives that support and impact women's lives; and to help the Sisterhood become stronger and more meaningful for each one of us.

### ***A written Supporting statement by nominating affiliate***

*Business and Professional Women of the United States of America (BPW USA) is proud to nominate Francesca Burack to BPW International for the position of Chair Development, Training, Employment.*

*Francesca Burack is well known to BPW USA. During years of dedication and service on all levels, Francesca has shown her passion through her dedicated commitment to our USA Federation and BPW International.*

*Francesca has deep knowledge and a firm grasp of training and developing members. She has led many workshops and training at numerous BPW International and National meetings. Her understanding of the needs of women within our region has been a great asset.*

*BPW USA is delighted that Francesca is willing to again serve our organization, and we are confident that Francesca will support and fulfil her required duties, with professionalism and excitement, while always working hard at maintaining the integrity and image of BPW.*

*She will be a grand ambassador for our organization on the International platform.*

*It is with great pride and enthusiasm that we nominate Francesca Burack for BPW Chair Development, Training, Employment*

***Sandra Thompson  
President, BPW USA***





## Nasreen MAHDI, Candidate for Chair of Standing Committee on Development, Training & Employment

<b>Last name and first name</b>	MAHDI, Nasreen	
<b>Member of</b>	BPW Pakistan	
<b>Nominated by</b>	Naheed Ahmed, Senior Vice President, BPW Pakistan	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> President PFBPWO West Club	From 2004 to 2007
	<b>Federation:</b> Treasurer	From 1990 to 1997
	Vice President	From 1998 to 2002
	Senior Vice President	From 2014 to 2017
	President	From 2017 to date
	<b>Region:</b> Sub Coordinator, Asia Pacific Region	From 2017 to 2020

### Positions in other Voluntary Organizations

Advisor, Galaxy of Youth 1995 to 2001

Vice President, Girl Child Education 1997 to 2002

Treasurer, Media Women Association of Pakistan 2002 to 2006

### Related Experience / Qualifications (e.g. CV, resume)

I, Nasreen Mahdi, President of the Pakistan Federation of Business & Professional Women's Organization, am submitting my nomination for Chairperson of the Standing Committee on Development, Training and Employment.

### University Qualifications:

- 1) MA (English Literature) Karachi University
- 2) MSc (Defence and Strategic Studies), National Defense University, Islamabad
- 3) LLB University of London

A bureaucrat by profession, I possess 34 years' experience of working in various Government, Semi-Government Departments and various NGOs.

I possess expertise in Strategic Management, Finance, Auditing, Accounting, Management of Projects, Human Resource Development, and Educational and Health Institutions. As a highly qualified professional, I have led teams of professionals while holding responsible and challenging positions. A trustworthy officer, with strong ethical standards and high level of integrity.

### Posts held:

- Secretary Institutions, Pakistan Model Education and Health Institutions Foundation , (total of 5,774 students, 730 teaching and non-teaching staff members( and 25 bed Maternity Hospital;
- Chief Accounts/Internal Auditor Officer, Ministry of Foreign Affairs;
- Deputy Auditor General Defence Audit and Provincial audit, Islamabad;
- Accountant General Sindh;

- Acting Managing Director, House Building Finance Corporation, overall in charge of Administration, Coordination and Financial Matters of 52 field offices;
- Director Audit & Accounts Training Institute. Conducted number of training programmes on various topics.

#### **Community Work:**

I am a strong advocate of women's development and empowerment and have been involved in community work for the last 30 years.

#### **Experience:**

- Served BPW Pakistan as President, Senior Vice President, Vice President, Treasurer;
- As in charge of Administration, Coordination and Financial Matters of BPW Pakistan, organized seminars, workshops, conferences over the years with high-profile guests, the Presidents and Prime Ministers of the country;
- Was focal person for several projects, planning to implementation stages; established numerous schools, medical clinics, legal aid centers, working women's hotels, a retired women's home, vocations centers, in five cities;
- Established BPW Women's Complexes in four (3) cities of Pakistan center points of all activities;
- Established BPW village, construction of 80 houses for widows and needy women, school for children with emphasis on STEM Education;
- Attended number of National and International Congresses/Conferences.

#### **Projects in hand:**

- Construction of one home economics school for girls;
- Vocational training centers for women/girls in number of villages;
- A farm school in one village with emphasis on poultry, cattle, fish and agricultural farming;
- Tree plantation campaign under the banner "Clean Green Pakistan". International Exposure;
- In official capacity represented Pakistan in numerous conferences as Head of Delegation and as delegate;
- Conducted External and Internal Audit of numerous Pakistani Foreign Missions;
- As Head of Delegation represented BPW Pakistan at African Arab Conference in Cairo. Presented papers on "Women in Leadership role" and "Getting to know us";
- Attended Fourth World Conference on Women, convened by United Nations in Beijing;
- Attended BPW International Congress as delegate at Nairobi, Helsinki and as head of delegation at Cairo and APRC in Bangkok.

#### ***A written Supporting statement by nominating affiliate***

*As a Senior Vice President of BPW Pakistan and Legal Advisor since 2001, I have been admiring and appreciating the dynamic service of Ms Nasreen Mahdi (President BPW Pakistan), Retired Chief Accounts Officer/Internal Auditor Ministry of Foreign Affairs. She joined BPW Pakistan in 1991. As Senior Vice President & Vice President, she was involved in the planning and implementation of various BPW projects. As Treasurer, she revamped and streamlined the accounts system of the Federation. At present, she is the Sub-Regional Coordinator Asia Pacific Region. Over the last 3 years as President of the organization, she has big plans taking up the challenges for the betterment of the organization that has brought great positive results. Where women are again on the top, if elected, she would be an asset to the organization and would bring excellent results to the BPW worldwide.*

*I do hereby recommend her nomination for the position of Chair of the Standing Committee on Development, Training and Employment, keeping in view her vast experience, and as a charismatic leader.*

***Nabeed Ahmed***

***Senior Vice President/Legal Advisor BPW Pakistan***



**Laurie DAMERON, Candidate for Chair of  
Standing Committee on Environment &  
Sustainable Development**

<b>Last name and first name</b>	DAMERON, Laurie
<b>Member of</b>	BPW Boulder, Colorado, BPW USA
<b>Nominated by</b>	Sandra Thompson, President BPW USA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Boulder From 2007 BPW Colorado From 2015 to Present <b>Federation:</b> BPW USA From 2017 to Present <b>International:</b> From October 2017 to November 2017

**Related Experience / Qualifications (e.g. CV, resume)**

I have been an environmental activist since a very early age. I grew up in a little town, Berea, just south of Cleveland, Ohio where the Cuyahoga River used to catch fire as it was so polluted. I remember doing art projects on this in 4th grade.

My favorite class in college was entitled “Spaceship Earth”, a term coined by Buckminster Fuller in 1952. On the first day of class, we were asked to close our eyes and “imagine we’re on a spaceship, way out in space. We’ve only got so much air, so much water...” I got it right away! That’s us, Earth. We have a limited amount of resources that will not be replaced! When I started my music career in the early 1990’s, I made flyers with tips on how to be “greener”. In March 2017 I attended Al Gore’s Climate Reality training. I have been presenting my environmental multimedia presentation, Spaceship Earth: What Can I Do?, since 2012

**Statement by Candidate**

I have been a member of BPW Boulder since 2007. It has been so helpful in getting my music on a more professional level. In late 2014, my BPW Boulder colleague, Kathy Kelly, took me to coffee and said that I’m a lone wolf with my Spaceship Earth presentation and environmental activism and that I need to get more involved in BPW.

I began to attend Board Meetings for the first time in my life, and began to learn how Boards operate. In 2015, I attended our BPW Colorado Annual Conference. On the last day I raised my hand, very shyly, and said that I didn’t think we are talking enough about environmental issues and that none of these other issues (women’s issues) are going to matter unless we get a handle on climate change.

My colleagues then appointed me Chair of Environmental and Sustainable Development, a committee that BPW has never had since 1919. At the time I thought, “I have no idea what to do!” But I began a journey of learning SO much. I feel the same way about applying for the position at the international level but I’ve decided it will be an opportunity and a learning experience.

## ***A written Supporting statement by nominating affiliate***

*Business and Professional Women of the United States of America (BPW USA) is proud to nominate Laurie Dameron to BPW International for the position as Chair Environment and Sustainable Development. Laurie Dameron is well known to BPW USA. During years of dedication and service on all levels dealing with the Environment, Laurie has shown her passion through her dedicated commitment to our USA Federation and BPW International. Laurie has deep knowledge and a firm grasp of our environment. Her work in pursuing legislation to protect our environment and to educate our members and the general public on the issues surrounding the needs of our environment has been a great asset.*

*BPW USA is delighted that Laurie is willing to continue serving our organization, and we are confident that Laurie will support and fulfil her required duties, with professionalism and excitement, while always working hard at maintaining the integrity and image of BPW.*

*She will be a grand ambassador for our organization on the International platform.*

*It is with great pride and enthusiasm that we nominate Laurie Dameron for BPW International Chair Environment and Sustainable Development.*

***Sandra Thompson***  
***President, BPW USA***





## Angela DONATO, Candidate for Chair of Standing Committee on Environment & Sustainable Development

<b>Last name and first name</b>	DONATO, Angela
<b>Member of</b>	BPW Soverato, Italy
<b>Nominated by</b>	Maria Concetta Oliveri, President BPW Italy - FIDAPA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> BPW Soverato From 2011 to date</p> <p><b>Federation:</b> BPW Italy From 2011 to date</p> <p><b>Region:</b> BPW Europe From 2011 to date</p> <p><b>BPW International:</b> Member Pilot Project: Living Together Helping each Other MEMBER OF THE NATIONAL TASK FORCE FOR THE ENTREPRENEURSHIP PROGRAMME 2015 - 2017</p>

### Related Experience / Qualifications (e.g. CV, resume)

I have been running my own business as a travel agent since 1998. I started my business in Egypt as Development Manager responsible for the following area: Egypt, Libya, Tanzania and Zanzibar.

I have been Product Manager for the following destinations: Egypt, Israel, Iran, UAE, Morocco, Turkey, Oman, South African, China, Japan, Thailand, Cambodia, Laos, India, Nepal, Russia, United States, South America and Canada. At the moment I have my main office in Soverato and Another one in Chiaravalle Cile.

I took my degree at the University of Florence in the Economy of Tourism Business Management in 1998.

### Statement by Candidate

My name is Angela Donato and I belong to FIDAPA BPW Italy. I wish to propose myself as Chairperson of Environment & Sustainable Development. I have been a member of FIDAPA BPW Italy, in the Club of Soverato, since 2011.

An expert in tourism with a strong breakdown in the development of a project and good experience to offer to BPW. I have good experience to offer in that I have been working with an International Chain of Hotels in Egypt and I have been working in the development of the area of Marsa Alam, with different experience in the Middle East in Syria, Jordan and the Emirates, and I started my own office in Egypt as well: Solutions for Marketing and Technical Services.

I started my activities in Italy as a Tour Operator in 2001, for outbound and inbound tourism. I am creative and hardworking, and I have an excellent academic record and professional experience at home and overseas.

I am a person able to sustain good relationships with people, good capacity for organization, able to create target business development and marketing strategies, putting together professional teams of people who are all pulling in the same direction.

***A written Supporting statement by nominating affiliate***

*As Italian National President, I can surely affirm the integrity and values of Angela Donato.*

*I will strongly support her nomination to BPW International as Chair of the Standing Committee on “Environment and Sustainable Development” because she has great experience and has got valuable experience in our Association.*

***Maria Concetta Oliveri***  
***President BPW Italy - FIDAPA***





**Luisa MONINI,  
Candidate for Chair of  
Standing Committee on Health**

<b>Last name and first name</b>	MONINI, Luisa
<b>Member of</b>	BPW Milan
<b>Nominated by</b>	Maria Concetta Oliveri, President BPW Italy - FIDAPA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b>            President of BPW Milan from 2017 – 2019            Member of BPW Milan from 2011 to 2020            Founder of BPW Bescia Vittoria Alata from 2009 to 2011            Member of BPW Villafranca (Verona) from 2006 to 2009</p> <p><b>Federation:</b>            Member of BPW Italy-FIDAPA from 2006 to 2020            Member of BPW Italy North West District from 2011 to 2020            Chairman of BPW International Health and Well-being Taskforce from 2011 to 2019            (3 mandates)</p>

**Positions in other Voluntary Organizations**

Founder President of “Giorgio Brunelli” Foundation for Research into Spinal Cord Injuries  
 Member of the Brescia North Rotary Club  
 Member of South Brescia Inner Wheel, past President  
 Permanent member of the Italian Red Cross

**Related Experience / Qualifications (e.g. CV, resume)**

During my years of experience as BPW International and BPW Italy member, I have fostered through many projects for the empowerment of women, the protection and promotion of their health and well-being, and the fight against violence against women and children. Since I am a doctor, I have been promoting:

- “The Red Bell” project and the “Tommy and “Ollie for Health” project in my three international mandates
- Many other projects aimed to protect the health and well-being of women, children, elders and people with disabilities

***A written Supporting statement by nominating affiliate***

*As Italian national president I can definitely affirm the integrity and values of Luisa Monini.*

*I will strongly support your appointment in BPW International since I was appointed by myself the Coordinator of the Task Force “Gender Medicine and Disability”.*

***Maria Concetta Oliveri  
President, BPW Italy-FIDAPA***





**Naheed AHMED,  
Candidate for Chair of  
Standing Committee on Legislation**

<b>Last name and first name</b>	AHMED, Naheed
<b>Member of</b>	BPW Pakistan
<b>Nominated by</b>	Nasreen Mahdi
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> From 2001 to 2020    Legal Advisor 2001 to 2020 Federation: BPW Pakistan From 2001 to 2020    Member of Executive 2008 to 2012 From 2014 to 2018    Vice-President Coordination From 2019 to 2020    Senior Vice President to date</p>

**Positions in other Voluntary Organizations**

- International Director: Alliance Clubs International – 2016, 2017, 2018, 2019
- International Advisor: Alliance Clubs International 2015 – 2016
- President Soroptomist International Karachi 2005 – 2007, 2010 – 2011
- Honorary Chairperson NGO Management Committee Karachi (Women’s Crisis Centre) 2007 – 2008, 2010 – 2012.  
Government of Pakistan
- Lioness District President 305 – South 1991 – 92
- Lion District Governor 305 – S-2-1997 – 1998
- Took Oath at Philadelphia USA
- Multiple Council Chairperson MD 305 Pakistan 2000 – 2001
- District Coordinator Sight First Lions Campaign 2005 – 2008
- Chairperson Constitution and Bye Laws Lions MD 305 Pakistan 2005 – 2007, 2019 – 2020
- Chairperson Women’s Development Lions MD 305 Pakistan 2008 – 2009, 2010 – 2011, 2013, 2014, 2016 0 2017
- Life Member: Red Cross 1980 onwards
- Life Member: APWA (All Pakistan Women’s Association) 1981 onwards
- 40 years in Lionism
- Chairperson Lions Permanent Projects
- **Binte Fatima Old Age Home for Women Karachi:** Visit regularly with a group of lady lions provide fresh fruit/magazines for the inmates and spend some time with them.
- **Chairperson Lions Permanent Projects – Zanobia Thelesimia Centre Hyderabad Sindh:** Twice yearly visit with a group of lady lions, provide Rs.150,000 (one hundred and fifty thousand) for blood along with 60 to 70 gift packets for the patients mostly women and children.
- MJF Coordinator Lions Clubs International District 305-S Pakistan collected US\$ 17,000 for Sight First Projects 2018, 2019, 2020

## **Related Experience / Qualifications (e.g. CV, resume)**

### **MA Economics, LLB**

Practising law since 1980, in the High Courts, dealing with Constitutional Petitions, Civil Suits, family, labour and service matters.

Working for 22 Federal Government Departments as Panel Lawyer/Legal Advisor

Chairperson Women Crisis Center, Government of Pakistan, working for women in distress, their legal problems/ court cases with police help, free of cost

Legal Advisor – BPW 2001 to 2020

Member Executive Committee BPW 2008 to 2012

Vice President Coordination, BPW 2014 – 2016 & 2016 – 2018

Two new branches of PFBPWO were chartered. They were BPW Gulraiz Rawalpindi and BPW Margalla, Islamabad. Also reactivated BPW Peshawar Branch which was dormant after the death of the President.

Now working for two new branches of BPW in Muzafarabad (Azad Kashmir) and FATA (Federal Administered Tribal Area). Hopefully before the BPW International Congress this year.

All legal/constitutional issues and coordination with the BPW branches are handed by me, under the guidance and supervision of our Federation President Ms Nasreen Mahdi.

### **Award recipient at Lions International Convention at Denver, USA 2003**

4th position for including 1236 new members in Lionism by an individual among 210 countries of the world.

5th position for sponsoring 51 new clubs in the Lions Club District 305 by an individual among 210 countries of the world

### **Lions First Sight Campaign 2005 – 2008**

As District Coordinator 305-S-2, held 1st position in MD-305 for generating US\$ 57,650.40

### **Recipient of BPW Award 2008 – 2009**

For including high number of members in BPW

Writer of innumerable articles published on child labour, child marriage, (resolutions sent to the provincial assemblies pass special laws pertaining to child marriage by BPW Pakistan), Muslim Family Laws pertaining to Khula, Divorce, Service Laws pertaining to Discrimination of Gender, Rights of Home based workers and No Gender Discrimination in Service.

### **Statement by Candidate**

I am filing my nomination for the position of Chair Legislation Committee, which is a bit challenge for me, keeping in view my 40 years of service as a High Court Lawyer and other social service as record of PFBPWO, Lions Club International, Alliance Club International, Red Crescent APWA, Women Crises Centre (Government Pakistan) collaborating with other NGO's, Women's Chambers of Commerce, Government/Semi Government Department with the aim to resolve women's issues through Legislation, if elected, my intended goals are as follows:

- Select countries where BPW is non-existent, dormant, motivate working women, and establish contact with other NGO's Government, Semi-Government, Women Employees, Women Parliamentarians, to create awareness of BPW International's work for the rights of women
- To divide countries where BPW International exists into manageable groups, hold seminars, mini area conferences to exchange views, with emphasis on BPW International's work
- Maximum number of rural/urban working women to be motivated to join BPW with quality leaders to play an effective role in the community, encourage women to protect their rights and stress on Women's empowerment, Seminar with important themes to be held with the aid of



encouraging women to sustain themselves economically, women's empowerment will be at the top of the agenda to fight for legal rights

- Media coordination/awareness programs/leadership Seminars/Sharing vision and engaging our youth to overcome their limitations and have knowledge of their rights
- Regional public relations activities of branches to be monitored and recognized at the International Congress.

My service as a lawyer/social worker for the last 40 years is self-explanatory, if given a chance to work as Chairperson Legislation.

I would leave no stone unturned in broadening the image of BPW International by holding Seminars, Talk Shows, Awareness Programmes, collaborate with other NGO's, Community, Government, Semi-Government, Women's Chambers of Commerce/Industry, with a target to bring more women (rural, urban) into the folds of BPW, emphasizing Women's Empowerment through Sustainable Development Goals and involving Parliamentarians to cooperate through legislation on the burning topics of the world today pertaining to women, child marriage, home based workers, legal issues of women to be taken to the highest forum and resolved amicably and above all, no gender discrimination at work.

### ***A written Supporting statement by nominating affiliate***

*As the President of BPW Pakistan and also sub-regional Coordinator (Asia Pacific 2018) and a very senior member of the organization, do hereby recommend Naheed Ahmed, Advocate, for the position of Chair of Legislation. She joined the Federation in 2001, has served as the Legal Advisor and Vice President among other posts. She is a charismatic leader, and a thorough social work professional who has worked with various international NGO's to empower women, leaders, and people from all walks of life by motivating them to achieve our mutual goals as citizens of an enlightened society.*

*Mrs Ahmed educates and supports women to live as equals in an ever-advancing world. She has received awards from international NGO's for her social work, as she continues her professional practice to accomplish our mutual goals. Indeed, I highly recommend Mrs Ahmed as a long-lasting success for BPW.*

***Nasreen Mahdi***  
***President, BPW Pakistan***





**Stella Andrea KAMMITSI,  
Candidate for Chair of  
Standing Committee on Legislation**

<b>Last name and first name</b>	KAMMITSI, Stella Andrea	
<b>Member of</b>	BPW Nicosia, BPW Cyprus	
<b>Nominated by</b>	Mary Papadopoulou, President BPW Cyprus	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Nicosia – Member of the Executive Committee	From 2008 to 2015
	<b>Federation:</b> BPW Cyprus – President of the Committee on Legal Affairs	From 2015 to date

**Positions in other Voluntary Organizations**

President of the Cyprus Federation of Parents Association of Private High Schools (3 years).  
President of Cyprus Women’s Lobby (1 year)

**Related Experience / Qualifications (e.g. CV, resume)**

Stella Kammitisi is a qualified lawyer, member of the Cyprus Bar Association since 1992. She has her own law firm and she is also the Managing Director of a corporate fiduciary service provider company, Raza Corporate Services Ltd, and of a multi-family office in Cyprus, Carre Trust (Cyprus) Ltd. Her main area of expertise is Cyprus and international corporate, commercial, banking and trust law. She has been for many years the legal adviser of an international banking unit in Cyprus and other international companies. She was also the Head of the International Corporate Department of Chryssafinis and Polyviou LLC (the oldest and one of the largest firms in Cyprus) for 13 years where she has started her career in 1992 by initially being extensively involved in the Litigation Department.

She is a member to the boards of various companies and associations including, inter alia, the board of STEP Cyprus (where she has been the Secretary for six years and currently she is the Deputy Chairwoman) and the board of BPW Cyprus, of which she is the President of the Legal Affairs. She has also been for one year the President of the Cyprus Women Lobby. Furthermore in July 2016 she has been appointed by the Cyprus Council of Minister as Vice-Chairwoman of the Housing Finance Corporation (“HFC”) and in January 2019 she has been appointed as Chairwoman of HFC, a position which she is currently holding.

During the term that she has been the President of Legal Affairs of BPW Cyprus she has worked extensively in amending the Constitution of BPW Cyprus as well as of all the local Cyprus BPWs in order to bring them fully in line with the provisions of the BPW International Constitution and in light also of changes introduced in the local legislation regarding clubs and associations. She has presented the proposed changes to all the members of BPW Cyprus at AGMs held and with their approval has registered the new Constitutions.

**Statement by Candidate**

**My Motivation**

Being an advocate and legal advisor of international practice for almost 27 years I have gained the experience and knowledge of the laws and regulations of various jurisdictions, including of the EU, and of the different legislative cultures. My extensive involvement in various Boards of Directors has enhanced my ability in the decision making process and developed my skills in being pragmatic along with complying with corporate

governance rules and internal procedures. My strong belief in working as a team, has always helped me to get the support, knowledge and experience of all members of the boards which I chaired, thus attributing their best to the decision making process. Furthermore the experience gained over the last two decades acting as Chairwoman of Conferences or of Associations, has enabled me to make presentations to the highest levels of officials, to face challenges during negotiations and to debate strongly where I consider that the right message needs to be passed. On numerous occasions over the years, I have been actively involved with lobbying with political parties in Cyprus and interacting with the Cyprus Parliament in amending existing local legislation and introducing new laws for various matters including having to review draft bills and producing proposals to the various Ministries and to Parliament itself.

For the past 5 years I have been the President of the Committee of Legal Affairs of BPW Cyprus. In this capacity I have thoroughly reviewed the BPW International Constitution and Regulations, the European Guidelines and the Procedural Manual of BPW in order to ensure that BPW Cyprus and its Affiliates comply with all the relevant provisions. With the assistance and support of our President, Mrs Mary Papadopoulou, I have also proceeded with the required amendments of their Constitutions to ensure that these are in line with the BPW International Constitution and Regulations. I also served as the President of the Cyprus Women's Lobby until December 2019.

In the event of successful joining the Committee for Legislation my priority will be to focus on the main legislative concerns of BPW and its members and arrange meetings between members for exchanging concerns and ideas. My main characteristics are punctuality and a sense of responsibility. My main moto is that success lies where there is strong team work, common values, respect and hard work.

#### **Action Plan**

My main action plan will be the following:

- Collect from all members in the different jurisdictions their major concerns as to where legislative changes are required.
- Make a list of proposals and action plan regarding major legislative changes that need to take place at the national and international level to promote the interests of women.
- Exchange information between the various countries on their major laws regarding equality and protection of women and use the best model scenarios of other countries.
- Develop a strong collaboration and network among BPW representatives globally, to the extent possible, for regularly discussing and co-operating on legislative changes that will need to be made.

#### ***A written Supporting statement by nominating affiliate***

*Regarding Stella Kammitisi's nomination for the position of Chairperson of the Standing Committee for Legislation, BPW International, I can wholeheartedly endorse her nomination for several valid reasons.*

*I believe Stella's credentials allow her to bring constructive legal skills and experience to the table, while her personality makes her both a fully engaged team player as well as a group leader who leads by example.*

*I would like to underline the following factors that make Stella a valuable asset on any international committee or board:*

*Her expertise and familiarity with various jurisdictions and her extensive professional experience in an international environment allow her to instantly fit in and perform in a multicultural, multinational team one.*

*She is comfortable dealing and negotiating with high level officials, from parliament to political parties and lobbies, and has a remarkable track record in preparing convincing presentations and persuasive arguments to effect change.*

*Stella is also fully versed in the language and content of BPW International's constitution. As the President of our Committee of Legal Affairs for the past five years, she has driven the necessary amendments to the constitution of BPW Cyprus and monitored our compliance.*

*I fully support Stella's nomination and wish her every success.*

**Mary Papadopoulou,  
President BPW Cyprus**



**Caterina REDA,  
Candidate for Chair of  
Standing Committee on Projects**

<b>Last name and first name</b>	REDA, Caterina
<b>Member of</b>	BPW Soverato, BPW Italy- FIDAPA
<b>Nominated by</b>	Maria Concetta Oliveri, President, BPW Italy-FIDAPA
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<p><b>Local Club:</b> BPW Soverato From 2000 to date</p> <p><b>Federation:</b> BPW Italy From 2000 to date</p> <p><b>Region:</b> BPW Europe From 2000 to date</p> <p><b>International:</b> From 2014 to date</p> <ul style="list-style-type: none"> <li>• Member Task Force Mentoring</li> <li>• Official translator for International Events – BPW Italy</li> <li>• Pilot project leader, Leaving Together – Helping Each Other</li> <li>• Italian National Coordinator for BPW International relationships</li> </ul>

**Positions in other Voluntary Organizations**

President of AIDO (organ donation) (7 years)  
Team Mentor for female volley team (10 years)

**Related Experience / Qualifications (e.g. CV, resume)**

I have been working in Italian State schools since 1986. I am an English teacher, my degree in English with lauda. I have been working in High Grade schools and since 2015 I have also been teaching English at the University of Magna Grecia in Catanzaro at the Faculty of Medecine (English is compulsory at our Universities). Since my first beginnings in FIDAPA BPW Italy, I have always contributed to the Mission of it, trying always to help. I have been speaking on behalf of Eufemia Ippolito at the President’s Meeting in Galway and I have presented mentoring activity for my team (Carla Laura Petruzzelli, my Chair) both in Galway and in Zurich. I am also responsible for my school for Erasmus Projects, and I am, these days, running my 5th project with the school right now.

## **Statement by Candidate**

My name is Caterena Reda and I am professor both at State Italian School and at the University of Magna Grecia, Catanzaro at the Faculty of Sociology. I belong to FIDAPA BPW Italy, Soverato Club, and I propose myself as Chair of the Standing Committee on Projects.

- A desire to extend my knowledge and enthusiasm to contribute to the growing of our Federation in terms of projects that can be helpful to create and consolidate our mission;
- I believe that my professional background and my own experience can be a zest for challenges inside our future projects and activities;
- I am deeply inspired by our values, and I strongly believe that together we can share and obtain better results only if we are really a working team, inspired by our values;
- My mentor has been a Past International President, Tuulikki Jussela, who since the very first moment I met her in a Congress I organized for my Club, helped me to decide to become and study to be a mentor. Nowadays, I use my knowledge inside my school, having also acquired an official competence in Istanbul in 2018.

## ***A written Supporting statement by nominating affiliate***

*As Italian National President, I can surely affirm the integrity and values of Caterina (Katia) Reda. I will strongly support her nomination to BPW International as Chair of the Standing Committee on PROJECTS since she has been appointed by myself as coordinator in Italy for BPW International Relations – 2019 /2021, and has got valuable experience in our Association.*

***Maria Concetta Oliveri***  
***President BPW Italy - FIDAPA***







**Naphaphen VEJAJIVA,  
Candidate for Chair of Standing  
Committee on Projects**

<b>Last name and first name</b>	VEJAJIVA, Naphaphen	
<b>Member of</b>	BPW Bangkok, BPW Thailand	
<b>Nominated by</b>	Khuning Natthika Wattanavekin Angubonkul, President BPW Thailand	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<p><b>Local Club:</b> BPW Bangkok</p> <p>Vice President, From 2009 – Present</p> <p>International Relations Chairperson From 2007 – 2013</p> <p>Project Chair – Give Women a Second Chance Project From 2004 – Present</p> <p>Young BPW Chairperson From 2003 – 2009</p> <p>Young BPW Assistant Chair From 1999 – 2003</p> <p><b>Federation:</b> BPW Thailand</p> <p>International Relations Chairperson From 2011 – Present</p> <p>Young BPW Chairperson From 2005 – 2011</p> <p>Young BPW Central Sub-Region Chair From 1999 – 2005</p> <p><b>Region:</b> Asia Pacific</p> <p>Handling Registration for Asia Pacific Regional Conference in Bangkok, Thailand in 2018</p> <p><b>International:</b></p> <p>Project Chair, BPW International From 2008 – 2011</p> <p>Permanent Representative to UNESCAP From 2002 – 2011</p> <p>Alternative Representative to UNESCAP From 1996 – 2002</p>	

**Positions in other Voluntary Organizations**

- 2020 Host Committee Team, Global Summit of Women, Bangkok, Thailand
- 2019 Registration Admin, AWEN – ASEAN Women Entrepreneurs Network
- 2009 – 2012 Executive Board & Deputy Secretary General – Foreign Affairs, The National Council of Women of Thailand (NCWT)
- 2006 – 2009 Secretary Baan Phrakanrunanivas Cttee, NCWT
- 2015 – 2018 UN Cttee Chairman for Zonta Area 6 District 17
- 2011 – 2013 Jane M Klausman Women in Business Scholarship Committee Chairman (JMK Chairman) for Zonta Area 6 District 17
- 2009 Program Chairman for 15th Zonta International District 17 Conference in Thailand
- 2013 – 2015 Project Chair, Zonta Bangkok 5
- 2012– Present Advisor, Zonta Bangkok 5
- 2010– 2012 President, Zonta Bangkok 5
- 2008 – 2010 President Elect, Zonta Bangkok 5
- 2006– 2008 Vice President, Zonta Bangkok 5
- 2004 – 2006 Project Chair, Zonta Bangkok 5
- 2008 – 2018 Cttee Member, League of Foundation of Thailand under The Royal Patronage of His Majesty the King
- 2007– 2012 Member of BNI – Business Network International
- 2015– 2018 Member of Lions Club Donmuang

- 2016 – Present Member of Business Sharing Group
- 2016 – Present Member of ETA & Business Sharing Group

### **Related Experience / Qualifications (e.g. CV, resume)**

I joined BPW Bangkok in 1996 and now I am now serving as Vice President. I was BPW International Project Chair 2008 – 2011. I was also Permanent Representative to UNESCAP for 9 years and Alternate Representative for 6 years. My related experience is:

#### **1. Conducting Projects**

- Give Women a Second Chance Project  
I have been a project leader for BPW Bangkok's "Give Women a Second Chance Project" for 15 years to train women inmates for 4 Women's Correctional Institutions in Thailand, which provided training to approximately 2,000 women inmates annually, total over 23,000 women inmates and 200 government officials. The training certificates can be used to lower their sentences in prison and support them to find a job. This project won the BPW Power to Make a Difference – Excellent Project, First Place Award at BPW International Congress in Mexico in 2008.
- Annual Fundraising supporting the Thai Red Cross Society: I currently earned the Thai Red Cross Badge of Honour Award, Class 2 and Class 3.
- Waste to Wealth: From Fish Scales to Flowers Project. I developed this BPW Bangkok-BPW Cairo, Egypt's Twinning Project Which turns waste from fish scales into artificial flowers. BPW Bangkok will provide the trainer, while BPW Cairo finds funding support and finds rural women to get training.
- BPW Thailand's "Promoting Financial Discipline" Project, where I was an assistant trainer.

#### **2. Fund Raising for Projects:**

- In 2011, I organized a "Flood Disaster Relief Project supporting Women and Elderly Women Flood Victims" in 6 Provinces in Thailand.

In 2015, I helped initiate fundraising for BPW Nepal's Earthquake Disaster Relief Project to help women suffering from the disaster in Thailand, where BPW Thailand raised USD 14,000 for BPW Nepal.

#### **3. Training:**

- For nearly 10 years I taught Air Force Nursing College students about NGO activities and how to create projects to help their communities.
- I organized training on "Basic Self Defence Training to help End Violence against Women" for BPW-owned companies in Thailand during 2009-2010.

#### **4. Coordinating BPW/International Network:**

Have experience in coordinating with BPW Affiliates in over 100 countries during 2005-2020 in the role of Director of President's Office (2005 – 2008), Registration admin for BP Congresses, Leaders' Summits and Asia Pacific Regional Conference. I attended 5 BPW International Congresses, 4 Asia Pacific Regional Conferences, 1 Sub Regional Conference and 2 Young BPW International Meetings. I was a speaker and/or moderator on BPW Projects in the majority of these events. I have also attended 7 CSW Meetings in New York.

#### **5. Promoting Projects:**

I collect BPW Projects information to be posted on BPW International Social Media and Website. I inspired members to do projects and submit projects for BPW Power to Make a Difference Awards.

## 6. Other Awards:

- 2019 “Outstanding Thai Women Award” from the Thai Chamber of Commerce
- 2011 “Outstanding Social Workers of the Year Award” in the category Volunteer Social Workers from Professor Pakorn Angsusingha Foundation
- 2005 Beyond 2000: Helping Women Help Themselves “Outstanding Young BPW Leaders”, Second Place, at the XXV BPW International Congress in Luzern, Switzerland.

## Statement by Candidate

### 1. My Motivation to be Candidate for Project Chair

My personal goal is to help less fortunate women and children to live a better life and to find a way to increase their family income, so that they will be able to sustain themselves and have less chance to suffer from domestic violence and have equal rights and equal opportunities in life. Moreover, to help increase leadership potential for women and children, and encourage them to do projects to support climate change, so that we will suffer less from natural disasters.

With over 20 years of membership with BPW, I look at BPW International and UN goals and create projects to be in line with the goals. Attending BPW local, national, regional and international level, including other NGOs and UN, Meetings over a long period of time, allowed me to create friendship and friendly networks with many people. I would like to encourage BPW members to do more projects and share best practices. I want to make your project well-known at international level. This is the reason that I am running for Project Chair.

### 2. My Ambition and Goals

#### Activities that I am aiming to achieve as Project Chair:

- Encourage BPW Affiliates to share their projects on the BPW International Project Page
- Assist in gathering project information world-wide for an online project system (as already initiated by Past International President Antoinette Ruegg) and for submission for BPW International awards, such as BPW Power to Make a Difference
- Make BPW Projects visible to BPW Affiliates and members through other channels, such as BPW Website, Facebook, etc
- Encourage Twinning Clubs to create Twinning Projects / Activities to contribute to SDGs
- Promote success stories for replication among BPW Affiliates relationship by projects knowledge sharing
- Assist BPW Affiliates to formulate projects in response to natural disasters in order to raise funds to help women to help themselves in the affected area among BPW network and other international communities
- Assist BPW Affiliates to create projects relating to the 17 SDGs – the Sustainable Development Goals.
- Identify qualified BPW Projects and advise BPW Affiliates to nominate them for International Awards Competition
- Coordinate with BPW International Vice President UN to make BPW Affiliates’ Projects more visible at the UN, to identify possible sources of funds for BPW Projects from the UN and introduce BPW Projects best practices to various UN Agencies
- Coordinate and collaborate with BPW International VP Membership to promote BPW Projects as a means to attract new members or involve existing members
- Assist in identifying sources of funding support for BPW Affiliates’ Projects
- Follow up on Projects progress reports, especially those that receive BPW funding.

## ***A written Supporting statement by nominating affiliate***

*I am pleased to nominate Mrs Naphaphen Vejjajiva as candidate for Standing Committee Chair – Projects 2020 to 2023.*

*Naphaphen led BPW Bangkok's award winning project "Give Women a Second Chance" over the past 15 years. This project offers training to women inmates so that they can earn a living once they have served their sentence. This project won several awards, including BPW Power to Make a Difference, Excellent Project, First Place in 2008.*

*In the past decade, she has inspired people to develop projects to help people in their communities. In 2015, after Nepal's major earthquake, she helped initiate fund raising efforts in BPW Thailand, resulting in a USD 14,000 donation for BPW Nepal's Earthquake Disaster Relief Project.*

*In the past 15 years, Naphaphen has experience of communicating with BPW Affiliates in over 100 countries while serving as Director of President's Office in 2005-2008 and as Communication Administrator in 2017-2020.*

*Naphaphen's social work has been recognized with several awards, including "Outstanding Social Worker of the Year Award" in the category Volunteer Social Workers from the Professor Pakorn Angsusingha Foundation.*

*I have great confidence that Naphaphen can be an asset for BPW International in the role of Standing Committee Project Chair.*

***Khunying Natthika Wattanavekin Angubonkul***  
***President, BPW Thailand***





**Stephanie FALZON,**  
**Candidate for Chair of Standing Committee on**  
**Public Relations**

<b>Last name and first name</b>	FALZON, Stephanie
<b>Member of</b>	BPW (Valletta) Malta
<b>Nominated by</b>	Mariella Camilleri, President BPW (Valletta) Malta
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate
<b>BPW Offices held</b>	<b>Local Club:</b> BPW (Valletta) Malta: President      From 2014 to 2018 Vice President                              From 2011 to 2014

**Positions in other Voluntary Organizations**

Chair of emPOWER From 2018

Trustee – Duke of Edinburgh International Award Malta From 2014

**Related Experience / Qualifications (e.g. CV, resume)**

Stephanie Falzon is a Director of Falzon’s Bathrooms & Ceramics, importers and distributors of bathrooms and tiles. This is a family business which was founded in 1922 – nearly 100 years ago. She has worked here for over 30 years and specializes in the design of shower/bathrooms. She is a frequent guest on local TV stations, where she talks about her subject matter. She also contributes regularly to one of Malta’s leading design magazines in design and décor.

Stephanie Falzon is the Immediate Past President of BPW (Valletta) Malta. She joined BPW in 2009 and was elected Vice President in 2011 and President in 2014. During her presidency, she continued to brand the BPW name by organizing activities that not only helped young girls and women, but put the BPW name alongside the now established names of other female NGOs in Malta. The most successful event was the BPW Careers Day. This started off with one school and is now well established and forms part of

All the Maltese schools’ calendar of events. For 2019, the event had students coming from 18 schools. As Immediate Past President of BPW (Valletta) Malta, she continues to support the current President Mariella Camilleri and the Executive Board.

Stephanie Falzon is currently the Chair of empower. emPOWER is a platform For all female NGOs in Malta. Among others, these include:

- BPW (Valletta) Malta
- National Council of Women – Malta
- Womens’ Rights Foundation – Malta
- Malta Women’s Lobby
- Malta Girl Guides, etc

Individually, each NGO still works within their Associations, and thrive for the benefit of women. But, at a national level, together we have a stronger voice when we speak about matters that we all agree upon. These include:

- The fight against domestic violence
- Femicide
- The gender pay gap
- More women on boards
- More women in Parliament



As a young girl, Stephanie Falzon was a member of the Malta Girl Guides. She believes that the MGG were fundamental in teaching her leadership skills as well as the knowledge of how to be a team player. But, most importantly, how to combine both together. After a break with the MGG, her two daughters joined the Guide Movement. This gave her another opportunity to join the MGG again – this time as a leader. And, for a short time, she was also a member of the National Board. ONCE A GUIDE – ALWAYS A GUIDE.

Stephanie Falzon is currently also a Trustee of the Duke of Edinburgh's International Award Malta. The Duke of Edinburgh's International Award scheme is an exciting self- development programme available for all 14 to 25 year olds.

Stephanie is also a member of VOTO (Volunteers of the Order), the volunteer branch of MASMOM (Maltese Association of the Sovereign Military Order of Malta), with whom she regularly accompanies the Malade (sick patients) on a spiritual pilgrimage to Lourdes.

### **Statement by Candidate**

I thank you for giving me this opportunity to write to you and tell you about my experience with BPW and where I want to continue to go within this wonderful organization.

BPW (Valletta) Malta first arrived in Malta in April 2009 and I joined as a member. I immediately felt that BPW held the same views and values that I felt about the empowerment for young girls and women. In 2011, I was voted in as Vice President, whilst in 2014 and subsequently in 2016, I was elected as President of BPW (Valletta) Malta.

During my time as President, I felt I had to begin to work on branding BPW. Together with my Board, we began on a systematic drive to bring BPW to everyone's attention. I am very pleased to say that our work has paid off and today BPW (Valletta) Malta is one of the most recognized female NGOs in Malta – next to NGOs that have been in Malta for over 50 years. BPW is now also part of a Government Consultative Committee for Women that works on gender related issues and helps prepare documents that are presented to the Government for discussion, and, hopefully, implementation at Parliamentary level.

I am applying for the post of Chair of the Standing Committee for PR as I believe that all BPW Clubs worldwide should have an International Committee that can guide them as to how to promote their individual clubs on their national stage. With a little bit of mentoring, all clubs will be able to improve their visibility and that will increase their success rate in fighting for women's rights in their own countries. With today's technology, communication with the individual clubs will not be difficult.

I know I can make a success of this. I hope you will give me the opportunity to do so.

Thank you

### ***A written Supporting statement by nominating affiliate***

*I am writing to endorse our nomination of Stephanie Falzon for the position of Chairperson, Standing Committee – Public Relations.*

*Stephanie has been a member of BPW (Valletta) Malta since its inception 10 years ago. She was nominated and elected President of BPW (Valletta) Malta in 2014 and served for 2 terms in this role. During her term as President, she has used her ample experience in marketing and public relations gathered through her family owned business, of which she is a Director, and applied it to BPW (Valletta) Malta. Under her leadership, she has managed to bring BPW (Valletta) Malta from an obscure NGO to the forefront of the local sectors. As a result, she has managed to create visibility into the activities of our club here in Malta as well as internationally. She is a constant cheerleader for all that BPW (Valletta) Malta organizes and achieves both locally and internationally. I am most certain that, under her leadership, the Public Relations Committee will manage to implement systems and BPW globally can achieve similar results.*

*As such, I am pleased to present our nomination of Stephanie Falzon for the Candidacy of Chairperson, Standing Committee – Public Relations.*

***Mariella Camilleri,  
President BPW (Valletta) Malta***





## Silvia VIGATA GONZALEZ, Candidate for Chair of Standing Committee on Public Relations

<b>Last name and first name</b>	VIGATA GONZALEZ, Silvia	
<b>Member of</b>	BPW Spain	
<b>Nominated by</b>	M Jose Mainar Puchol, Past President BPW Spain	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> BPW Lleida Executive Member	From 2008 to 2014
	<b>Federation:</b> BPW Spain Executive, Public Relations & Social Media Chair	From 2013 to 2018
	National President, BPW Spain	From 2018 to date

### Positions in other Voluntary Organizations

Lions Club International: Vice President Lions Lleida May 2014 to July 2019

Empresa Familiar de Lleida: Executive Member Nov 2018 to date

Confederacion Espanola de Organizaciones Empresariales (CEOE)

Miembro de la Comision de Industria y Energia July 2015 to date

CEPYME: Executive Member Sept 2019 to date

### Related Experience / Qualifications (e.g. CV, resume)

I graduated from the University of St Louis, USA where I obtained my BBA in Business Administration and International Business. But all my life, I have been continuously learning and updating my knowledge:

#### Example: 2018 – 2019 Update

##### UN Women Training Center:

I Know Gender 1, 2, 3: Gender Concepts to get Started: International Frameworks for Gender Equality; and Promoting Gender Equality throughout the UN System

I Know Gender 4: Women's Economic Empowerment

I Know Gender 5: Women's Leadership and Decision-making

I Know Gender 7: Gender Equality in the World of Work

I Know Gender 8: Gender Equality and Education

An Introduction to CEDAW

2030 Agenda for Sustainable Development and Gender Equality

LINKEDIN Training Center: Nonverbal language for leaders

#### Languages:

Catalan (Native or Bilingual)

English (Native or Bilingual)

Spanish (Native or Bilingual)

Italian (Basic)



## **Main Skills**

International Negotiation  
Business Strategy  
Entrepreneurship  
Public Relations  
Decisive

## **Last Publication:**

*La Revolucion Femenina: Sostenibilidad y economia circular para alcanzar la Industria 4.0*

## **Statement by Candidate**

My family opened a small metallurgical business when I was 8 years old and since then the family company has continued to grow up. It has become a holding of companies under the name of ASYSUM GROUP. I joined ASYSUM GROUP in 1995 working as Board Member, Compliance Officer, International Manager and Co-owner. Business runs in my blood.

I am an active member of the Spanish economy and society: Commission of Industry member from CEOE, Board Member of CEPYME, Board Member of Family Business Net. I am also an active member of Lions International.

As a BPW member, I have attended many international events:  
3 times – International Leaders' Summit NY BPW International

BPW Europe:

Zurich Regional Congress 2016

Galway Regional Congress 2019

BPW Mediterranean Congress 2019

ASIA PACIFIC Regional Congress in Bangkok 2018

LATIN AMERICA Regional Conference in Quito 2019

I am a well-known member of BPW International in all regions. As Public Relations Chair I can help to position BPW International on the media map as I have done with BPW Spain when I was Community Manager and Public Relations in my last Board stage and now as President. My work is public: BPW Spain is one of the most active Federations in social net. The BPW

Spain web page is always updated and has 3000 visits per month, 1800 different visitors and 100,000 pages were visited last year.

***BPW International is one of the oldest and best business women organizations and one of the least known in the world.***

We have to put BPW International back on the map. We have lost our links and positions in important international organizations and we will have to restart to join the ties again.

We have to work together as a unique voice, because we are the voice of business and professional women in the world. We have to work for our SPIRIT OF BELONGING and place IFBPW in the 21st Century.

Like we say in Spanish **SOMOS BPW We are BPW**

## ***A written Supporting statement by nominating affiliate***

*I have known Silvia from the first day that she started being linked with BPW.*

*She's a hard-working woman, very compromising and decisive.*

*She has travelled with me to many international events and she has always acted like a true public relations person. She's very open and nice. She has a big heart linked with a computer min.*

*She has worked very hard as a Board Member and BPW Spain Community Manager. She has opened BPW Spain to the net world.*

*She will be a very good active person for BPW International, she can help our International Federation and she has all my complete support as Chair for the Public Relations Committee.*

***Isabel Manas Rodriguez***  
***Past President, BPW Spain***



**Dana Marcela SAS,  
Candidate for Chair of  
Standing Committee on Public Relations**

<b>Last name and first name</b>	SAS, Dana Marcela	
<b>Member of</b>	BPW Arad, Romania	
<b>Nominated by</b>	Rozalia Diculescu, Vice President, BPW Arad, Romania	
<b>Consent of own Affiliate</b>	Nominated by her own Affiliate	
<b>BPW Offices held</b>	<b>Local Club:</b> President BPW Arad, Romania	From 2016 to date
	<b>BPW International:</b> Member of International Projects Standing Committee	From 2014 – 2017
	Member of the Child Marriage Task Force	From 2018 to date

**Positions in other Voluntary Organizations**

Member of “Coalitia52” Advocacy Academy Romania From 2012 to date  
 Club Lions 2007 – Arab, Romania From 2011 to date  
 VIF Network Romania From 2016 to date

**Related Experience / Qualifications (e.g. CV, resume)**

Master’s Degree in Business Administration  
 Master’s Degree in Mechanical Engineering  
 Certificate for “Pragmatic Company Management”  
 Certificate for Advanced Management Skills  
 Certificate for “Human Resources Management”

**Statement by Candidate**

My name is Dana Marcela Sas and I have been a member of BPW Arad- Romania Affiliate Club since 2000.

During this time, I tried to be an involved and active member. During these years, I have held various functions:

President, Vice President, Secretary but first of all I was Project Coordinator and I organized international conferences in Arad, on various topics, in accordance with the statutes of BPW International, to give more empowerment to women: “Protect water, protect life”, international conference, “Water, Life, Future”, international conference “Child Marriage”.

From 2016 until now, I have been the President of the BPW Club Arad- Romania.

I have participated in numerous European Conferences that helped me meet sisters from other clubs in Europe. In this way, I have contributed to the development of friendship and collaboration with clubs from Europe: BPW Sicily, Italy; BPW Frankfurt, Germany; BPW Munich, Germany; BPW Ulm, Germany; BPW Regensburg, Germany; BPW Rovereto, Italy; BPW Budapest, BPW Moldova, BPW Cyprus, BPW Croatia.

Certainly, the fact that I speak 3 languages: Italian, English and French, has helped me a lot in establishing contacts with sisters from other clubs.



All these communication skills I think recommend me as Chair of the Standing Committee on Public Relations. The whole professional experience, along with that acquired in the 19 years since I have been part of the BPW family, I will put it further in serving the cause of women and the BPW International Mission.

***A written Supporting statement by nominating affiliate***

*Our President is an optimistic, friendly person, with native and educated communication and leadership skills, a person capable of working in a team and coordinating projects and especially for public relations.*

*She is a very active and involved member of our club in Arad, which contributes, through her activity, to give more empowerment to women.*

*All these years, she has tried to represent us both nationally and internationally, contributing to the increased visibility of the club in the world, to the development of relations with other clubs and of course she has been a constant advocate for the cause of women in all areas of life.*

*Her entire experience in her private, professional and club life, I think, recommends her as a candidate for the position of PUBLIC Relations Chair. We believe in her, we support her and we strongly recommend her as the PUBLIC RELATIONS Chairperson.*

***Rozalia Divulescu***  
***Vice President, BPW Arad-Romania***





## **II INTERNATIONAL BOARD MEETING**

### ***1.1 76<sup>th</sup> International Board Meeting***

***- Agenda***

### ***77<sup>th</sup> International Board Meeting***

***- Agenda / Minutes 74<sup>th</sup>, 75<sup>th</sup>***

# 1 *The 76th International Board Meeting*

## PRE-GENERAL ASSEMBLY

### 1.1 AGENDA OF THE 76<sup>TH</sup> SESSION OF INTERNATIONAL BOARD MEETING

16 MARCH 2021, 14:00 – 16:30 HRS UTC VIRTUAL

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1. President's Opening Remarks
2. Electronic Roll Call
3. Adoption of Standing Order
4. Appointments for International Board Meeting
  - 4.1 Parliamentarian
  - 4.2 Chief Timekeeper
5. Appointments for General Assembly
  - 5.1 Parliamentarian
  - 5.2 Chief Timekeeper
  - 5.3 Assistant Timekeeper
  - 5.4 Scrutinizers
  - 5.5 Credentials Committee Chair
  - 5.6 Elections Committee Chair

*Nominations Committee members will be nominated by the region and reported at the 1st Session of General Assembly*
6. Presentation of the Procedure Manual for Ratification
  - 6.1 Amendments of Procedure Manual according to the Resolution passed at Cairo Congress
7. Membership
  - 7.1 New Affiliates
  - 7.2 Abrogation
8. Any other business
9. Post General Assembly 77th International Board Meeting
  - Minutes of 75th Post Congress International Board Meeting and
  - Minutes of 76th Virtual International Board Meeting



## 1.2 MINUTES

### 74<sup>TH</sup> POST GENERAL ASSEMBLY INTERNATIONAL BOARD MEETING

FRIDAY, OCTOBER 27<sup>TH</sup> 2017

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1. **Call to Order and President's Opening Remarks.**

The International President Dr. Amany Asfour called the meeting to order and welcomed the International Board members to the Post General Assembly Board Meeting.

2. **Roll Call of the International Board.**

The Executive Secretary took the Roll Call. There was a quorum present.

3. **Observers**

There were 17 observers present.

4. **Apologies**

Apologies were received from Past International Presidents, Dr. Yvette Swan, and Dr. Pat Harrison.

5. **Adoption of Rules of Debate**

Executive Secretary Bessie Hironimus moved the adoption of the Rules of Debate. Seconded by Past President Liz Benham, Motion carried.

6. **Appointment of Tellers and Time Keepers**

PIP Sylvia Perry moved the acceptance of the appointments, seconded by PIP Liz Benhm. Motion carried.

7. **Announcements – Place and Date of the XXX Congress**

Past President Liz Benham announced that the XXX International Congress will be held in Orlando, Florida, USA, at the Hilton Buena Vista in August 2020.

8. **Adjournment**

9. The International President Dr. Amany Asfour adjourned the International Board meeting, thanking the participants and wishing them a safe trip back home.

Bessie R, Hironimus  
Executive Secretary







## III APPENDICES

*Appendix I: International Collect*

*Appendix II: Financial Audit Reports*

- *For The Year Ended December 31, 2017 and 2016*
- *For The Year Ended December 31, 2018 and 2017*
- *For The Year Ended December 31, 2019 and 2018*



# Appendix I

## Collect

### The International Collect

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Keep us O Lord from pettiness; let us be large in thought, in word and deed. Let us be done with fault finding and leave off self seeking. May we put away all pretence and meet each other face to face, without self pity and without prejudice. Let us take time for all things: make us grow calm, serene and gentle. Teach us to put into action our better impulses straightforward and unafraid. Grant that we may realize that it is the little things that create differences; that in the big things of life we are one. And may we strive to touch and know the great human heart common to us all, and O Lord God let us not forget to be kind.

#### La Priere Internationale

Gardez-nous, Seigneur, de toute mesquinerie; que nous soyons larges en pensee, en parole et en action. Que nous ne trouvions pas a redire et abandonnons tout interet personnel. Que nous laissons de cote nos pretentions et que nous nous rencontrions face a face sans nous apitoyer sur nous-memes et sans prejuges. Que nous ne fassions pas des jugements hatifs et que nous soyons toujours genereuses dans nos jugements. Laissez-nous prendre le temps pour toutes choses : faites que nous devenions calmes, sereines et douces. Apprenez-nous a mettre en pratique nos meilleures initiatives, honnetement et sans peur. Faites que nous nous rendions compte que ce sont uniquement les petites choses de la vie qui provoquent les differences et que dans les grandes nous avancons a l'unisson. Et puissions-nous deployer nos efforts pour toucher et connaître le grand cCEur humain, commun a nous toutes ; et, Seigneur, faites que nous n'oublions pas d'être bonnes.

#### La Plegaria Internacional

Lfbranos, Senor, de toda mezquindad, ayudanos a ser magnanimas en pensamiento, palabra y acción. Que no busquemos defectos en otros y que dejemos de ser egofstas. Ayudanos a desechar toda pretensión y a enfrentarnos cara a cara, sin ser auto compasivas y sin tener prejuicios. A no juzgar apresuradamente y a ser siempre generosas. Deja que nos demos tiempo para todo: haz que seamos tranquilas, serenas y amables. Ensenanos a poner en practica nuestras mejores iniciativas, honestamente y sin temor. Ayudanos a darnos cuenta de que son las pequenas diferencias las que provocan desacuerdos; que en las grandes cosas de la vida estamos unidas. Y esforcemonos para alcanzar y conocer el gran corazón humano comun a todas; y, Senor, haz que no nos olvidemos de ser bondadosas.

#### La preghiera internazionale

Allontana da noi, o Signore, ogni meschinata, aiutaci ad essere magnanime nel pensare, parlare e agire. Fa che superiamo gli interessi personali senza rilevare i difetti degli altri. Fa che abbandoniamo le nostre pretese e ci incontriamo a viso aperto senza vittimismo e senza pregiudizi. Fa che non giudichiamo astiosamente e siamo sempre comprensive. Facci trovare il tempo per ogni cosa, e che possiamo essere calme, serene ed amabili. Insegnaci a tradurre in azione i nostri propositi con lealta e coraggio. Fa che ci rendiamo conto che sono le piccole cose a creare differenze fra noi, ma che nelle grandi cose della vita siamo unite. E fa che possiamo arrivare a toccare e conoscere il grande cuore umano comune a tutti noi e, Signore, non farci dimenticare mai di essere generose.



## Alternate International Collect

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### COLLECT

We ask

That we meet together as women,

Not allowing beliefs, religion, nationality, ethnicity or language to come between us. That these meetings enable us to move forward and

Advance the status of women throughout the world. That the value of women be recognized

In our families, our communities, our workplaces, our country and the world. That we use our good ideas, our knowledge,

Our experience to promote the worth of women. That we combine our strengths to move forward In peace, in serenity and in love.

That women of all generations will do Their part to achieve harmony and Equality among all human beings.

### INVOCATION POUR LES FEMMES D'UN CLUB

Sans egard au Pouvoir createur invoque,

nous demandons d'etre reunies en notre qualite de femmes

et qu'aucune croyance, religion, nationalite, couleur ou langue ne nous separe.

Que ces reunions nous permettent d'aller de l'avant

et de faire avancer le statut de la femme dans le monde entier.

Que la valeur des femmes soit reconnue

dans la famille, la collectivite, le lieu de travail, le pays et le monde. Que nos bonnes idees, nos connaissances et notre experience nous permettent de defendre la valeur de la femme.

Que nous puissions allier nos forces pour progresser dans la paix, la serenite et l'amour.

Enfin, que les femmes de toutes les generations fassent leur part pour que tous les etres humains aient droit a l'harmonie et a l'egalite.

### PREGHIERA

Chiediamo

Di riunirci come donne

Senza che la nostra fede, religione, nazionalita, eticita o lingua ci condizionino. Che questi incontri ci rendano possibile di andare avanti

E far avanzare lo status delle donne di tutto il mondo.

Che il valore delle donne sia riconosciuto

nelle nostre famiglie, la nostra comunita, il nostro posto di lavoro, la nostra patria ed il mondo. Che usiamo le nostre buone idee, la nostra conoscenza,

La nostra esperienza per promuovere il valore delle donne. Che uniamo le nostre forze per proseguire

In pace, in serenita e con amore.

Che le donne di tutte le generazioni possano fare La loro parte per raggiungere l'armonia e l'uguaglianza tra tutti gli esseri umani.

### PLEGARIA

{La siguiente es una version alternativa de la Plegaria Internacional: fue adoptada en el 26o Congreso en Ciudad de Mexico) Pedimos

Reunirnos como mujeres,

Sin permitir que nuestras creencias, religion, nacionalidad, raza o lenguaje, se interpongan entre nosotras. Que estos encuentros nos permitan avanzar y

Hacer avanzar la condicion de las mujeres en el mundo. Que el valor de las mujeres sea reconocido

En nuestras familias, nuestra comunidad, nuestros lugares de trabajo, nuestro pafs y el mundo. Que utilicemos nuestras buenas ideas, nuestro conocimiento,

Nuestra experiencia, para promover el valor de las mujeres. Que unamos nuestras fortalezas para avanzar

En paz, serenidad y amor.

Que las mujeres de todas las generaciones Pongan de su parte para lograr la armonfa y La equidad entre todos los seres humanos.

# APPENDICES

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## **Appendix I** **FINANCIAL AUDITED REPORTS 2017/2016**

### **INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN**

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#### **FINANCIAL STATEMENTS And INDEPENDENT AUDITOR'S REPORT**

**FOR THE YEARS ENDED  
DECEMBER 31, 2017 AND 2016**



**INTERNATIONAL FEDERATION OF BUSINESS  
AND PROFESSIONAL WOMEN**

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**International Federation of Business  
And Professional Women**

Statement by Members of the Executive Board

In the opinion of the executive board:

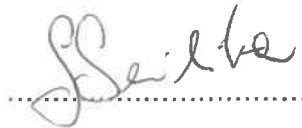
1. The financial report presents fairly the financial position of the International Federation of Business and Professional Women as at 31 December 2017 and its performance for the year ended on that date in accordance with the accounting policies described in Note 2 to the financial statements; and
2. At the date of this statement, there are reasonable grounds to believe that the International Federation of Business and Professional Women will be able to pay its debts as and when they become due.

This statement is made in accordance with a resolution of the executive board and is signed for and on behalf of the executive board by:



**Dr Amany Asfour**

**President**



**Dr Giuseppina Seidita**

**Executive Finance Officer**

**Date:**

## AUDITORS' INDEPENDENCE DECLARATION

I declare that, to the best of my knowledge and belief during the year ended 31 December 2017 there has been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**CAAA Audit and Assurance Pty Ltd**  
**(Authorised Audit Company No: 458256)**



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**RUZBEH DESAI**  
Director

**Sydney, 19<sup>th</sup> December 2018**



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EXECUTIVE BOARD OF  
INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2017**

**Opinion**

We have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2017, the statements of revenue and expenditures, the statement of changes in fund balances and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement by the members of the executive board.

In our opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position of International Federation of Business and Professional Women as of 31 December 2017 and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards.

**Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the members of the executive board, would be in the same terms if given to them as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

**Responsibility of the members of the executive board for the Financial Report**

The members of the executive board are responsible for the preparation of the financial report that gives a true and fair view. The responsibility of the members of the executive board also includes such internal control as the members of the executive board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members of the executive board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibility for the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.
- Conclude on the appropriateness of the executive board member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the members of the executive board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**CAAA Audit and Assurance Pty Ltd**  
**(Authorised Audit Company No: 458256)**

*Rm Desai*

**RUZBEH DESAI**  
**Director**  
**Sydney, 08<sup>th</sup> March 2019**

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2017 and 2016

**ASSETS**

	<b>EURO</b>	
	<b>2017</b>	<b>2016</b>
<u>Current Assets</u>		
Cash (Note 3)	1,029,084	996,360
Accounts Receivable	30,146	34,636
Provision for doubtful debts	(25,000)	(10,000)
Loan – IFBPW Congress	(39,026)	43,877
Prepayments	187	-
Inventories	16,422	20,281
	1,011,813	1,085,154
Total		
	1,011,813	1,085,154
<b>TOTAL ASSETS</b>	<b>1,011,813</b>	<b>1,085,154</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES

As of December 31, 2017 and 2016

**LIABILITIES AND FUND BALANCES**

	EURO	
	2017	2016
<b>LIABILITIES</b>		
<u>Current Liability</u>		
Accounts Payable	74,863	35,931
Deferred Income	1,153	135
<b>TOTAL LIABILITIES</b>	<b>76,016</b>	<b>36,066</b>
 <b>FUND BALANCES</b>		
Restricted Funds:		
Madesin Phillips fund	9,800	9,800
Battersea fund (Note 4)	490,057	490,057
Other Funds:		
International Aid fund	5,087	9,374
Young BPW fund	7,016	13,458
Triple One Membership Challenge fund	404	404
La Paz Nursing School Scholarship fund	-	28,066
Esther Hymer fund	4,655	4,655
Haiti fund	1,999	1,463
Pakistan fund	1,747	1,747
North America Regional fund	1,157	461
Asia Pacific Regional fund	3,193	2,719
Ursula Schultess Legacy fund	28,971	28,971
Membership Development fund	15,000	15,000
Leaders' Summit fund	24,159	27,848
Friends and Fellows fund	10,000	10,000
Public relations fund	20,000	20,000
International Initiatives fund	4,745	4,745
Administrative fund	30,359	30,359
Project fund	32,070	32,070
PoCM Advisory Campaign fund	17,874	17,874
Grace Amy Hallett fund	11,673	11,673
Congress fund	-	30,155
2015 North America Summit fund	-	4,349
BPW Africa Fund	82	-
Mexico Fund	8,387	-
Caribbean Fund	312	-
<b>Total funds</b>	<b>728,747</b>	<b>795,248</b>
 Congress contingency fund	 30,000	 30,000

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2017 and 2016

**LIABILITIES AND FUND BALANCES (continued)**

	EURO	
	2017	2016
Accumulated Funds:		
Funds beginning of year	223,840	272,553
Income over expenditures	(46,790)	(48,713)
Accumulated Funds end of year	177,050	223,840
TOTAL FUND BALANCES	935,797	1,049,088
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>1,011,813</b>	<b>1,085,154</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF REVENUE AND EXPENDITURES  
For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>REVENUE</b>		
Dues:		
Federation (Note 5)	433,506	368,082
Associate club (Note 6)	36,290	40,069
Bank interest	7	6
Inventory sales	27,525	18,752
Friends	6,657	5,364
Leadership summit	23,488	28,321
Gala dinner income	5,210	6,647
	532,683	467,241
<b>EXPENDITURES</b>		
Cost of goods sold	22,165	15,623
President's office (Note 7)	128,143	86,140
Provision for bad debts	15,000	20,731
Accounting and audit (Note 8)	49,565	50,499
Organizational services	62,877	52,834
Communications (Note 9)	24,000	33,000
Executive expenses (Note 10)	114,906	85,571
Bank charges	7,141	4,445
Committees (Note 11)	45,986	36,093
Representations (Note 12)	4,321	8,737
Leadership summit	23,488	28,321
Gala dinner expenses	5,210	6,647
Task force (Note 13)	12,000	6,163
Loss of foreign exchange rate (Note 14)	64,671	81,200
	579,473	515,954
<b>REVENUE OVER EXPENDITURES</b>	<b>(46,790)</b>	<b>(48,713)</b>

*The accompanying notes are integral part of the financial statements*

# International Federation of Business and Professional Women

## STATEMENT OF CASH FLOWS For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>Cash Flows from Operating Activities</b>		
<b>Add</b>		
Receipt of Federation and Associate Club Dues	490,304	410,063
Receipt of Bank interest	7	6
Receipt from Inventory Sales	27,525	18,752
Receipt of Other Income	35,355	40,332
<b>Less</b>		
Payment of Expenses and purchase of inventory	(536,869)	(491,709)
<b>Net Cash Flows from Operating Activities</b>	<b>16,322</b>	<b>(22,556)</b>
<b>Cash Flows from Financing Activities</b>		
Increase / (Decrease) in Fund Balances	(66,501)	46,150
<b>Net Cash Flows from Financing Activities</b>	<b>(66,501)</b>	<b>46,150</b>
<b>Cash Flows from Investing Activities</b>		
Loan given to IFBPW Congress	82,903	(43,877)
<b>Net Cash Flows from Investing Activities</b>	<b>82,903</b>	<b>(43,877)</b>
<b>Net Increase / (Decrease) in Cash</b>	<b>32,724</b>	<b>(20,283)</b>
Cash at beginning of the year	996,360	1,016,643
<b>Cash at the end of the year</b>	<b>1,029,084</b>	<b>996,360</b>
<b>Reconciliation of Net Surplus to Cash Flows from Operating Activities</b>		
<b>Revenue Over Expenditure</b>	<b>(46,790)</b>	<b>(48,713)</b>
(Increase) / Decrease in Accounts Receivable	19,490	1,912
(Increase) / Decrease in Inventories	3,859	(2,536)
(Increase) / Decrease in Prepayments	(187)	2,988
Increase / (Decrease) in Accounts Payable	39,950	23,793
<b>Net Cash Flows from Operating Activities</b>	<b>16,322</b>	<b>(22,556)</b>

*The accompanying notes are integral part of the financial statements*



**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>RESTRICTED FUNDS</b>		
<b>Madesin Phillips Fund:</b>		
Beginning and end of the year balance	9,800	9,800
<b>Battersea Fund:</b>		
Beginning and end of the year balance	490,057	490,057
<b>OTHER FUNDS</b>		
<b>Ursula Schultess Legacy Fund:</b>		
Beginning and end of the year balance	28,971	28,971
<b>International Aid Fund:</b>		
Beginning of the year balance	9,374	9,374
Expenses paid	(4,287)	-
End of the year balance	5,087	9,374
<b>Young BPW Fund:</b>		
Beginning of the year balance	13,458	12,118
Donations	-	23
Expenses paid	(8,716)	-
Raffle fund	2,274	1,317
End of the year balance	7,016	13,458
<b>La Paz Nursing School Scholarship Fund:</b>		
Beginning of the year balance	28,066	28,066
Fund expenses	(28,066)	-
End of the year balance	-	28,066
<b>Esther Hymer Fund:</b>		
Beginning and end of the year balance	4,655	4,655
<b>Haiti Fund:</b>		
Beginning of the year balance	1,463	1,194
Funds raised	536	269
End of the year balance	1,999	1,463
<b>Pakistan Fund:</b>		
Beginning and end of the year balance	1,747	1,747

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>OTHER FUNDS (continued)</b>		
<b>North America Regional Fund:</b>		
Beginning of the year balance	461	261
Contributions received - Clubs	696	3,036
Travel expenses	-	(2,835)
End of the year balance	1,157	461
<b>Triple One Membership Challenge Fund:</b>		
Beginning and end of the year balance	404	404
<b>Project Fund:</b>		
Beginning and end of the year balance	32,070	32,070
<b>PoCM Advisory Campaign Fund:</b>		
Beginning and end of the year balance	17,874	17,874
<b>Asia Pacific Regional Fund:</b>		
Beginning of the year balance	2,719	3,916
Contributions received	4,426	6,005
Expenses paid	(3,952)	(7,202)
End of the year balance	3,193	2,719
<b>Membership Development Fund:</b>		
Beginning and end of the year balance	15,000	15,000
<b>Leaders' Summit Fund:</b>		
Beginning of the year balance	27,848	19,526
Contributions received	898	8,322
Loss on Leaders Summit	(4,312)	-
Expenses paid	(275)	-
End of the year balance	24,159	27,848
<b>Friends and Fellows Fund:</b>		
Beginning and end of the year balance	10,000	10,000
<b>Public Relations Fund:</b>		
Beginning and end of the year balance	20,000	20,000

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>OTHER FUNDS (continued)</b>		
<b>International Initiatives Fund:</b>		
Beginning and end of the year balance	4,745	4,745
<b>Administrative Fund:</b>		
Beginning and end of the year balance	30,359	30,359
<b>Congress Contingency Fund:</b>		
Beginning and end of the year balance	30,000	30,000
<b>Grace Amy Hallett Fund:</b>		
Beginning and end of the year balance	11,673	11,673
<b>Congress Fund:</b>		
Beginning of the year balance	30,155	19,267
Donations received	11,605	10,888
Expenses paid	(41,760)	-
End of the year balance	-	30,155
<b>2015 North America Summit Fund:</b>		
Beginning of the year balance	4,349	7,568
Expenses paid	(4,349)	(3,219)
End of the year balance	-	4,349
<b>BPW Africa Fund</b>		
Beginning of the year balance	-	-
Funds received	566	-
Expenses paid	(484)	-
End of the year balance	82	-
<b>Mexico Fund</b>		
Beginning of the year balance	-	-
Funds received	8,387	-
End of the year balance	8,387	-
<b>Caribbean Fund</b>		
Beginning of the year balance	-	-
Funds received	312	-
End of the year balance	312	-

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2017 and 2016

	EURO	
	2017	2016
<b>OTHER FUNDS (continued)</b>		
<b>Accumulated Funds:</b>		
Beginning of the year balance	223,840	272,553
Expenditures over revenue	(46,790)	(48,713)
End of the year balance	177,050	223,840

*The accompanying notes are integral part of the financial statements*

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2017 and 2016

### 1. General Information

International Federation of Business and Professional Women (BPW International) has a registered address at C/- Sabine Baerlocher, Rue de Carouge 36bis Geneva, Switzerland. BPW International was founded in 1930 and aims to develop professional, business and leadership potential for women at all levels.

### 2. Summary of Significant Accounting Policies

The financial statements of BPW International have been prepared in accordance with the International Financial Reporting Standards.

#### 2.1 Revenue Recognition

Revenues are recognized on an accrual basis

#### 2.2 Inventories

Inventories include pins, card holders, buttons and books and are stated at the cost or net realizable value whichever is lower.

#### 2.3 Foreign currency transactions

Foreign currency transactions during the year are converted into Euro at the average exchange rate of the end of the month. Assets and liabilities in foreign currencies at the end of the year are converted into Euro at the bank buying and selling rate on the balance sheet date. The gain or losses from translation are included in determining the earnings.

### 3. Cash

	EURO	
	2017	2016
Cash at bank	1,029,084	996,3360
Petty cash	-	-
	<u>1,029,084</u>	<u>996,360</u>

### 4. Battersea Fund

The protected Battersea Fund is the proceeds of the sale of the BPW International building in the UK in 2001. The International Board agreed in 2002 that the proceeds of the Battersea Fund must not be used for operating costs or payment of debts, but must be kept in reserve for a future time. The interest from the Battersea Fund can be used by BPW International at the discretion of the Executive, but the capital invested can only be used for a purpose agreed by resolution of the General Assembly with expenditure subject to the agreement of the International Board.

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2017 and 2016

### 5. Income from Federation Dues

	EURO	
	2017	2016
Argentina	1,908	1,869
Australia	6,962	6,606
Austria	5,898	6,105
Bahrain	2,380	2,258
Belgium	6,798	7,679
Brazil	6,678	6,310
Bangladesh	1,385	1,315
Canada	6,943	8,105
Chile	1,970	1,870
Cyprus	3,900	5,108
Ecuador	1,871	-
Egypt	2,653	2,186
Estonia	2,223	2,074
Finland	11,096	11,083
France	5,617	5,025
Germany	29,758	27,567
Indonesia	-	2,998
Ireland	1,970	2,055
Italy	212,726	155,789
Japan	5,929	6,218
Jordan	1,970	1,852
Korea	6,845	8,345
Kuwait	2,106	-
Mongolia	-	10
Morocco	1,015	-
Mexico	1,970	1,870
Nepal	2,302	-
Netherlands	-	215
New Zealand	6,299	5,866
Nigeria	2,559	2,240
Pakistan	1,970	2,055
Peru	-	370
Singapore	1,970	1,870
Spain	7,840	7,235
Sudan	999	1,008
Sweden	7,430	7,050
Switzerland	45,221	43,569
Taiwan	7,109	6,680
Thailand	5,870	4,645
Turkey	2,145	2,000
United Kingdom	2,614	2,443
United States of America	6,607	6,539
	<b>433,506</b>	<b>368,082</b>

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2017 and 2016

### 6. Income from Associate Club Dues

	EURO	
	2017	2016
Abidjan – Côte d’Ivoire	-	583
Athens – Greece	595	620
Al Jaberiya - Kuwait	-	584
Bamako – Mali	-	213
Bridgetown – Barbados	242	602
Bassam - Côte d’Ivoire	400	380
Cotonou 1 – Benin	(651)	352
Cotonou 2 – Benin	121	250
Cotonou 3 – Benin	(444)	241
Hamilton – Bermuda	400	380
Bayan-Ulgii – Mongolia	400	185
Brilliant Ulaanbaatar - Mongolia	1,346	824
Sofia – Bulgaria	497	2,247
Ougadougou - Burkina Faso	225	213
Mfoundi - Cameroon	307	473
St Martin	439	-
Grand Cayman - Cayman Islands	439	417
Praha II - Czech Republic	1,258	1,194
Kinshasa - Congo	-	472
Cook Islands	-	898
Pula - Croatia	537	510
Rejika - Croatia	439	417
Free Town Sierra Leone	205	-
Delhi – India	1,199	1,138
Dominican Republic	-	417
Roseau Dominica	848	-
Douala – Cameroon	-	473
Ecuador	-	1,123
Edea – Cameroon	400	387
Addis Abada - Ethiopia	215	20
Tbilisi - Georgia	-	(185)
Thessaliniki - Greece	226	214
Port –au-Prince - Haiti	227	214
Hong Kong	478	898
Hungary – Budapest	400	380
Hyderabad - India	556	528
Reykjavik - Iceland	712	676
Tel Aviv - Israel	575	547
Kingston - Jamaica	400	380
St Andrew - Jamaica	400	380
Nairobi - Kenya	497	241
Sub-Total	13,888	19,886



## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2017 and 2016

#### 6. Income from Associate Club Dues *(continued)*

	EURO	
	2017	2016
Johannesburg – South Africa	1,374	593
Baalbeck – Lebanon	174	-
Kuwait	-	1,870
Riga - Latvia	439	380
Beirut - Lebanon	818	528
Byblos - Lebanon	-	195
Vilnius - Lithuania	400	417
Lusaka – Zambia	-	454
Antananarivo - Madagascar	459	223
Kuala Lumpur - Malaysia	400	380
Chisinau - Moldova	400	473
Rabat - Morocco	907	861
Mumbai – India	400	380
Carthage – Tunisia	595	-
Nakuru – Kenya	205	334
Niamey – Niger	-	306
Netherlands	410	-
Kigali – Rwanda	253	-
Follo - Norway	439	713
El Bosque - Panama	400	380
Panama City - Panama	407	357
Pago Pago – American Samoa	400	528
Ormoc - Philippines	307	472
Metro - Philippines	452	(75)
Makati - Philippines	459	510
Poland	1,375	1,870
Port Moresby – Papua New Guinea	1,032	1,027
Ramallah – Palestine	205	(231)
Arad - Romania	400	347
Various – Russia	800	1,816
Costa Rica - San José	459	380
Sana'a - Yemen	439	417
Santo Domingo	400	195
Senegal	205	195
Sharjah – UAE	498	473
Serbia	-	(430)
Bratislava - Slovakia	712	676
Juba - South Sudan	1,435	-
Colombo - Sri Lanka	400	380
Sub-Total	18,458	17,394

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2017 and 2016

### 6. Income from Associate Club Dues (continued)

	EURO	
	2017	2016
St Kitts	810	769
Tacna – Peru	400	(175)
Jasmin - Tunisia	400	380
North - Tunisia	400	528
Kampala - Uganda	205	195
Chermihiv - Ukraine	439	417
Donetsk - Ukraine	517	(871)
Ulaanbaatar – Mongolia	-	454
Valletta – Malta	773	620
Yaounde – Cameroon	-	472
Sub Total	3,944	2,789
Total	36,290	40,069

### 7. President's Office

	EURO	
	2017	2016
Staffs costs	50,486	18,897
Marketing & development	5,740	6,000
Office rent & services	-	4,384
Printing & stationery	1,314	1,706
Telecommunication, Equipment & IT support	60,567	55,153
New president's office	10,036	-
Total	128,143	86,140

### 8. Accounting and Audit

	EURO	
	2017	2016
Accounting services fee	45,065	45,449
Independent auditors' fees	4,500	5,000
	49,565	50,499

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2017 and 2016

### 9. Communications

	EURO	
	2017	2016
Website maintenance services	9,000	18,000
Official translations	15,000	15,000
	<u>24,000</u>	<u>33,000</u>

### 10. Executive Expenses

	EURO	
	2017	2016
President	65,000	52,900
Immediate Past President	3,955	-
1 <sup>st</sup> Vice President	-	3,000
2 <sup>nd</sup> Vice President	-	3,000
Finance Director	3,956	2,389
Executive Secretary	3,999	3,000
Young BPW Chair	4,000	3,000
Memberships	4,999	-
Regional Coordinators - Africa	5,086	3,115
- Asia Pacific	4,914	3,874
- Europe	4,999	3,300
- Latin America	4,998	3,992
- North America	4,999	4,001
- UN	4,000	-
	<u>114,905</u>	<u>85,571</u>

### 11. Committees

	EURO	
	2017	2016
Executive meetings	34,991	27,593
Membership	8,999	7,000
Young BPW	1,996	1,500
	<u>45,986</u>	<u>36,093</u>

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2016 and 2015

### 12. Representation

	EURO	
	2017	2016
UN New York	-	1,171
UN Geneva	-	650
FAO	596	650
UN meetings and subscriptions	1,792	4,121
UNESCO	-	650
Other international organisations	1,933	1,495
	<b>4,321</b>	<b>8,737</b>

### 13. Task Force

	EURO	
	2017	2016
Archive	6,000	4,163
Pilot Program	6,000	2,000
	<b>12,000</b>	<b>6,163</b>

### 14. Loss on Foreign Exchange Rate

	EURO	
	2017	2016
Realised foreign exchange rate loss	17,795	11,105
Unrealised foreign exchange rate loss	46,876	70,095
	<b>64,671</b>	<b>81,200</b>

# APPENDICES

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## Appendix II FINANCIAL AUDITED REPORTS 2018/2017

### INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

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FINANCIAL STATEMENTS  
And  
INDEPENDENT AUDITOR'S REPORT

FOR THE YEARS ENDED  
DECEMBER 31, 2018 AND 2017



**INTERNATIONAL FEDERATION OF BUSINESS  
AND PROFESSIONAL WOMEN**

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## International Federation of Business And Professional Women

Statement by Members of the Executive Board

In the opinion of the executive board:

1. The financial report presents fairly the financial position of the International Federation of Business and Professional Women as at 31 December 2018 and its performance for the year ended on that date in accordance with the accounting policies described in Note 2 to the financial statements; and
2. At the date of this statement, there are reasonable grounds to believe that the International Federation of Business and Professional Women will be able to pay its debts as and when they become due.

This statement is made in accordance with a resolution of the executive board and is signed for and on behalf of the executive board by:



.....  
**Dr Amany Asfour**

**President**



.....  
**Dr Giuseppina Seidita**

**Executive Finance Officer**

**Date:**





## AUDITORS' INDEPENDENCE DECLARATION

I declare that, to the best of my knowledge and belief during the year ended 31 December 2018 there has been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**CAAA Audit and Assurance Pty Ltd**  
**(Authorised Audit Company No: 458256)**

A handwritten signature in black ink that reads 'Ruzebeh Desai' is written over a horizontal line.

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**RUZBEH DESAI**  
Director

Sydney, 20<sup>th</sup> May 2019

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EXECUTIVE BOARD OF  
INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2018**

**Opinion**

We have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2018, the statements of revenue and expenditures, the statement of changes in fund balances and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement by the members of the executive board.

In our opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position of International Federation of Business and Professional Women as of 31 December 2018 and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards.

**Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the members of the executive board, would be in the same terms if given to them as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

**Responsibility of the members of the executive board for the Financial Report**

The members of the executive board are responsible for the preparation of the financial report that gives a true and fair view. The responsibility of the members of the executive board also includes such internal control as the members of the executive board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members of the executive board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibility for the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.
- Conclude on the appropriateness of the executive board member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the members of the executive board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**CAAA Audit and Assurance Pty Ltd**  
(Authorised Audit Company No: 458256)

*Rm Desai*

**RUZBEH DESAI**  
Director  
Sydney, 03<sup>rd</sup> July 2019

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2018 and 2017

**ASSETS**

	<b>EURO</b>	
	<b>2018</b>	<b>2017</b>
<u>Current Assets</u>		
Cash (Note 3)	1,175,302	1,029,084
Accounts Receivable	28,052	30,146
Provision for doubtful debts	(25,000)	(25,000)
Loan – IFBPW Congress	1,199	(39,026)
Prepayments	240	187
Inventories	14,350	16,422
Total	1,194,143	1,011,813
<b>TOTAL ASSETS</b>	<b>1,194,143</b>	<b>1,011,813</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES

As of December 31, 2018 and 2017

**LIABILITIES AND FUND BALANCES**

	EURO	
	2018	2017
<b>LIABILITIES</b>		
<u>Current Liability</u>		
Accounts Payable	238,469	74,863
Deferred Income	2,941	1,153
<b>TOTAL LIABILITIES</b>	<b>241,410</b>	<b>76,016</b>
 <b>FUND BALANCES</b>		
Restricted Funds:		
Madesin Phillips fund	9,800	9,800
Battersea fund (Note 4)	490,057	490,057
Other Funds:		
International Aid fund	5,087	5,087
Young BPW fund	8,998	7,016
Triple One Membership Challenge fund	404	404
La Paz Nursing School Scholarship fund	-	-
Esther Hymer fund	4,655	4,655
Haiti fund	1,999	1,999
Pakistan fund	-	1,747
North America Regional fund	3,006	1,157
Asia Pacific Regional fund	6,000	3,193
Ursula Schultess Legacy fund	28,971	28,971
Membership Development fund	15,000	15,000
Leaders' Summit fund	20,773	24,159
Friends and Fellows fund	10,000	10,000
Public relations fund	20,000	20,000
International Initiatives fund	4,745	4,745
Administrative fund	30,359	30,359
Project fund	1,720	32,070
PoCM Advisory Campaign fund	17,874	17,874
Grace Amy Hallett fund	11,673	11,673
Congress fund	11,362	-
2015 North America Summit fund	-	-
BPW Africa Fund	1,666	82
Mexico Fund	-	8,387
Caribbean Fund	312	312
<b>Total funds</b>	<b>704,461</b>	<b>728,747</b>
 Congress contingency fund	 30,000	 30,000

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2018 and 2017

**LIABILITIES AND FUND BALANCES (continued)**

	EURO	
	2018	2017
Accumulated Funds:		
Funds beginning of year	177,050	223,840
Income over expenditures	41,223	(46,790)
Funds end of year	218,273	177,050
TOTAL FUND BALANCES	952,734	935,797
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>1,194,143</b>	<b>1,011,813</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF REVENUE AND EXPENDITURES  
For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>REVENUE</b>		
Dues:		
Federation (Note 5)	454,594	433,506
Associate club (Note 6)	17,129	36,290
Bank interest	2	7
Inventory sales	7,000	27,525
Friends	175	6,657
Leadership summit	-	23,488
Gala dinner income	7,859	5,210
	486,759	532,683
<b>EXPENDITURES</b>		
Cost of goods sold	2,072	22,165
President's office (Note 7)	108,028	128,143
Provision for bad debts	-	15,000
Accounting and audit (Note 8)	50,393	49,565
Organizational services	61,617	62,877
Communications (Note 9)	21,597	24,000
Executive expenses (Note 10)	118,030	114,906
Bank charges	3,091	7,141
Committees (Note 11)	34,314	45,986
Representations (Note 12)	8,296	4,321
Leadership summit	12,000	23,488
Gala dinner expenses	8,377	5,210
Task force (Note 13)	9,000	12,000
Loss of foreign exchange rate (Note 14)	8,721	64,671
	445,536	579,473
<b>REVENUE OVER EXPENDITURES</b>	<b>41,223</b>	<b>(46,790)</b>

*The accompanying notes are integral part of the financial statements*



# International Federation of Business and Professional Women

## STATEMENT OF CASH FLOWS For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>Cash Flows from Operating Activities</b>		
<b>Add</b>		
Receipt of Federation and Associate Club Dues	475,605	490,304
Receipt of Bank interest	2	7
Receipt from Inventory Sales	7,000	27,525
Receipt of Other Income	8,034	35,355
<b>Less</b>		
Payment of Expenses and purchase of inventory	(279,911)	(536,869)
<b>Net Cash Flows from Operating Activities</b>	<b>210,730</b>	<b>16,322</b>
<b>Cash Flows from Financing Activities</b>		
Increase / (Decrease) in Fund Balances	(24,287)	(66,501)
<b>Net Cash Flows from Financing Activities</b>	<b>(24,287)</b>	<b>(66,501)</b>
<b>Cash Flows from Investing Activities</b>		
Loan given to IFBPW Congress	(40,225)	82,903
<b>Net Cash Flows from Investing Activities</b>	<b>(40,225)</b>	<b>82,903</b>
<b>Net Increase / (Decrease) in Cash</b>	<b>146,218</b>	<b>32,724</b>
Cash at beginning of the year	1,029,084	996,360
<b>Cash at the end of the year</b>	<b>1,175,302</b>	<b>1,029,084</b>
<b>Reconciliation of Net Surplus to Cash Flows from Operating Activities</b>		
<b>Revenue Over Expenditure</b>	<b>41,223</b>	<b>(46,790)</b>
(Increase) / Decrease in Accounts Receivable	2,094	19,490
(Increase) / Decrease in Inventories	2,072	3,859
(Increase) / Decrease in Prepayments	(53)	(187)
Increase / (Decrease) in Accounts Payable	165,394	39,950
<b>Net Cash Flows from Operating Activities</b>	<b>210,730</b>	<b>16,322</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>RESTRICTED FUNDS</b>		
<b>Madesin Phillips Fund:</b>		
Beginning and end of the year balance	9,800	9,800
<b>Battersea Fund:</b>		
Beginning and end of the year balance	490,057	490,057
<b>OTHER FUNDS</b>		
<b>Ursula Schultess Legacy Fund:</b>		
Beginning and end of the year balance	28,971	28,971
<b>International Aid Fund:</b>		
Beginning of the year balance	5,087	9,374
Expenses paid	-	(4,287)
End of the year balance	5,087	5,087
<b>Young BPW Fund:</b>		
Beginning of the year balance	7,016	13,458
Donations	-	-
Expenses paid	-	(8,716)
Raffle Fund Income	1,982	2,274
End of the year balance	8,998	7,016
<b>La Paz Nursing School Scholarship Fund:</b>		
Beginning of the year balance	-	28,066
Fund expenses	-	(28,066)
End of the year balance	-	-
<b>Esther Hymer Fund:</b>		
Beginning and end of the year balance	4,655	4,655
<b>Haiti Fund:</b>		
Beginning of the year balance	1,999	1,463
Funds raised	-	536
End of the year balance	1,999	1,999

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>OTHER FUNDS (continued)</b>		
<b>Pakistan Fund:</b>		
Beginning of the year balance	1,747	1,747
Fund expenses	(1,747)	
End of year balance	-	1,747
<b>North America Regional Fund:</b>		
Beginning of the year balance	1,157	461
Contributions received - Clubs	1,849	696
End of the year balance	3,006	1,157
<b>Triple One Membership Challenge Fund:</b>		
Beginning and end of the year balance	404	404
<b>Project Fund:</b>		
Beginning of the year balance	32,070	32,070
Fund expenses	(30,350)	
End of the year balance	1,720	32,070
<b>PoCM Advisory Campaign Fund:</b>		
End of the year balance	17,874	17,874
<b>Asia Pacific Regional Fund:</b>		
Beginning of the year balance	3,193	2,719
Contributions received	2,806	4,426
Expenses paid	-	(3,952)
End of the year balance	6,000	3,193
<b>Membership Development Fund:</b>		
Beginning and end of the year balance	15,000	15,000
<b>Leaders' Summit Fund:</b>		
Beginning of the year balance	24,159	27,848
Contributions received	-	898
Loss on Leaders Summit	-	(4,312)
Expenses paid	(3,886)	(275)
End of the year balance	20,773	24,159

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>OTHER FUNDS (continued)</b>		
<b>Friends and Fellows Fund:</b>		
Beginning and end of the year balance	10,000	10,000
<b>Public Relations Fund:</b>		
Beginning and end of the year balance	20,000	20,000
<b>International Initiatives Fund:</b>		
Beginning and end of the year balance	4,745	4,745
<b>Administrative Fund:</b>		
Beginning and end of the year balance	30,359	30,359
<b>Congress Contingency Fund:</b>		
Beginning and end of the year balance	30,000	30,000
<b>Grace Amy Hallett Fund:</b>		
Beginning and end of the year balance	11,673	11,673
<b>Congress Fund:</b>		
Beginning of the year balance	-	30,155
Donations received	11,362	11,605
Expenses paid	-	(41,760)
End of the year balance	11,362	-
<b>2015 North America Summit Fund:</b>		
Beginning of the year balance	-	4,349
Expenses paid	-	(4,349)
End of the year balance	-	-
<b>BPW Africa Fund</b>		
Beginning of the year balance	82	-
Funds received	1,584	566
Expenses paid	-	(484)
End of the year balance	1,666	82

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2018 and 2017

	EURO	
	2018	2017
<b>OTHER FUNDS (continued)</b>		
<b>Mexico Fund</b>		
Beginning of the year balance	8,387	-
Funds received	-	8,387
Expenses paid	(8,387)	
End of the year balance	-	8,387
<b>Caribbean Fund</b>		
Beginning of the year balance	312	-
Funds received	-	312
End of the year balance	312	312
<b>Accumulated Funds:</b>		
Beginning of the year balance	177,050	223,840
Expenditures over revenue	41,223	(46,790)
End of the year balance	218,273	177,050

*The accompanying notes are integral part of the financial statements*

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2018 and 2017

### 1. General Information

International Federation of Business and Professional Women (BPW International) has a registered address at C/- Sabine Baerlocher, Rue de Carouge 36bis Geneva, Switzerland. BPW International was founded in 1930 and aims to develop professional, business and leadership potential for women at all levels.

### 2. Summary of Significant Accounting Policies

The financial statements of BPW International have been prepared in accordance with the International Financial Reporting Standards.

#### 2.1 Revenue Recognition

Revenues are recognized on an accrual basis

#### 2.2 Inventories

Inventories include pins, card holders, buttons and books and are stated at the cost or net realizable value whichever is lower.

#### 2.3 Foreign currency transactions

Foreign currency transactions during the year are converted into Euro at the average exchange rate of the end of the month. Assets and liabilities in foreign currencies at the end of the year are converted into Euro at the bank buying and selling rate on the balance sheet date. The gain or losses from translation are included in determining the earnings.

### 3. Cash

	EURO	
	2018	2017
Cash at bank	1,175,302	1,029,084
Petty cash	-	-
	<u>1,175,302</u>	<u>1,029,084</u>

### 4. Battersea Fund

The protected Battersea Fund is the proceeds of the sale of the BPW International building in the UK in 2001. The International Board agreed in 2002 that the proceeds of the Battersea Fund must not be used for operating costs or payment of debts, but must be kept in reserve for a future time. The interest from the Battersea Fund can be used by BPW International at the discretion of the Executive, but the capital invested can only be used for a purpose agreed by resolution of the General Assembly with expenditure subject to the agreement of the International Board.

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2018 and 2017

### 5. Income from Federation Dues

	EURO	
	2018	2017
Argentina	2,070	1,908
Australia	7,330	6,962
Austria	6,191	5,898
Bahrain	2,501	2,380
Belgium	7,277	6,798
Brazil	8,595	6,678
Bangladesh	1,575	1,385
Canada	8,405	6,943
Chile	2,070	1,970
Cyprus	3,321	3,900
Ecuador	2,070	1,871
Egypt	2,788	2,653
Estonia	2,378	2,223
Finland	11,090	11,096
France	4,674	5,617
Germany	30,811	29,758
Indonesia	-	-
Ireland	2,070	1,970
Italy	223,122	212,726
Japan	5,883	5,929
Jordan	-	1,970
Korea	7,195	6,845
Kuwait	2,214	2,106
Lebanon	1,829	-
Morocco	2,114	1,015
Mexico	2,070	1,970
Nepal	2,091	2,302
Netherlands	-	-
New Zealand	6,273	6,299
Nigeria	3,095	2,559
Pakistan	2,070	1,970
Poland	2,070	-
Singapore	2,603	1,970
Spain	8,241	7,840
Sudan	1,035	999
Sweden	6,273	7,430
Switzerland	46,637	45,221
Taiwan	7,400	7,109
Thailand	7,758	5,870
Turkey	-	2,145
United Kingdom	2,253	2,614
United States of America	7,152	6,607
	<b>454,594</b>	<b>433,506</b>



## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2018 and 2017

#### 6. Income from Associate Club Dues

	EURO	
	2018	2017
Abidjan – Côte d’Ivoire	-	-
Athens – Greece	646	595
Al Jaberiya - Kuwait	-	-
Bamako – Mali	-	-
Bridgetown – Barbados	482	242
Bassam - Côte d’Ivoire	420	400
Cotonou 1 – Benin	-	(651)
Cotonou 2 – Benin	215	121
Cotonou 3 – Benin	-	(444)
Hamilton – Bermuda	420	400
Bayan-Ulgii – Mongolia	(595)	400
Brilliant Ulaanbaatar - Mongolia	(2,402)	1,346
Sofia – Bulgaria	(920)	497
Ougadougou - Burkina Faso	287	225
Mfoundi - Cameroon	523	307
St Martin	461	439
Grand Cayman - Cayman Islands	461	439
Praha II - Czech Republic	1,322	1,258
Kinshasa - Congo	-	-
Cook Islands	-	-
Pula - Croatia	533	537
Rejika - Croatia	461	439
Free Town Sierra Leone	420	205
Delhi – India	(3,311)	1,199
Dipolog City - Philippines	215	-
Roseau Dominica	420	848
Damansara - Malaysia	428	-
Burkina - Essor	246	-
Edea – Cameroon	420	400
Addis Abada - Ethiopia	225	215
Ankara - Turkey	440	-
Thessaliniki - Greece	460	226
Port –au-Prince - Haiti	215	227
Hong Kong	502	478
Hungary – Budapest	420	400
Hyderabad - India	(1,532)	556
Reykjavik - Iceland	640	712
Tel Aviv - Israel	(1,122)	575
Kingston - Jamaica	(1,046)	400
St Andrew - Jamaica	420	400
Nairobi - Kenya	266	497
Sub-Total	1,040	13,888

## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2018 and 2017

#### 6. Income from Associate Club Dues *(continued)*

	EURO	
	2018	2017
Johannesburg – South Africa	1,305	1,374
Baalbeck – Lebanon	-	174
Istanbul	420	-
Riga - Latvia	482	439
Beirut - Lebanon	-	818
Jordan	1,814	-
Vilnius - Lithuania	420	400
Mwanza Country - Tanzania	225	-
Antananarivo - Madagascar	482	459
Kuala Lumpur - Malaysia	422	400
Chisinau - Moldova	420	400
Rabat - Morocco	-	907
Mumbai – India	-	400
Carthage – Tunisia	420	595
Nakuru – Kenya	215	205
Putrajaya - Malaysia	215	-
Netherlands	430	410
Kigali – Rwanda	266	253
Follo - Norway	482	439
El Bosque - Panama	420	400
Panama City - Panama	418	407
Pago Pago – American Samoa	424	400
Ormoc - Philippines	(780)	307
Metro - Philippines	419	452
Makati - Philippines	420	459
Poland	-	1,375
Port Moresby – Papua New Guinea	1,138	1,032
Ramallah – Palestine	(537)	205
Arad - Romania	420	400
Various – Russia	840	800
Costa Rica - San José	-	459
Sana'a - Yemen	460	439
Santo Domingo	400	400
Senegal	215	205
Sharjah – UAE	523	498
Rizal - Philippines	215	-
Bratislava - Slovakia	(1,958)	712
Juba - South Sudan	(1,480)	1,435
Abu Dhabi - UAE	748	-
Colombo - Sri Lanka	420	400
Sub-Total	10,743	18,458

## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2018 and 2017

#### 6. Income from Associate Club Dues *(continued)*

	EURO	
	2018	2017
St Kitts	-	810
Tacna – Peru	420	400
Jasmin - Tunisia	420	400
North - Tunisia	-	400
Kampala - Uganda	215	205
Chermihiv - Ukraine	460	439
Donetsk - Ukraine	543	517
Ulaanbaatar – Mongolia	(932)	-
Valletta – Malta	953	773
Accra - Ghana	215	-
South Mumbai - India	420	-
St Kitts	850	-
Tbilisi - Georgia	420	-
The Valley - Anguilla	246	-
Adana	420	-
Nouna – Burkina Faso	266	-
Ouaga – Burkina Faso	215	-
Ougadougou – Burkina Faso	215	-
Sub Total	5,346	3,944
Total	17,129	36,290

(The negative amounts represent reversal of income recorded in prior years which are not recoverable.)

#### 7. President's Office

	EURO	
	2018	2017
Staffs costs	36,467	50,486
Marketing & development	6,000	5,740
Office rent & services	-	-
Printing & stationery	248	1,314
Telecommunication, Equipment & IT support	55,313	60,567
New president's office	10,000	10,036
Total	108,028	128,143

#### 8. Accounting and Audit

	EURO	
	2018	2017
Accounting services fee	45,505	45,065
Independent auditors' fees	4,888	4,500

50,393	49,565
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## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2018 and 2017

#### 9. Communications

	EURO	
	2018	2017
Website maintenance services	6,597	9,000
Official translations	15,000	15,000
	<b>21,597</b>	<b>24,000</b>

#### 10. Executive Expenses

	EURO	
	2018	2017
President	68,846	65,000
Immediate Past President	1,981	3,955
1 <sup>st</sup> Vice President	-	-
2 <sup>nd</sup> Vice President	-	-
Finance Director	4,985	3,956
Executive Secretary	4,054	3,999
Young BPW Chair	5,000	4,000
Memberships	5,000	4,999
Regional Coordinators - Africa	3,414	5,086
- Asia Pacific	5,500	4,914
- Europe	4,631	4,999
- Latin America	4,384	4,998
- North America	5,234	4,999
- UN	5,001	4,000
	<b>118,030</b>	<b>114,905</b>

#### 11. Committees

	EURO	
	2018	2017
Executive meetings	23,340	34,991
Membership	8,970	8,999
Young BPW	2,004	1,996
	<b>34,314</b>	<b>45,986</b>

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2018 and 2017

### 12. Representation

	EURO	
	2018	2017
UN New York	-	-
UN Geneva	850	-
FAO	-	596
UN meetings and subscriptions	5,000	1,792
UNESCO	850	-
Other international organisations	1,596	1,933
	<b>8,296</b>	<b>4,321</b>

### 13. Task Force

	EURO	
	2018	2017
Archive	3,000	6,000
Pilot Program	6,000	6,000
	<b>9,000</b>	<b>12,000</b>

### 14. Loss on Foreign Exchange Rate

	EURO	
	2018	2017
Realised foreign exchange rate loss	7,609	17,795
Unrealised foreign exchange rate loss	1,112	46,876
	<b>8,721</b>	<b>64,671</b>

# APPENDICES

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## Appendix III FINANCIAL AUDITED REPORTS 2018/2017

### INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

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#### FINANCIAL STATEMENTS And INDEPENDENT AUDITOR'S REPORT

FOR THE YEARS ENDED  
DECEMBER 31, 2019 AND 2018



**INTERNATIONAL FEDERATION OF BUSINESS  
AND PROFESSIONAL WOMEN**

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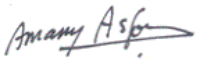
**International Federation of Business  
And Professional Women**

Statement by Members of the Executive Board

In the opinion of the executive board:

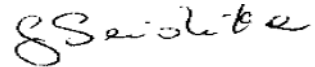
1. The financial report presents fairly the financial position of the International Federation of Business and Professional Women as at 31 December 2019 and its performance for the year ended on that date in accordance with the accounting policies described in Note 2 to the financial statements; and
2. At the date of this statement, there are reasonable grounds to believe that the International Federation of Business and Professional Women will be able to pay its debts as and when they become due.

This statement is made in accordance with a resolution of the executive board and is signed for and on behalf of the executive board by:



.....  
**Dr Amany Asfour**

**President**



.....  
**Giuseppina Seidita**

**Executive Finance Officer**

**Date:**

## AUDITORS' INDEPENDENCE DECLARATION

I declare that, to the best of my knowledge and belief during the year ended 31 December 2019 there has been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**CAAA Audit and Assurance Pty Ltd**  
**(Authorised Audit Company No: 458256)**



Ruzbeh Desai

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**RUZBEH DESAI**  
**Director**

**Sydney, 10<sup>th</sup> May 2020**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EXECUTIVE BOARD OF  
INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019**

**Opinion**

We have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2019, the statements of revenue and expenditures, the statement of changes in fund balances and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement by the members of the executive board.

In our opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position of International Federation of Business and Professional Women as of 31 December 2019 and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards.

**Basis of Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the members of the executive board, would be in the same terms if given to them as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

**Responsibility of the members of the executive board for the Financial Report**

The members of the executive board are responsible for the preparation of the financial report that gives a true and fair view. The responsibility of the members of the executive board also includes such internal control as the members of the executive board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members of the executive board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibility for the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.
- Conclude on the appropriateness of the executive board member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the members of the executive board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**CAAA Audit and Assurance Pty Ltd**  
**(Authorised Audit Company No: 458256)**

*Rm Desai*

**RUZBEH DESAI**  
**Director**  
**Sydney, 15<sup>th</sup> July 2020**

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2019 and 2018

**ASSETS**

	<b>EURO</b>	
	<b>2019</b>	<b>2018</b>
<b><u>Current Assets</u></b>		
Cash (Note 3)	1,081,268	1,175,302
Accounts Receivable	36,502	28,052
Provision for doubtful debts	(25,000)	(25,000)
Loan – IFBPW Congress	7,309	1,199
Prepayments	-	240
Inventories	13,466	14,350
Total	1,113,545	1,194,143
<b>TOTAL ASSETS</b>	<b>1,113,545</b>	<b>1,194,143</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2019 and 2018

**LIABILITIES AND FUND BALANCES**

	EURO	
	2019	2018
<b>LIABILITIES</b>		
<u>Current Liability</u>		
Accounts Payable	83,283	238,469
Deferred Income	4,369	2,941
<b>TOTAL LIABILITIES</b>	<b>87,652</b>	<b>241,410</b>
 <b>FUND BALANCES</b>		
Restricted Funds:		
Madesin Phillips fund	9,800	9,800
Battersea fund (Note 4)	490,057	490,057
	-	
Other Funds:		
International Aid fund	5,087	5,087
Young BPW fund	8,998	8,998
Triple One Membership Challenge fund	404	404
La Paz Nursing School Scholarship fund	-	-
Esther Hymer fund	4,655	4,655
Haiti fund	1,999	1,999
Pakistan fund	-	-
North America Regional fund	2,711	3,006
Asia Pacific Regional fund	1,550	6,000
Ursula Schultess Legacy fund	28,971	28,971
Membership Development fund	15,000	15,000
Leaders' Summit fund	7,890	20,773
Friends and Fellows fund	10,000	10,000
Public relations fund	20,000	20,000
International Initiatives fund	4,745	4,745
Administrative fund	30,359	30,359
Project fund	367	1,720
PoCM Advisory Campaign fund	17,874	17,874
Grace Amy Hallett fund	11,673	11,673
Congress fund	23,214	11,362
2015 North America Summit fund	-	-
BPW Africa Fund	3,662	1,666
Mexico Fund	-	-
Caribbean Fund	312	312
<b>Total funds</b>	<b>699,328</b>	<b>704,461</b>
	-	
Congress contingency fund	30,000	30,000

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENTS OF ASSETS, LIABILITIES AND FUND BALANCES  
As of December 31, 2019 and 2018

**LIABILITIES AND FUND BALANCES (continued)**

	<b>EURO</b>	
	<b>2019</b>	<b>2018</b>
Accumulated Funds:		
Funds beginning of year	218,273	177,050
Income over expenditures	78,292	41,223
Funds end of year	296,565	218,273
<b>TOTAL FUND BALANCES</b>	<b>1,025,893</b>	<b>952,734</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>1,113,545</b>	<b>1,194,143</b>

*The accompanying notes are integral part of the financial statements*



**International Federation of Business  
And Professional Women**

STATEMENTS OF REVENUE AND EXPENDITURES  
For the Years Ended December 31, 2019 and 2018

	EURO	
	2019	2018
<b>REVENUE</b>		
Dues:		
Federation (Note 5)	472,211	454,594
Associate club (Note 6)	38,946	17,129
Bank interest	5	2
Inventory sales	13,025	7,000
Friends	2,100	175
Leadership summit	-	-
Gala dinner income	2,795	7,859
	529,082	486,759
<b>EXPENDITURES</b>		
Cost of goods sold	3,453	2,072
President's office (Note 7)	120,064	108,028
Provision for bad debts	-	-
Accounting and audit (Note 8)	55,428	50,393
Organizational services	76,641	61,617
Communications (Note 9)	30,634	21,597
Executive expenses (Note 10)	129,211	118,030
Bank charges	3,274	3,091
Committees (Note 11)	27,773	34,314
Representations (Note 12)	11,028	8,296
Leadership summit	11,000	12,000
Gala dinner expenses	-	8,377
YBPW Leader's Summit Training Support	4,612	-
Task force (Note 13)	200	9,000
Loss of foreign exchange rate (Note 14)	(22,528)	8,721
	450,790	445,536
<b>REVENUE OVER EXPENDITURES</b>	<b>78,292</b>	<b>41,223</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CASH FLOWS  
For the Years Ended December 31, 2019 and 2018

	<b>EURO</b>	
	<b>2019</b>	<b>2018</b>
<b>Cash Flows from Operating Activities</b>		
<b>Add</b>		
Receipt of Federation and Associate Club Dues	502,707	475,605
Receipt of Bank interest	5	2
Receipt from Inventory Sales	13,025	7,000
Receipt of Other Income	4,895	8,034
<b>Less</b>		
Payment of Expenses and purchase of inventory	(603,424)	(279,911)
<b>Net Cash Flows from Operating Activities</b>	<b>(82,792)</b>	<b>210,730</b>
<b>Cash Flows from Financing Activities</b>		
Increase / (Decrease) in Fund Balances	(5,132)	(24,287)
<b>Net Cash Flows from Financing Activities</b>	<b>(5,132)</b>	<b>(24,287)</b>
<b>Cash Flows from Investing Activities</b>		
Loan given to IFBPW Congress	(6,110)	(40,225)
<b>Net Cash Flows from Investing Activities</b>	<b>(6,110)</b>	<b>(40,225)</b>
<b>Net Increase / (Decrease) in Cash</b>	(94,034)	<b>146,218</b>
Cash at the beginning of the year	1,175,302	1,029,084
<b>Cash at the end of the year</b>	<b>1,081,268</b>	<b>1,175,302</b>
<b>Reconciliation of Net Surplus to Cash Flows from Operating Activities</b>		
<b>Revenue Over Expenditure</b>	<b>78,292</b>	<b>41,223</b>
(Increase) / Decrease in Accounts Receivable	(8,450)	2,094
(Increase) / Decrease in Inventories	884	2,072
(Increase) / Decrease in Prepayments	240	(53)
Increase / (Decrease) in Accounts Payable	(153,758)	165,394
<b>Net Cash Flows from Operating Activities</b>	<b>(82,792)</b>	<b>210,730</b>

*The accompanying notes are integral part of the financial statements*

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2019 and 2018

	EURO	
	2019	2018
<b>RESTRICTED FUNDS</b>		
<b>Madesin Phillips Fund:</b>		
Beginning and end of the year balance	9,800	9,800
<b>Battersea Fund:</b>		
Beginning and end of the year balance	490,057	490,057
<b>OTHER FUNDS</b>		
<b>Ursula Schultess Legacy Fund:</b>		
Beginning and end of the year balance	28,971	28,971
<b>International Aid Fund:</b>		
Beginning and end of the year balance	5,087	5,087
<b>Young BPW Fund:</b>		
Beginning and end of the year balance	8,998	8,998
<b>Esther Hymer Fund:</b>		
Beginning and end of the year balance	4,655	4,655
<b>Haiti Fund:</b>		
Beginning and end of the year balance	1,999	1,999

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2019 and 2018

	EURO	
	2019	2018
<b>OTHER FUNDS (continued)</b>		
<b>Pakistan Fund:</b>		
Beginning of the year balance	-	1,747
Fund expenses	-	(1,747)
End of year balance	-	-
<b>North America Regional Fund:</b>		
Beginning of the year balance	3,006	1,157
Contributions received - Clubs	-	1,849
Expenses Paid	(295)	-
End of the year balance	2,711	3,006
<b>Triple One Membership Challenge Fund:</b>		
Beginning and end of the year balance	404	404
<b>Project Fund:</b>		
Beginning of the year balance	1,720	32,070
Fund expenses	(1,353)	(30,350)
End of the year balance	367	1,720
<b>PoCM Advisory Campaign Fund:</b>		
Beginning and end of the year balance	17,874	17,874
<b>Asia Pacific Regional Fund:</b>		
Beginning of the year balance	6,000	3,193
Contributions received	2,452	2,807
Expenses paid	(6,902)	-
End of the year balance	1,550	6,000
<b>Membership Development Fund:</b>		
Beginning and end of the year balance	15,000	15,000
<b>Leaders' Summit Fund:</b>		
Beginning of the year balance	20,773	24,159
Contributions received	-	-
Loss on Leaders Summit	-	-
Expenses paid	(12,883)	(3,386)
End of the year balance	7,890	20,773

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2019 and 2018

	EURO	
	2019	2018
<b>OTHER FUNDS (continued)</b>		
<b>Friends and Fellows Fund:</b>		
Beginning and end of the year balance	10,000	10,000
<b>Public Relations Fund:</b>		
Beginning and end of the year balance	20,000	20,000
<b>International Initiatives Fund:</b>		
Beginning and end of the year balance	4,745	4,745
<b>Administrative Fund:</b>		
Beginning and end of the year balance	30,359	30,359
<b>Congress Contingency Fund:</b>		
Beginning and end of the year balance	30,000	30,000
<b>Grace Amy Hallett Fund:</b>		
Beginning and end of the year balance	11,673	11,673
<b>Congress Fund:</b>		
Beginning of the year balance	11,362	-
Donations received	11,852	11,362
Expenses paid	-	-
End of the year balance	23,214	11,362
<b>BPW Africa Fund</b>		
Beginning of the year balance	1,666	82
Funds received	1,996	1,584
Expenses paid	-	-
End of the year balance	3,662	1,666

**International Federation of Business  
And Professional Women**

STATEMENT OF CHANGES IN FUND BALANCES  
For the Years Ended December 31, 2019 and 2018

	EURO	
	2019	2018
<b>OTHER FUNDS (continued)</b>		
<b>Mexico Fund</b>		
Beginning of the year balance	-	8,387
Funds received	-	-
Expenses paid	-	(8,387)
End of the year balance	-	-
<b>Caribbean Fund</b>		
Beginning and end of the year balance	312	312
<b>Accumulated Funds:</b>		
Beginning of the year balance	218,273	177,050
Expenditures over revenue	78,292	41,223
End of the year balance	296,565	218,273

*The accompanying notes are integral part of the financial statements*

# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2019 and 2018

### 1. General Information

International Federation of Business and Professional Women (BPW International) has a registered address at C/- Sabine Baerlocher, Rue de Carouge 36bis Geneva, Switzerland. BPW International was founded in 1930 and aims to develop professional, business and leadership potential for women at all levels.

### 2. Summary of Significant Accounting Policies

The financial statements of BPW International have been prepared in accordance with the International Financial Reporting Standards.

#### 2.1 Revenue Recognition

Revenues are recognized on an accrual basis

#### 2.2 Inventories

Inventories include pins, card holders, buttons and books and are stated at the cost or net realizable value whichever is lower.

#### 2.3 Foreign currency transactions

Foreign currency transactions during the year are converted into Euro at the average exchange rate of the end of the month. Assets and liabilities in foreign currencies at the end of the year are converted into Euro at the bank buying and selling rate on the balance sheet date. The gain or losses from translation are included in determining the earnings.

### 3. Cash

	EURO	
	2019	2018
Cash at bank	1,081,268	1,175,302
Petty cash	-	-
	<u>1,081,268</u>	<u>1,175,302</u>

### 4. Battersea Fund

The protected Battersea Fund is the proceeds of the sale of the BPW International building in the UK in 2001. The International Board agreed in 2002 that the proceeds of the Battersea Fund must not be used for operating costs or payment of debts, but must be kept in reserve for a future time. The interest from the Battersea Fund can be used by BPW International at the discretion of the Executive, but the capital invested can only be used for a purpose agreed by resolution of the General Assembly with expenditure subject to the agreement of the International Board.



# International Federation of Business and Professional Women

## Notes to Financial Statements

December 31, 2019 and 2018

### 5. Income from Federation Dues

	EURO	
	2019	2018
Argentina	2,162	2,070
Australia	7,502	7,330
Austria	5,933	6,191
Bahrain	2,622	2,501
Belgium	7,244	7,277
Brazil	7,543	8,595
Bangladesh	1,645	1,575
Canada	10,600	8,405
Chile	2,170	2,070
Cyprus	4,320	3,321
Ecuador	2,125	2,070
Egypt	2,923	2,788
Estonia	2,493	2,378
Finland	9,715	11,090
France	5,696	4,674
Germany	33,172	30,811
Indonesia	-	-
Ireland	2,170	2,070
Italy	233,833	223,122
Japan	6,523	5,883
Jordan	-	-
Korea	7,545	7,195
Kuwait	214	2,214
Lebanon	2,178	1,829
Morocco	-	2,114
Mexico	2,155	2,070
Nepal	2,546	2,091
Netherlands	-	-
New Zealand	6,449	6,273
Nigeria	3,866	3,095
Pakistan	2,170	2,070
Poland	2,170	2,070
Singapore	2,772	2,603
Spain	8,728	8,241
Sudan	920	1,035
Sweden	4,472	6,273
Switzerland	48,833	46,637
Taiwan	7,975	7,400
Thailand	8,620	7,758
Turkey	-	-
United Kingdom	2,170	2,253
United States of America	8,038	7,152
	<u>472,211</u>	<u>454,594</u>

## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2019 and 2018

#### 6. Income from Associate Club Dues

	EURO	
	2019	2018
Athens – Greece	677	646
Bridgetown – Barbados	505	482
Bassam - Côte d'Ivoire	440	420
Cotonou 2 – Benin	215	215
Hamilton – Bermuda	440	420
Bayan-Ulgii – Mongolia	-	(595)
Brilliant Ulaanbaatar - Mongolia	-	(2,402)
Sofia – Bulgaria	-	(920)
Ougadougou - Burkina Faso	348	287
Mfoundi - Cameroon	23	523
St Martin	505	461
Grand Cayman - Cayman Islands	443	461
Praha II - Czech Republic	1,386	1,322
Kinshasa - Congo	225	-
Kolkata – India	405	-
Pula - Croatia	542	533
Rejika - Croatia	483	461
Free Town Sierra Leone	428	420
Delhi – India	-	(3,311)
Dipolog City - Philippines	440	215
Roseau Dominica	505	420
Damansara - Malaysia	389	428
Burkina - Essor	257	246
Edea – Cameroon	20	420
Addis Abada - Ethiopia	236	225
Ankara - Turkey	440	440
Thessaliniki - Greece	440	460
Port –au-Prince - Haiti	225	215
Hong Kong	526	502
Hungary – Budapest	440	420
Hyderabad - India	-	(1,532)
Reykjavik - Iceland	677	640
Tel Aviv - Israel	-	(1,122)
Kingston - Jamaica	-	(1,046)
St Andrew - Jamaica	440	420
Nairobi - Kenya	548	266
Sub-Total	12,648	1,040

## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2019 and 2018

#### 6. Income from Associate Club Dues *(continued)*

	EURO	
	2019	2018
Johannesburg – South Africa	1,368	1,305
Kuching – Malaysia	440	-
Istanbul	440	420
Riga - Latvia	462	482
Lusaka – Zambia	442	-
Jordan	1,881	1,814
Vilnius - Lithuania	440	420
Mwanza Country - Tanzania	235	225
Antananarivo - Madagascar	505	482
Kuala Lumpur - Malaysia	440	422
Chisinau - Moldova	440	420
Rabat - Morocco	1,042	-
Carthage – Tunisia	440	420
Nakuru – Kenya	440	215
Putrajaya - Malaysia	440	215
Netherlands	440	430
Kigali – Rwanda	548	266
Follo - Norway	655	482
El Bosque - Panama	444	420
Panama City - Panama	445	418
Pago Pago – American Samoa	440	424
Ormoc - Philippines	-	(780)
Metro - Philippines	(30)	419
Makati - Philippines	440	420
Port Moresby – Papua New Guinea	1,193	1,138
Ramallah – Palestine	-	(537)
Arad - Romania	440	420
Various – Russia	880	840
Sana'a - Yemen	483	460
Santo Domingo	440	400
Senegal	225	215
Sharjah – UAE	548	523
Rizal - Philippines	425	215
Bratislava - Slovakia	-	(1,958)
Juba - South Sudan	-	(1,480)
Abu Dhabi - UAE	763	748
Colombo - Sri Lanka	440	420
Sub-Total	18,674	10,743

## International Federation of Business and Professional Women

### Notes to Financial Statements

December 31, 2019 and 2018

#### 6. Income from Associate Club Dues *(continued)*

	EURO	
	2019	2018
		-
Tacna – Peru	440	420
Jasmin - Tunisia	440	420
Kampala - Uganda	225	215
Chermihiv - Ukraine	483	460
Donetsk - Ukraine	(1,060)	543
Ulaanbaatar – Mongolia	-	(932)
Valletta – Malta	870	953
Accra - Ghana	440	215
South Mumbai - India	440	420
St Kitts	784	850
Tbilisi - Georgia	440	420
The Valley - Anguilla	(12)	246
Adana	440	420
Nouna – Burkina Faso	279	266
Ouaga – Burkina Faso	440	215
Ougadougou – Burkina Faso	440	215
Al Ain City – UAE	1,119	-
Bangsar – Malaysia	225	-
Yerevan – Armenia	440	-
Djibouti	225	-
Panevezys – Lithuania	526	-
Sub Total	7,624	5,346
Total	38,946	17,129

#### 7. President's Office

	EURO	
	2019	2018
Staffs costs	40,254	36,467
Marketing & development	8,000	6,000
Office rent & services	10,415	-
Printing & stationery	1,243	248
Telecommunication, Equipment & IT support	60,152	55,313
New president's office	-	10,000
Total	120,064	108,028

#### 8. Accounting and Audit

	EURO	
	2019	2018
Accounting services fee	50,338	45,505
Independent auditors' fees	5,090	4,888

55,428	50,393
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## International Federation of Business and Professional Women

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#### 9. Communications

	EURO	
	2019	2018
Website maintenance services	15,628	6,597
Official translations	15,006	15,000
	30,634	21,597

#### 10. Executive Expenses

	EURO	
	2018	2017
President	80,053	68,846
Immediate Past President	-	1,981
1 <sup>st</sup> Vice President	5,500	5,000
2 <sup>nd</sup> Vice President	5,500	5,001
Finance Director	5,500	4,985
Executive Secretary	5,507	4,054
Young BPW Chair	5,500	5,000
Regional Coordinators - Africa	1,010	3,414
- Asia Pacific	4,558	5,500
- Europe	5,302	4,631
- Latin America	5,457	4,384
- North America	5,324	5,234
	129,211	118,030

#### 11. Committees

	EURO	
	2019	2018
Executive meetings	16,582	23,340
Membership	10,186	8,970
Young BPW	1,005	2,004
	27,773	34,314

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### 12. Representation

	EURO	
	2019	2018
UN New York	-	-
UN Geneva	650	850
FAO	850	-
UN meetings and subscriptions	6,500	5,000
UNESCO	555	850
Other international organisations	2,473	1,596
	<u>11,028</u>	<u>8,296</u>

### 13. Task Force

	EURO	
	2019	2018
Archive	-	3,000
Pilot Program	-	6,000
Child Marriage Prevention	200	-
	<u>200</u>	<u>9,000</u>

### 14. Loss on Foreign Exchange Rate

	EURO	
	2019	2018
Realised foreign exchange rate loss	6,450	7,609
Unrealised foreign exchange rate (profit) / loss	(28,978)	1,112
	<u>(22,528)</u>	<u>8,721</u>