

Congress Proceeding



The XXVI BPW International Congress
POWER TO MAKE A DIFFERENCE
Mexico City, Mexico
24-28 October 2008

BPW INTERNATIONAL



PROCEEDINGS

of the

**TWENTY SIXTH
INTERNATIONAL CONGRESS**

on the theme

“POWER TO MAKE A DIFFERENCE”

Melia Hotel,
Mexico City. Mexico

24 – 28 October 2008



Dr. Chonchanok Viravan
BPW International President
2005-2008

BPW International's Offices 2005-2008

President's Office:
46 Sukhumvit Soi 61, Wattana,
Bangkok 10110, THAILAND
Tel: +66 2 3917843
Fax: +66 2 3912120

Official Address:
PO Box 568
Horsham RH13 9ZP United Kingdom
Tel: +44 1403 739343
Fax: +44 1403 734432

www.bpw-international.org

TABLE OF CONTENT

IN ATTENDANCE.....	6
OFFICIAL DELEGATES.....	8
SPONSORS.....	9
OFFICIAL EVENTS.....	10
AWARD WINNERS.....	12
THE OFFICIAL OPENING CEREMONY.....	14
FIRST BUSINESS SESSION.....	15
Opening Remarks.....	15
Roll Call.....	15
Apologies.....	15
Minute of Silence.....	15
Approval of Standing Orders.....	16
Adoption of Programme.....	16
Adoption of Parliamentarians, Tellers and Time Keepers.....	16
Announcement of Congress Committees.....	16
Announcement of Nominations Committee.....	16
Adoption of Proceedings of XXV Congress, Luzern in 2005.....	16
Report of the International President.....	16
SECOND BUSINESS SESSION.....	22
Report of the First Vice President.....	22
Report of the Second Vice President.....	23
Report of the Finance Director.....	24
THIRD BUSINESS SESSION.....	26
Report of Immediate Past President.....	26
Report of Executive Secretary and Chair of Constitution Advisory Committee.....	26
Report of Chair of Resolution Committee.....	26
DigiVote Demonstration.....	27
Report of Regional Coordinator – Africa.....	27
Report of Regional Coordinator – Asia-Pacific.....	28
Report of Regional Coordinator – Europe.....	28
Report of Regional Coordinator – Latin America and Spanish Speaking Countries in the Caribbean.....	29
Report of Regional Coordinator – North America and Non-Spanish Speaking Countries in the Caribbean.....	29
RESOLUTIONS SESSION I.....	30
Resolution 1: Equal Participation of Women and Men in Power and Decision Making.....	30
Resolution 3: Increase Income and Diversify its sources.....	30
Resolution 2: Improve the Budget Estimate.....	31
FOURTH BUSINESS SESSION.....	32
Report of Young BPW Representatives.....	32
RESOLUTION SESSION II.....	32
Resolution 12: Budget for Gender Equality.....	32
Resolution 7: Strengthen BPW Advocacy.....	33
Resolution 4: Bank Account.....	33
CONSTITUTION AMENDMENT SESSION I.....	35
Amendment 9: Amendments – Article XIII.....	35
Amendment 22: Amendments – By-Laws Article XV.....	36
Amendment 15: Duties of Members of the Executive Board – By-Laws Article V.....	37

FIFTH BUSINESS SESSION.....	40
Reports of the Representatives to the United Nations	40
Reports of the Standing Committees	40
Reports of the Taskforces	40
RESOLUTION SESSION III:	40
Resolution 14: Human Trafficking	40
Resolution 11: Reform Resolution Processing at Congress	41
Resolution 6: Grow BPW	41
Resolution 21: Reform Friends Program	42
Resolution 22: Usage of BPW Logo	42
CONSTITUTION AMENDMENTS SESSION II	43
Procedural Motion to Table Amendments	43
Amendment 18: Young BPW Representative By-Laws Article X	43
SIXTH BUSINESS SESSION	44
CONSTITUTION AMENDMENTS SESSION III:	44
Amendment 17: Standing Committees – By-Laws Article VII	44
Amendment 13: Duties of Members of the Executive Board – By-Laws Article V	46
Amendment 19: Young BPW Representative – By-Laws Article X	47
Amendment 20: Resolutions – By-Laws Article XII	48
Amendment 12: Duties and Powers of the Board of Directors and Executive Board – By-Laws Article IV	48
SEVENTH BUSINESS SESSION.....	50
Reports of the Congress Financial Strategy Taskforce	50
Presentation of the 2014 Congress Bids	53
EIGHTH BUSINESS SESSION.....	55
Nominations for BPW International Office	55
Remarks from Presidential Candidate	56
CONSTITUTION AMENDMENT SESSION IV	57
Procedural Motion on Deferring Amendments	57
Amendment 4: Membership Article IV	57
Amendment 5: Membership Article IV	58
Introduction of Candidates	59
CONSTITUTION AMENDMENT SESSION V	60
Amendment 6: Representation at International Congress - Article IV	60
Presentation of the Budget / Budget Policy	61
NINTH BUSINESS SESSION.....	63
The Jennifer Cox Award Presentation:	63
RESOLUTIONS SESSION IV	63
Resolution 5: Rotation of International Congress	64
Resolution 8: Promoting BPW Accomplishments	64
Resolution 18: Compliance with the ILO Maternity Protection Convention 2000	64
Resolution 9: Digital Archive Management	65
Resolution 10: Archives	65
Resolution 4 (Revisited): Bank Account	66
Resolution 16: Eradication of Cervical Cancer	66
Resolution 13: Capacity Building for Stress and Post Disaster Action	67
Resolution 15: Fetal Alcohol Syndrome Disorders	68
Resolution 17: Osteoporosis in Women	68
Resolution 19: Taking Initiative in Environment	69
Resolution 20: Environment - Water	69
Resolution 24: BPW International Collect	70

CONSTITUTION AMENDMENT SESSION VI.....	71
Amendment 16: Presidential Office and Address – By-Laws Article VI	72
Amendment 5 laid on the table from Luzern	74
Change Amendment 8 and 10 into Resolution 25.....	74
Resolution 25: Congress Fund.....	75
Election	76
Vote on the 2014 Congress Venue.....	77
Triple Crown Challenges Awards Presentation	77
TENTH BUSINESS SESSION.....	78
Election Results	78
Budget for 2008-2011	78
CONSTITUTION AMENDMENT SESSION VII	81
Resume Amendment 8 and 10	81
Resolution 25 B: Levy for Congress Fund.....	81
Amendment 23: Duties of Members by the Executive Board - By-Laws Article.....	81
Amendment 15 (Revisited): Duties of Members by The Executive Board – By-Laws Article V	81
Amendment 21: Constitution Advisory Committee – By-Laws New Article XIII.....	83
Remaining Amendments to lay on the Table	83
OTHER BUSINESS	84
Resolution No 26: Modernising the BPW International Constitution	84
Speech by the Outgoing President	85
Installation of New President.....	85
Installations of New Officers.....	86
Presentation of 2011 Congress	86
CLOSE OF CONGRESS.....	86

FIGURES

Figure 1:	Proposed and Approved Annual Budget for 2009-2011	79
-----------	---	----

APPENDICES

Appendix I:	Participants	A-1
Appendix II:	Plenary Panels	A-7
Appendix III:	Workshops	A-8
Appendix IV:	Constitution XXVI	A-14
Appendix V:	Resolutions Adopted and Implementation	A-26

BPW INTERNATIONAL TWENTY SIXTH INTERNATIONAL CONGRESS

MEXICO CITY, MEXICO

24 – 28 October 2008

Chairperson: Dr. Chonchanok Viravan, PRESIDENT BPW INTERNATIONAL

IN ATTENDANCE

EXECUTIVE BOARD

President

First Vice President

Second Vice President

Executive Secretary

Finance Director

Regional Coordinators:

Africa

Asia Pacific

Europe

Latin America & Spanish Speaking Countries of Caribbean

N. America & non-Spanish Speaking Countries of Caribbean

Young BPW Representative

Immediate Past President (1 year)

Chonchanok Viravan, Thailand

Annarosa Colangelo, Italy

Elizabeth Benham, USA

Freda Miriklis, Australia

Thitinan Wattanavekin, Thailand

Amany Asfour, Egypt

Ambica Shrestha, Nepal

Gabriella Canonica, Switzerland

Maria Ines Garcia Bunning, Brazil

Monica McNeil, Jamaica

Rooma Para, Pakistan

Antoinette Rüegg, Switzerland

CHAIRPERSONS OF STANDING COMMITTEES

Agriculture

Development, Training and Employment

Finance

Health

Legislation

Membership

Projects

United Nations, Status of Women

Public Relation

Young BPW

Sandra Queirde, Brazil

Marta Solimano, Argentina, Argentina

Thitinan Wattanavekin, Thailand

Faye Gardiner, New Zealand

Kellie Tranter, Australia

Elizabeth Benham, USA

Susan Jones, Australia

Annarosa Colangelo, Italy

Yasmin Darwich Darwich, Mexico

Rooma Para, Pakistan

PAST PRESIDENTS

Antoinette Rüegg, Switzerland

Patricia Harrison, Australia

Sylvia Perry, UK

Livia Ricci, Italy

Yvette Swan, Bermuda

Tuulikki Juusela, Finland

CHAIRPERSONS AD HOC COMMITTEES

Constitutional Advisory Committee

Friends and Fellows

Resolutions

Freda Miriklis, Australia

Elizabeth Benham, USA

Patricia Harrison, Australia

CHAIRPERSONS OF SPECIAL TASK FORCES

Communication

Fund Raising

ICT

New Dimension of Leadership

Twinning

International Planning Committee

Peace

UNIFEM

Water

Chonchanok Viravan, Thailand

Chonchanok Viravan, Thailand

Sharon Selkirk, Canada

Antoinette Rüegg, Switzerland

Magan Smith, Australia

Chonchanok Viravan, Thailand

Elisa Campos, Brazil

Marilyn Forsythe, Australia

Lesha Witmer, The Netherlands

BPW REPRESENTATIVES TO UNITED NATIONS & OTHER AGENCIES

UN New York

Claire Fulcher, New York, USA
Eva Richter, New York, USA
Elizabeth Benham, New York, USA
Susan O'Malley, New York, USA
Helen Swank, New York, USA
Michele H. Gerber, Switzerland
Naphaphen Vejjajiva, Thailand
Elena Torres Seguel, Chile
Livia Ricci, Italy

WHO Geneva
Economic Commission Asia/Pacific
Economic Commission for Latin America
Council of Europe

BPW INTERNATIONAL'S STAFFS

Director, President's Office
Director, Italian Communication
Director, Spanish Communication
Director, French Communication
Accountant
Administrative Staff
Intern
Photographer

Naphaphen Vejjajiva
Livia Ricci
Cecilia Quadri
Diana Barragan
Surasavadee Varamali
Thanrawee Jirawatkanaporn
HyunJeong An
Warat Supaibulwattana

PARTICIPANTS:

The complete list of participants appears in Appendix I.

The total participants were as follows:

- Members
- Non-members
- Guest Speakers

TOTAL PARTICIPANTS

407
88
32

527

OFFICIAL DELEGATES

Official voting delegates for each business session at the XXVI BPW International Congress:

FEDERATIONS

Argentina	3	Korea	3
Australia	4	Mexico	3
Austria	3	Nepal	3
Belgium	3	Netherlands	3
Brazil	3	New Zealand	4
Canada	4	Nigeria	3
Chile	3	Pakistan	3
Cyprus	2	Poland	2
Ecuador	3	Spain	3
Egypt	2	Sudan	3
Finland	5	Sweden	4
France	2	Switzerland	5
Germany	5	Taiwan	3
Ireland	1	Thailand	3
Italy	12	United Kingdom	4
Japan	4	United States	4
Jordan	3		

ASSOCIATED CLUBS

Barbados	1	Israel	1
Benin	1	Jamaica	1
Bermuda	1	Latvia	1
Cambodia	1	Morocco	1
Grand Cayman	1	Netherlands Antilles	1
Haiti	1	Panama	1
Iceland	1	Turkey	1

EXECUTIVES

Executive Board		9 (+2 voting in another capacity)
Chairpersons of Standing Committees		6 (+1 voting in another capacity)
Past Presidents		6

TOTAL VOTING DELEGATES	150
NUMBER OF COUNTRIES REPRESENTED	47

SPONSORS

BPW International acknowledges with thanks the following sponsors who provide financial support, services, subsidy, gifts or other in-kind sponsorship for the XXVI BPW International Congress.

In-Cash Sponsors:

- Marjory Lacey Baker Trust (Madesin Phillips Fund)
- Secretaría de Desarrollo Económico
- State of Nayarit Government

In-Kind Sponsors:

- Instituto Nacional de las Mujeres
- Senado de la República LX Legislatura
- Cámara de Diputados LX Legislatura
- Mexico City's Government, Mexico City's Tourism Office
- Tlalnepantla - State of México
- México City's Secretaría de Seguridad Pública
- Instituto Técnico de Formación Policial
- EMC²
- Universidad del Valle de México
- State of México Government
- Dove Foundation
- Aeroméxico
- SkyTeam Global Meeting
- State of Hidalgo
- JUMEX
- Global Summit of Women
- José Centurión Bassó
- Guillermina Cabral Sudarsky
- Phunphilas Nakano

Special Thanks to

Mexico Officials who mediated for BPW to get sponsors:

- Rocio Garcia Gaytan from Instituto Nacional de las Mujeres
- Malú Micher from Instituto de las Mujeres de la Ciudad de Mexico
- Senator Blanca Díaz, Comision de Equidad y Genero
- Deputy Martha A. Tagle (Member of the Parliament)
- Deputy Juan I Samperio (Member of the Parliament)

BPW Mexico members who sponsored their time and effort:

- Josefina Peralta, Mexico City Hostess Planning Committee (HPC) Chair
- Fabiola Kun, President of BPW Mexico during Congress year
- BPW Mexico members who help raised fund for Congress and/or volunteered their time to help organize congress, including Tere Ochoa, Semiramis Casas, Yasmin Darwich, Irma Olguín, Sandra Vélez, Elizabeth Manning, Gabriela Rea and Celia Kun, Mercedes Rangel, Guillermina Basso, Juliana Jasso, Marta Consiglieri, Claudia Balderas, Alma Rosa Osnaya, Ofelia Gabilondo, Rosa Isela Figueroa, Sachi Villasenor and Josefina Hernández.

BPW members who sponsored their expertises:

- Past Presidents Yvette Swan, Livia Ricci, Sylvia Perry and Pat Harrison
- Willy Van-Iersel Jones
- Joan Bielby
- Anna Fang

OFFICIAL EVENTS

Tour and Luncheon at Mexico Parliament

Venue: Honorable Congreso de la Unión
Date: 23 October 2008
Time: 10:20 – 15:30 hrs

Mexico Parliament hosted a tour of Parliament and luncheon for BPW International's Board of Directors and other invited BPW members / guests. Members of BPW International's Executive Board were honoured by being introduced to members of parliament during parliament meeting.

Mayor's Reception

Venue: Palacio Del Ayuntamiento
Date: 23 October 2008
Time: 17:30 – 20:00 hrs

Mexico City's Government hosted a tour of historical site "Palacio Del Ayuntamiento" and a reception for BPW International's Board of Directors / other invited BPW members.

Regional Conferences

Venue: Melia Hotel
Date: 24 October 2008
Time: 8:45 – 10:15 hrs

Regional Conferences were held for all five regions: Africa, Asia-Pacific, Europe, North America and non-Spanish Speaking Countries and Latin America and Spanish Speaking Countries.

Pre-Congress Workshops

Venue: Melia Hotel
Date: 24 October 2008
Time: 10:30 – 12:30 hrs

Pre-Congress workshops included orientation workshop "My First Congress", workshops to informally discuss proposed resolutions and proposed amendments to constitution and by-laws.

67th Board of Directors Meetings

Venue: Melia Hotel
Date: 24 October 2008
Time: 13:40 – 15:40 hrs

This is a pre-Congress Board of Directors meeting. Procedures and Ad-Hoc taskforces for Congress Business sessions were discussed, along with status of member countries.

Official Opening Ceremony / President Reception

Venue: Centro Cultural Universitario
Ou Tlatelolco
Date: 24 October 2008
Time: 18:30 - 21.30 hrs

Congress participants, special guests from Mexico government, speakers and embassies attended the Opening Ceremony. Prior to the Ceremony, participants visited Museum Coleccion Blaisten and view ancient ruin of Tlatelolco city from museum terrace. The ceremony features the march of military band; march of the flags; welcome speeches from BPW International President, President of BPW, President of Mexico National Institute of Women and video message from the First Lady of Mexico, Award ceremony for Lena Madasin Phillips Award, Badge of Honours Award and Gertrude Mongella Award and cultural shows. This was followed by President's Reception.

Business Sessions

Venue: Melia Hotel
Date: 25-28 October 2008

Ten business sessions were held in Reforma room. These business sessions cover executive reports from executives, debate on proposed resolutions and Constitution/By-Law amendments, discussion on financial matters, presentations of bidders of 2014 Congress, election, presentation of Jennifer Cox Memorial Award and presentation of Triple Crown Challenges award.

Plenary Sessions

Venue: Melia Hotel
Date: 25-28 October 2008
Time: 11:00 – 12:30 hrs

Four plenary sessions were held in Reforma room on

- Power to Make a Difference through Leadership
- Power to Make a Difference through Advocacy
- Power to Make Difference through Action
- Business and Professional Women and the UN

Workshops and Forum

Venue: Melia Hotel
Date: 25-27 October 2008

Most of the workshops were held in parallel to business sessions are divided into three tracks, namely Power to Make a Difference through Leadership (Track I), through Advocacy (Track II) and through Action (Track III). These workshops provide platforms for BPW committees, taskforces, award winners, partners and BPW members to present their projects and activities, for education and for raising awareness on global women issues. There are also other Forum and other special workshops.

Young BPW's Breakfast with President

Venue: President's Suite, Melia Hotel
Date: 25 October 2008
Time: 07.00 - 8.00 hrs

Young BPW members have a chance to meet and have breakfast with International President.

Friends and Fellows Function

Venue: Frida Kahlo Museum /
San Angel Inn Restaurant
Date: 25 October 2008
Time: 17.15 - 22.00 hrs

This is a social event for BPW International Friends and Fellows which include a tour of Frida Kahlo museum and a dinner and entertainment at San Angel Inn Restaurant.

Young BPW Girls Night Out

Venue: Salón Tenampa in Garibaldi Plaza
Date: 25 October 2008
Time: 18.30 – 24.00 hrs

Young BPW members have dinners and party together.

Gala Dinner

Venue: Ex Convento de San Hipólito
Date: 26 October 2008
Time: 18.00 – 23.00 hrs

This is an Official Gala dinner for all Congress participants, sponsors and speakers. International President presented Power to Make a Difference Awards and President's Awards. Entertainments include Mexico dances as dances provided bidders of 2014 Congress BPW Egypt, BPW Korea and BPW Italy.

68th Board of Directors Meetings

Venue: Melia Hotel
Date: 28 October 2008
Time: 16:30 – 17:30 hrs

This is a post Congress Board of Directors meeting. The hand over process, the approach for future member services and the approach for Constitution review and reform were discussed.

Farewell Fiesta

Venue: Melia Hotel
Date: 28 October 2008
Time: 19:00 - Midnight

This is a Mexican-style party where congress participants, volunteers, staffs enjoy Mexican style food, music, dances and games.

AWARD WINNERS

Awards Given during Opening Ceremony

Lena Madesin Phillips Awards

- Dr. Livia Ricci, Italy
- Dr. Yvette Swan, Bermuda
- Sylvia Perry, UK

Badge of Honour Awards

- Dr. Chansamorn Wattanvekin, Thailand
- Dr. Pat Harrison, Australia
- Joan Bielby, New Zealand

Gertrude Mongella Awards

- BPW Barbados

Awards Given during Gala Dinner

BPW Power to Make a Difference

Power to Make a Difference through Leadership:

Excellent Business Leader:

- Elisa Pozza Tasca, Italy

Excellent Professional Leader:

- Anne Marie Desvarieux

Power to Make a Difference through Advocacy

Excellent Advocacy for Women

- First Place : BPW New Zealand
- Second Place: BPW Nepal
- Third Place: BPW UK

Power to Make a Difference through Action

Excellent Projects

- First Place: "Give Women a Second Chance",
BPW Bangkok, Thailand
- Second Place: "Migrant Women" ,
BPW Auckland, New Zealand
- Third Place: "Skill Training",
BPW Biratnager, Nepal

President's Awards

- Dr. Livia Ricci, Italy
- Cecilia Quadri, Argentina
- Diana Barragan, Ecuador
- Naphaphen Vejjajiva, Thailand

Awards Given during Business Sessions

Jennifer Cox Memorial Trophy

- Africa

Triple One Crown Pin Awards:

Argentina	Celia Hofman, Liliana Picallo, Cecilia Quadri
Australia	Ninette Trifelitti, Fiona McDonald, Debbie Block, Diane McIntosh, Katrina Swane, Kellie Trantor, Hilda Sproule, Debbie Rychvalsky, Kerryl Murray, Treena Monroe, Sharyn Innes, Wendy Daw, Vicki Glenn, Alexia Burbich, Susan Mason, Liz Flatters
Belgium	Mieke Verhaeghe, Marietta Debou, Joelle Senden, Caroline Couvreur
Benin	Huguette Akpologan Dossa
Bermuda	Patty Ann Flood
Brazil	Claudia Fluminhan Ferro, Selma Aparecida Moreira, Celia Aparecida Zanetti, Marcia Kitz, Fernando Dearo, Elisa Guerra M. Campos, Vera Di Pietro, Denize Moreno, Marcia Villela, Vilma Di Pietro, Joara Chaves, Marcia Bacchin, Leila Navarro, Jane Pentead
Canada	Michelle Alcorn, Elaine Burke Guavin, Julie McSorley, Manon Sirois – Boudreau, Janet Martin, Sharon Hale, Sharon Williamson, Sue Calhoun
Germany	Anna Kaib, Leiti Antonia, May Dang-Goy, Carmen Kraushaar, Osnabruck Ellen Wuebbolt, Elke Hegemann, Dagmar Geffken
Iceland	Sigurveig Fridgeirsdottir
Italy	Romanina Santin, Carla Paoloni, Adelaide Missineo, Flavia Pujati, Chicca Giacomuzzi, Franca Benedusi, Marinetta Prandi, Maria Grazia Murru, Mariolina de Orsi, Roma Campidoglio Irma Berrone, Potenza Rosellina De Angelis, Paterno Club Maria Ciancitto, Fabia Zacchi
Korea	Young Hai Park
Mexico	Sandra Angelica Velez Martinez, Maria Del Carmen Diaz Chavero, Irma Olguin Gonzalez
New Zealand	Shelley Murphy, Jean Park, Penny Stevens, Colleen M. Booker, Sujatha Anthony, Heather Brew, Vanessa Simpson, Marion Henderson, Elie Salla, Barbara Clarke, Georgina Johnson, Rachel Clarke, Alison Crosswell, Melanie Stokes
Nigeria	Ginikanwa Abogwalu
Singapore	Ng Hong, Ann Phua, Choo Lai Sim
Thailand	Supasara Siriboonrat, Sunanta Leeanantsaksiri, Nisarawan Piboonpornpong, Phajongkit Laorauvirodge, Yupha Sophonrat, Kingkeaw Wongsingha, Naphaphen Vejjajiva
USA	Marjory Hopper, Kathleen Ray, Eileen Brennan, Susan Dorward, Elizabeth Benham, Olga Ferolito, Danielle Boehmcke, Trish Rubin, Kerry Williams, Melissa Badlu, Gayle Haines, Barbara Howie, Nancy Melendez Forbes

THE OFFICIAL OPENING CEREMONY
Centro Cultural Universitario Tlatelolco
Friday 24 October 2008,
Time: 18.30 - 21.30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Guillermina Cabral Sudarsky, Master of Ceremonies (MC) at the Opening Ceremony, welcomed all participants and distinguished guests at the Opening Ceremony.

Parade of the Flags and the Military Band

The Military band from Mexico's Instituto Técnico de Formación Policial led the Parade of Flags of all member countries of BPW International to the stage. The MC called Fabiola Kun, President of BPW Mexico, to pledge to the Mexican flag.

Welcome Messages

Welcome messages were presented by

- BPW Mexico President, Fabiola Kun
- President of Instituto Nacional de las Mujeres (Mexico's National Institute of Women), Rocio Garcia Gaytan
- International President, Chonchanok Viravan

A Welcome Message on video from the First Lady of Mexico, Her Excellency, Margarita Zavala de Calderón, was presented.

Introducing the BPW International Executive Board

The MC introduced other Executive Board members on the stage, including

- First Vice President, Dr. Annarosa Colangelo
- Second Vice President, Elizabeth Benham
- Finance Director, Thitinan Wattanavekin
- Executive Secretary, Freda Miriklis
- Africa Regional Coordinator, Dr. Amany Asfour
- Asia-Pacific Regional Coordinator, Ambica Shrestra
- European Regional Coordinator, Gabriella Canonica
- Latin America and Spanish-Speaking Countries in the Caribbean Regional Coordinator, Maria Inez Garcia Bunning
- North America and Non-Spanish Speaking Countries in the Caribbean, Regional Coordinator Monica McNeil

The MC introduced Past International Presidents on the stage, including Tuulikki Juusela, Yvette Swan, Livia Ricci, Sylvia Perry, Pat Harrison and Antoinette Ruegg.

The MC also introduced the former Vice President of Taiwan R.O.C. and President of BPW Taiwan, Her Excellency, Annette Lu.

Video Presentation

The introductory video of BPW International was shown.

Presentation of the Lena Madesin Phillips

Awards

The MC gave the background to the award. The aim of the Lena Madesin Phillips Award is to recognize an individual BPW member who makes a significant contribution to the development of BPW at international level and/or to improve the status of women with the leadership and dedication inspired by Dr. Lena Madesin Phillips, the founder of the International Federation of Business and Professional Women (BPW International).

The International President, Chonchanok Viravan, announced that this was the first time for this award to be presented. She invited the following winners to the stage, briefly described their contributions before presenting them with the awards.

- Livia Ricci, Past International President (1993-1996)
- Yvette Swan, Past International President (1989-1993)
- Sylvia Perry, Past International President (1996-1999)

Each winner gave a brief message expressing their appreciation on receiving the awards.

Presentation of Badge of Honour Awards

The MC gave background of the award. The BPW International Badge of Honour is the highest accolade given by BPW International. This award is given to a person, who in his or her community, has contributed significantly to her country or has achieved national recognition in improving the status of women.

The PRESIDENT invited the following winners of Badge of Honour Award to the stage, briefly described their contribution and presented them with their awards.

- Dr. Chansamorn Wattanavekin, former President of BPW Thailand
- Dr. Pat Harrison, Past International President (1999-2002)
- Joan Bielby, Past President of BPW New Zealand

Each winner also gave a brief message expressing their appreciation on receiving the awards.

Presentation of the Gertrude Mongella Award

The MC gave background of the Gertrude Mongella Award, which was established by BPW International in recognition of the work done by Gertrude Mongella, Secretary-General for the IV World Conference on Women held in Beijing, China in 1995. The award is presented every three years to an Individual or Group of Individuals chosen by an international jury, in recognition of outstanding work done on an ongoing basis to improve the status of grassroots women.

The PRESIDENT announced that BPW Barbados as the winner of Gertrude Mongella Award. She described their two key projects, which are “The Crisis Centre”, which was established in 1986 and “Shelter for Abused Women”, which was established in 1999. She invited President of BPW Barbados, Mary Thompson to accept the award after which Mary gave a message expressing her appreciation for receiving the award.

Entertainment

The “Special Aztec Ceremony” show, sponsored by the Tourism Office of Mexico City, was presented.

Closing Remarks

Rocio Garcia Gaytan, President of Mexico’s National Institute of Women gave the closing remarks. After her remarks, Rocio Garcia Gaytan presented gifts to the Executive Board, the Past International Presidents, and special guest, Her Excellency, Annette Lu.

Rocio Garcia Gaytan declared the 26th BPW International Congress open.

The MC invited all participants to enjoy the President’s Reception.

FIRST BUSINESS SESSION Melia Hotel, Reforma Room October 25, 2008 - Time 8:30-10:30 hrs Chair: Dr. Chonchanok Viravan, PRESIDENT BPW INTERNATIONAL

Opening Remarks

Dr. Chonchanok Viravan, PRESIDENT, welcomed delegates to the First Business session of the XXVI BPW International Congress.

Roll Call

A roll call was conducted by Freda Miriklis, EXECUTIVE SECRETARY, who confirmed that a quorum was present

Apologies

Rosmarie Michel, PAST PRESIDENT
Ann Swain, UK
Maureen Eardley-Wilmot, NEW ZEALAND

Minute of Silence

A minute of silence was held for those members who had passed away since the XXV Congress.

Members who passed away and also left legacy funds for BPW International included:

- **Patience Thoms**, Past International President 1968-1971
- **Dr. Ursula Schulthess**, Founder of Friends Programme, Past Finance Officer, IFBPW and Past Finance Director of BPW Switzerland
- **Charlotte Van Dine**, Past Honorary Secretary, Past Vice President BPW International and Past President of BPW Canada
- **Joan Condit**, member of BPW USA
- **Nancy Bass**, member of BPW Canada

Others who passed away included:

- **Maxine Hayes**, Past International President, 1980-1983
- **Katherine Graham Peden**, Past National President of BPW/USA
- **Benazir Bhutto**, Honorary member of BPW Pakistan
- **Margaret Pronyk**, Past National President of BPW Canada
- **Dr. Margarete Cherenfant**, President of Port au Prince, Haiti.
- **Norma Young**, Past Treasurer of IFBPW
- **Ruth Ross**, Past Vice President of IFBPW

- **Marcelle Devaud**, Past Vice President of IFBPW, BPW France
- **Claude Rossignal**, Past Vice President of IFBPW and former Vice President BPW France

Approval of Standing Orders

Freda Miriklis, the EXECUTIVE SECRETARY moved the adoption of Standing Orders as printed on Page 5 in Congress Workbook, seconded by Sylvia Perry.¹

The motion was carried.

Adoption of Programme

Pages 7-10 of the Workbook

The EXECUTIVE SECRETARY moved the adoption of the Programme with the provision that some flexibility would be needed. This was seconded by BPW FRANCE.

The motion was carried.

Adoption of Parliamentarians, Tellers and Time Keepers

The following appointments had been endorsed by the Board on 24 October 2009.

Chief Parliamentarian

Dr. Yvette Swan, BERMUDA

Parliamentarians

Joan Bielby, NEW ZEALAND
Sharon Selkirk, CANADA

Chief Timekeeper

Thordis Godmundsdottir, ICELAND

Chief Teller

Courtney Villani, USA

Announcement of Congress Committees

Credentials Committee

CHAIRPERSON: Dr Gayle Haines, USA

Elections Committee

CHAIRPERSON: Mary Thompson, BARBADOS

¹ The Executive Secretary also explained that corrections had been made to the Standing Orders. These corrections were made by Constitution Advisory Committee prior to the publication of Congress Workbook. Therefore, the Standing Orders on page 5 of the Congress workbook already include these corrections.

Constitution Advisory Committee

CHAIRPERSON: Freda Miriklis, AUSTRALIA

Resolution Committee

CHAIRPERSON: Dr Pat Harrison, AUSTRALIA

The EXECUTIVE SECRETARY requested that Congress accept the appointments, seconded by BPW CANADA. The motion was carried.

Announcement of Nominations Committee

The EXECUTIVE SECRETARY announced the names of members of the Nominations Committee, which comprised one representative from each Region. The Nominees would meet with the PRESIDENT to elect their Chair.

The Nomination Committee members announced in the first Business session were

Ilse Spronge, EUROPE
Nancy Barnes, NORTH AMERICA
Merle Oliver, ASIA-PACIFIC

Additional members of Nomination Committee that were named later were

Maria Cristina Cavalli, LATIN AMERICA
Nadia Mahmond, AFRICA

The Committee would elect their Chair at their first meeting.

Adoption of Proceedings of XXV Congress, Luzern in 2005

The PRESIDENT informed congress that the digital format of the Proceedings of the 25th Congress had been distributed to all affiliates and posted on the web site for a considerable time. The adoption of the Proceedings was moved by **Chonchanok Viravan**, PRESIDENT, seconded by **Livia Ricci**, PAST PRESIDENT. The motion was carried.

Report of the International President

FIRST VICE PRESIDENT Annarosa Colangelo took the Chair.

Dr. Chonchanok Viravan, PRESIDENT, presented her report speaking as follows:

“It was an honour for me to serve as International President in the past 3 years. I was the first young BPW to become International President and the first one from Asia. The last 3 years have brought both joy and incredible challenges and I had 3 goals that I wanted to meet for BPW to be one of the most influential women’s networks in the decades to come. So there were 3 reform goals:

The first goal was for BPW to be recognized as an organization whose members are identified by their high values. The second goal was an organization that grows and continues to make a difference. And the third goal was for BPW International to be a professionally managed organization that can sustain itself financially.

There are top 12 accomplishments in my term that I would like to mention to you today. The first one is the award and recognition for the members.

The First accomplishment was to bring recognition of member through awards. The one I am most proud of is the BPW International competition which I initiated, “Beyond 2000: Helping Women Help Themselves”, which has now changed into “BPW Power to make a Difference Awards” - through Leadership, Action and Advocacy, From 1996-2008, these competitions helped us account for the contribution of BPW members helping over 200,000 women to help themselves. Moreover, I also supported members’ nominations for awards and publicized BPW members who won awards – to help make BPW members recognizable. I have had the chance to travel to several countries and also to help bring recognition through media coverage...though I admit that I was not always able to read the languages in which the news was published.

Another way to improve recognition for BPW members was to give them exposure as speakers at International Conferences. I could say that throughout the last 3 years, I have nominated about 80 speakers. Many of them are here to speak at this International Congress – some of the members who won the awards and some of the media.

The Second accomplishment was to strengthen BPW and UN relations. The first one was to promote BPW participation at the UN. When I first started as a UN Chair in 2003, not many members attended the UN Commission on the Status of Women. In fact, there were about three the first time that I went to the UN. In 2003, we promoted more and we had 16. Now today, we have 240. So it has been a significant growth. And instead of just being passive and observing UN meetings, we also held a workshop. The last two years, we had a chance to hold the workshop inside the UN. Thank you for the work of our First Vice President Annarosa Colangelo, which raised the profile of BPW quite a bit.

We also promoted the collaboration with the UN in other regions such as UNESCAP where we

also organized conferences inside the UN. I also worked, on the UN quarterly report with Dr. Annarosa Colangelo, Eva Richter, and Dr. Claire Fulcher in order to renew the consultative status of BPW International to the UN. We have to submit this every four years. So if we do not do advocacy work to contribute to improve the status of women according to the UN mandate or if we do not have any projects with the same effect and have nothing to report, we are not necessarily going to get the consultative status renewed. So this is something that keeps us on our toes.

I also trained members in advocacy at the UN. If you sometimes attended CSW, you may remember that we used to have a breakfast meeting to do this, but once we started to have over 200 people, we cannot do that anymore so we have a BPW Caucus instead.

The Third accomplishment was an organization and reform study. This study has taken me quite a number of years to do it with a taskforce of the Executive Board supporting me instead of forming a separate one. This was one of the three most challenging tasks I have taken in my Presidency. Even though there was a resolution in Luzern to call for a review, not a reform of the organization, I decided that we had been talking a lot and not taking action soon enough so I decided to take an approach I called AFTA - Action First, Talk After. Do you know the joke? There was another way to do it GATT way – General Agreement to Talk and Talk. And the NATO way – No Action, Talk Only. So, I am taking the AFTA way. So there is a review and we are part of the way - doing the reform first and then I review and then based on that, make further recommendations. Many of the further recommendations appear as Constitution Amendments or Resolutions to be debated at this Congress.

The study was divided into 4 parts: Long Term Strategic Plan, Financial Sustainable Policy, Organization Design, Resolutions and Constitution and By-Laws and runs into about 70 pages. I am actually not sure how many people have ever read it back to back. I hoped that some of the Resolutions and Constitution Amendments would help to bring the Review and Reform results to your attention. The many suggestions that are not necessarily mine because we collected them from all 5 Regional Conferences and many National Conferences that I attended. So it is a collection of ideas from members world wide and it could be useful. You can pick which would be useful in the context of your country.

The Fourth accomplishment was BPW Branding. I tried to promote BPW Aims and

Ambitions to develop professional and leadership potential at all levels and the ambition for equal participation of women and men in decision making. I developed many PR materials like the video last night which I designed, not the actual implementation but the script and the power point for implementation. We also have the colour brochures in 4 official languages. We printed about 90,000 and distributed worldwide to publicise BPW. I also used the branding of BPW work as the project to bridge the gap on women issues. There are a variety of BPW projects in various countries so I would explain to the media that that we do different kinds of work because there are different kinds of gaps between the government service or other organization work and the work that needs to be done so that women can really reach their full potential. So instead of repeating somebody else's work, we just do the part that bridges the gap so that the whole process will be comprehensive and the women will have a better life.

And I have made a recommendation that BPW should have a flagship project. This is for the future so that we have a common project that every member country does together so that there will be an impact. I also recommended BPW Listed Projects but I will talk about that later on.

***The Fifth accomplishment** was the BPW International website. We redesigned the website and launched the new version on February 2007. We added a lot of content and redesigned it to improve accessibility and I am delightful to inform you that this website has won an award called APEC award for publication excellence. Besides offering information, the website also offers on-line service for members. The new service we added and which has been working very well is BPW Pay On-Line. Some of you may have used it because you had to pay your International Congress fee or your international dues through BPW Pay On-Line. It is supported by Pay Pal.*

***My accomplishment number six** was e-business and educational support. I promoted e-business extensively. This is something that is an opportunity for Business and Professional Women and was a 7.8 Trillion dollars business in 2007. However, BPW members and many women worldwide use internet to buy goods more than they use internet to make money. So I think there is plenty of opportunity there for us to use this channel to improve our business potential. And we have partnerned with Asia Pacific Women Information Network Center in Korea to offer e-business training and we also jointly organized an e-business conference with funding support from APEC. In*

total, we trained about 400 people from BPW and general public on e-business.

In this triennium, we also supported leadership training. One way we did it was with Sookmyung Women's University along with the 4th Young BPW meeting in Seoul last year. Another way was with Global Women Leader Training. They have condensed their two years programme, a very successful women leadership programme, into a one day workshop for us and it was quite good. There were many BPW and Young BPW members who much appreciated it. We also supported Young BPW by giving a subsidy for them to attend, not a full scholarship to just one or two members but a partial subsidy to 19 Young BPW to attend the conference. Also we did a lot in partnership with BPW/USA through the Taskforce New Dimension of Leadership chaired by Dr. Antoinette Ruegg, which is an Individual Development Programme training the facilitator. This programme has been conducted in New York every year in February, since 2006, immediately before CSW.

A total of 90 BPW members from 30 BPW member countries received this training, and most of them are now offering IDP training in 15 member countries. So I would like to thank the Past President of BPW USA and the chair of IDP Task Force, Carolyn Grady and the Immediate Past President and Chair of New Dimension of Leadership Taskforce, Antoinette Ruegg for their work in IDP. We also offer scholarship support for BPW members to attend this training.

There are other educational resources that we offer. The one that I am most proud is the work I do with the Mentoring Task Force for the mentoring web section. 17 success case studies were selected from around the world. It has many good practices and I think that it is a really rich resource for people who want to start a mentoring programme to use in their country. The other thing we added was power point presentations and speeches from various BPW conferences or the conferences at which BPW members spoke and these were put on the website. We have the presentations of over 20 BPW conferences and events, including my own presentations available for download on the website. So if you go to the website into the presentations section, there is a rich resource there. It is very educational. I would like to invite members to take a look. I know every one cannot fly to attend the conference so this is a good resource to have instead.

***Accomplishment number Seven** was to strengthen the BPW network. In order to strengthen the BPW network, in the past 3 years, I have*

travelled to 35 member countries, too many to read out. I met many country leaders from Korea, Croatia, Latvia and Taiwan. Travelling to member countries is very nice as one is able to have a face to face interaction and meeting members and enhancing the understanding of BPW International. So I would like to thank the Presidents of all the clubs and federations and BPW members in those countries for their hospitality and support.

For increasing member countries, my goal was to increase the number of countries in which we have BPW by 10 countries. I am happy to tell you that that goal has been met. I would like to acknowledge the efforts of the Chair of Membership Committee Elizabeth Benham for promoting membership development through Triple Count Challenge and give thanks to all the five Regional Coordinators for their work in recruiting and retaining members. During the triennium, new BPW associate clubs were founded in Africa and the Arab States: Chad, Bahrain, Yemen, Morocco and United Arab Emirates. I wish to thank Dr. Amany Asfour. In Europe, we have four, including Hungary, Slovakia, Turkey and one in Latin America, El Salvador. The one in Asia is Cambodia. New federations were also founded in Egypt, Sudan, Spain, and Taiwan. There are other clubs that have been revived. Personally, I had a chance to recruit members at large from Malaysia and Saudi Arabia and both of them are now working in forming new clubs. And I interacted with Annette Lu and worked to form a new club in Taiwan. There is BPW Tainan, Taichuang, Taoyuan and Taipei too. This was before they formed a federation. And the other work that I did was to re-establish the BPW Federation of Mexico, which today has 10 clubs with over 200 members.

As far as membership is concerned, the Arab states are emerging as a potential new region as the number of countries has increased from 4 countries to 8 countries. This is a result of a positive decision made by the EXCO to transfer the responsibility of Arab states from Asia Pacific Region to African Region because Dr. Amany is Egyptian and speaks Arabic. Language is crucial in recruiting Arabic speaking member countries and she translated many official BPW documents into Arabic in order to recruit members. So thank you again.

Membership retention, however, remains a challenge. As of Dec 2007, there were 24,866 paid members. This is 6% less than the 26,693 paid up members as of Dec 2004. When a country reported that they lose members or have a reduced membership, I asked why. The top two answers are either their members are aging so the club closes down or the members are relocating. However, we have the gains from the new countries to compensate

for the loss. In 2008, the estimate is about 25,000 paid members by the end of the year.

Tackling the communication challenge is something else. Getting the news to all the 25,000 BPW members is very difficult. This triennium, thanks to the Communication Directors, Dr Livia Ricci for Italian, Cecilia Quadri for Spanish and Diana Barragan for French, we communicated in four official language and we increased the number of e-mails for the BPW on-line so we could reach members on a wider scale. This does not mean that we can reach everybody. At least there are contacting points at a local level so that there can be further dissemination of the information. We can communicate in a timely manner.

Accomplishment number eight was to form and strengthen BPW partnership. In strengthening existing partnerships, a key one was Project Five-O, within which we have worked with the other four women organizations for over 25 years. Now we jointly have a campaign called MDG Torch Bearer Campaign to do extra things to promote the Millennium Development Goals, to promote gender equality. For this campaign, the Project Five-O Central Fund was used – \$20,000 to donate to UNIFEM in Afghanistan. In this triennium, we also helped raise funds for Project Five-O through selling the book “Empowering Women Worldwide: The History of Project Five-O” which was written by Sylvia Perry without any charge to Project Five-O. We printed them without any charge and sell them. The proceeds minus the expenses are donated to Project Five-O General Fund to support the Women Capacity Building Project that is operated jointly with at least two of the other organizations. Another partnership that we have strengthened was the one with FIDAPA. The President of FIDAPA has given funding support to project in Thailand, Give Women a Second Chance, which project, as you would find out tomorrow, won the first prize of BPW Power to Make A Difference Through Action.

With the Global Summit of Women, we formed a partnership called The Global Consortium of Women to End Cervical Cancer and we were one of the first 3 organizations to join. With the Osteoporosis International Foundation, we re-established communication through our Health Chair Committee Faye Gardiner.

We also established new partnerships, a few of which I initiated or I helped to initiate. The first one I have already mentioned, Asia Pacific Information Network Center, that does e-business training. Others are Sookmyung Women’s University for the leadership training, BPW USA for the IDP Training and the other 2 campaigns: campaign on

Global Consortium to End Cervical Cancer with Global Consortium of Women. With the last one, the UNIFEM – Say No to Violence Against Women Campaign, all you have to do is add your signature to the campaign and one signature means one dollar donation from UN Fund to UNIFEM to combat violence against women.

***Accomplishment number nine** - Support BPW Projects and BPW Listed Projects. For this one, I have to say I was inspired. When I went to Brazil, I visited the Stock Exchange of Brazil called BOVESPA which has this excellent thing called Social Stock Exchange. So instead of having companies listed in their stock exchange, they have projects listed in their Social Stock Exchange. They publicize the projects and people can buy the stock - a clever way to make a donation by buying the social stock of the project so they become a sort of partial owner of the project. And the project can raise a lot of funds to support its implementation. And this has been so successful that there are many countries are now copying it and there have been even UN agencies that come to look at the system. I believe that Rotary International also have taken the concept and implemented it.*

So I initiated BPW Listed Projects. I did not go as far as having BPW Social Stock Exchange yet because it would need many complicated procedures. Basically, BPW Listed Projects are the projects that are the outstanding international projects of BPW that we would like to promote member country to make donations to support when the time comes. Now, the time actually has come recently; we have one project that was in the top 10 of the Power to Make a Difference Award Through Action and that project is Elsie Bemand Home for Girls by BPW St. Andrew, Jamaica. St. Andrew already had this project for 30 years and they helped over 500 girls for over 3 decades. This is a wonderful project; however, they continue to raise funds for students, women who are suffering from domestic violence, or other victims of other kinds of violence, to go to school or stay at their house. The recent hurricane Gustav has damaged the home and the funds that they used to support their education for the girls are depleted because they had to be used to fix the home. So we called for donations. By naming this project as a BPW Listed Project, we called for donations from many member countries. I am sure that our regional coordinator Monica McNeil will report on how many countries have donated and they have now passed through that crisis. The problem is the timing. Timing is extremely crucial because the school has just opened and the students don't have money to pay for the

tuition, for their clothes, uniform and books – something like that. So this works.

The other project that we added to the BPW Listed Projects is the Silvia Salazar Salazar Nursing School in La Paz so that people can donate and give scholarships to nursing students.

The other thing that we also established, because of the emergency problem in Elsie Bemand Home for Girls, was the Executive Board approval of the allocation of part of the project fund total of 15,000 Euros to support “Capacity Building Projects Emerging from Natural Disaster. This would allow BPW affiliates to apply for a 3,000-Euro funding support per project and Elsie Bemand Home for Girls is the first recipient.

This is important that we see that this is not charity. This is not a disaster relief; this is a Capacity Building Project. So the disaster can destroy many resources that women need to get education or to perform in their career or profession. They could lose the tools of the trade, but they still have the skill. So, this project fund can be applied to improve women capacity in working in their business or profession. And we also help raise funds for Project Five-O.

***Accomplishment number Ten** was for BPW management and finance. For the management of BPW International Office, this was one of my challenges. When we moved from Zurich to Bangkok in July 2005 and we later moved Member Services from United Kingdom to Bangkok in December 2006, the transfer of the digital files, however, enabled a more smooth transition than one could have imagined. Using the digital files meant that only very few boxes with paper files had to be shipped. However, the official address of BPW International remained at P.O. Box 568 Horsham, RH13 9ZP, United Kingdom, but administrative work was done in the office in Bangkok.*

One interesting thing in making this move is this is the first time in BPW history that the BPW office was not located in the top 50 highest cost of living locations in the world and this significantly show in the lower operating cost. For example, the accounting cost and audit was 72% less than the budget and the Member Services was 50% less than the budget. So this becomes a positive thing in operating the BPW International Office. The other nice thing is that the salary level of the staff was lower although the quality was maintained. You can have the same quality staff but with much lower salary in Thailand. Right now we are operating with about 8 staff, some of them part time. So, that is a lot

but even so, I can tell you that we still have our hands full.

For the Executive Board management, one of the things that I enjoyed the most was to introduce BPW Executive Board voting on-line. We used Google group for this. When we vote on-line through Google group, they email us to call for the vote and the people who respond to that email can say their reason why they or do not like what is being proposed. So the discussions as well as the votes are documented in the Google group documentation. Then after all the people voted yes or no, one of the nice things about Google group is that they stack it up all these emails in the same topic. They go into the same stack so we can forward the entire voting results and conclude the entire voting results like "Yes, this is approved" and "this is not approved." This has increased the dynamism of the Executive Board tremendously because instead of only voting during the physical Executive Board meeting, we can vote anytime whenever the issues arise. This has come in handy because we have gone through so many challenges that need immediate decision-making. And the documentation of the vote itself becomes the minutes of what is an all year long open Executive Board meeting.

For committee and task force management, there was the initial hypothesis that committee and task forces are not so active because they lack resources: they lack members; they lack money. So we provided both. We provided funding support so that they can apply for 1,500 Euro. So if a committee or task force submits a proposal to do a project, they can get up to 1500 Euro more than their original 130 Euro budget. Of course, on 130 Euro, you cannot do much; however, we found to our surprise, not many committee and task forces applied for that. We have updated the handbook for committee and task forces and after I distributed it a year and a half ago, some do not even know that it still exists. That was interesting so I had to redistribute it again. There are questions of whether just giving resources alone works. We give additional support in terms of a focal point but that did not seem to be as active. What works much more is to have an expert in the area to serve as a committee member or serve as a chair. So if you have a really active chair who is an expert in the area that is very crucial to the success of a committee or task force. And if we assign a specific task to committee and task force instead of leaving it open for them to do anything, they become very active and contribute a lot. So, this indicates that this resource is good, necessary, but perhaps not sufficient.

The fourth thing was the management of BPW Finance. I would like to give you some good

news because during this triennium we get more income than we originally budgeted for, partially from diversified sources like the sale of goods through the profit sharing that we sell at wholesale price rather than sell at retail price.

And we also received legacy funds from several BPW members. The two main ones are Patience Thoms and Charlotte Van Dine who contributed to 11% of the income in 2007. We get more bank interest and increase in dues. Now the higher income and the lower expense have yielded a result in a surplus of over 200,000 Euros in the past 2 years.

The third one was digital archive and digital resource. The digital archive development – we developed the public archive which was the developed archive of the proceedings of the past Congresses and past Board of Directors' meetings and newsletters and we will make that available on the CD and part of it, the archive is available on the website. This includes photographs and archive from other conferences and earlier newsletters.

The other important archive that we have to build and maintain is the archive on the files of the BPW Office and Member Services. When we moved the office, the digital files for Member Service and BPW Office were combined into one archive and as we operate during this triennium, the archive has been built as we go because we kept scanning documents, official documents, and put in the archive. So no matter where the BPW Office is moved in the future, the archive can move with much less effort than moving boxes of documents. We also archived communications and email communications from Member Services to member countries so that later on we can enquire about this.

For the digital resource development, there are many manuals and handbooks that we developed for Congress and some that we can use for templates for the next Congress.

The last one was BPW International Congress and specifically, this Congress. I hope that so far you like this Congress – the events that are going on. I am not sure if I should go back into how many challenges that we have gone through to get to this point. All I can say is that I learned so much through the entire process and I am thankful for the help of BPW members, Executive Board members, support from BPW Past Presidents, BPW Mexico to make this Congress a success, going through several challenges to get where we are today.

While we are debating here, there are going to be 40 workshops running in parallel with the

business sessions. We have about 110 speakers from over 25 countries. So that is a lot. There will be a session in which you can participate from 4pm till 5.30pm. This is the session in which some of you will be speakers and the members of the Board of Directors and voting delegates of the congress can attend. Because we saved money from the operation of BPW, we have accrued the budget to support many people to come to congress. This is the same budget for the Executive Board for UN representatives for Committee Chair, the budget that they did not claim for their work even when they are active. So we have offered for them to use this accrued budget, to which they are entitled, to cover their registration fees.

The other way we used to lower the expense of the Congress was the Executive Board expenses. Instead of including all the Executive Board expenses inside the budget of the Congress, we separated it out so that we used the accrued budget to cover the Executive Board expenses. Also we used some of the extra interest income to add on to the International Aid Fund or Young BPW Congress Fund to enable them to have a subsidy to attend this Congress.

In conclusion, I have to say that I have never faced as many challenges as the ones I faced in the last 3 years, but I have to say also that I have never learned so much as I did in the last 3 years. All the challenges and all the joy have given me inspiration, have given me insights into people and made true friends a lot more visible. I have gained knowledge, strength and wisdom through the process of overcoming these challenges. So, I would like to thank you everybody who gave me support. I feel very honoured to serve as International President in this past 3 years and I hope that the work done during this triennium will help strengthen the foundation for BPW for decades to come.”

The PRESIDENT moved for the adoption of her report, seconded by **Annarosa Colangelo**, FIRST VICE PRESIDENT. The report was carried.

The FIRST VICE PRESIDENT thanked the president for her contribution during the triennium.

The First Business Session adjourned for the morning break

**SECOND BUSINESS SESSION
Melia Hotel, Reforma Room
October 25, 2008 - Time 11:30 – 12:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL**

Report of the First Vice President

Page 22-23 of the workbook

Dr. Annarosa Colangelo, FIRST VICE PRESIDENT and Chair of the United Nations Status of Women Committees, presented her report. She emphasized the activities of BPW at the United Nations during the Commission on Status of Women during 2005-2008, which included workshops on

- “Return on Investment. When Women Become Top Executives”, Church Center, February 2006
- “Violence Against Women and the Girl Child: Urgent Issues and Solutions”, Conference Room 4, United Nations Headquarters, 5 March 2007 (which included Senator for Life of the Italian Republic Dr. Rita Levi-Montalcini, from the BPW Club of Villafranca, Italy – as one of the speakers).
- “Corporate Social Responsibilities to Empower Women Economically”, Dag Hammarskjöld Library Auditorium, 25 February 2008.

She reported on her meetings with Ambassador Olivier Belle, President of the CSW 52nd Session, from Belgium, and the Director of the Division for the Advancement of Women of the Department of Economic and Social Affairs, Carolyn Hannan. She also attended several United Nations meetings, such as the ILO International Conference for the Reform of International Institutions in Geneva on "Dialogues between different levels of governance and civil society actors" together with President Chonchanok Viravan.

She also had meetings with representatives to United Nations in Switzerland, in Paris and in New York. She also asked BPW affiliates to nominate representatives to UNESCO at national level. Her preparation of 2003-2006 UN Quadrennial Report, which is required for renewal of BPW International's consultative status to the United Nations gave her insight into the hard work undertaken by all the BPW representatives to the United Nations.

Apart from the UN work, Dr. Colangelo also organized some Conferences in Brussels with speakers from BPW. The First Vice President helped create the BPW Club in Brussels, Belgium with the support of BPW former Presidents of Belgium, Caroline Couvreur, Yolande Jennes and

Mariette Debou. She participated in some BPW Meetings/General Assemblies/National Congresses and in BPW Candle lighting ceremonies in Belgium, Italy, France, Spain and New York. She also took part in meetings in Italy to promote international issues on leadership and on fighting violence against women. She promoted better understanding of BPW International among BPW Italian Presidents by disseminating an Italian version of BPW International news, with the support of Dr. Livia Ricci, Past International President.

Annarosa also expressed her appreciation in working with the Executive Board, especially with International President Chonchanok Viravan and her suggestions, ideas and support and work on organization reform, web site, etc. She also thanked the President's Office for the support on the United Nations work in the past three years. The FIRST VICE PRESIDENT moved the adoption of her report, seconded by the PRESIDENT. The report was carried.

Report of the Second Vice President

Page 23-25 of the workbook

Elizabeth Benham, SECOND VICE PRESIDENT and MEMBERSHIP CHAIR presented her report. Her power point presentation showed membership status during 2002-2008.²

Membership Status 2002-2008					
	2002	2006	2008	Diff.	%
Africa	540	395	530	-10	-02 %
Asia Pacific	5144	4213	4383	-761	-15 %
Europe	19234	20505	20095	+861	+04 %
LA & SSC	2222	1573	1081	-1141	-51 %
NA & NSSC	2755	2033	1743	-1012	-37 %
	29895	28719	27832	-2063	-7%

Membership Status 2002-2008					
	2006	2007	2008	Diff.	%
Africa	395	455	530	+135	+34 %
Asia Pacific	4213	4174	4383	+170	+04%
Europe	20585	20505	20095	-471	-.02 %
LA & SSC	1573	1573	1081	-492	-.31 %
NA & NSSC	2033	1872	1743	-290	-.14 %
	28745	28579	27832	-913	-.03%

The first two slides compared membership status during 2002-2008. The first slide showed that during the years 2002 and 2008, Europe was the only region with a slight increase. The second slide showed that membership losses have reduced and appeared to have stabilized during the triennium 2006-2008.

She raised the problem of under-reporting of membership and appealed to BPW members to take into account the loss to both the BPW operating funds and BPW influence. This in turn created limitation to services for members. She suggested that BPW investigated better systems for establishing more accurate membership numbers.



The third slide showed the distribution of members in all five regions, and that Europe has the biggest proportion of 72%, followed by Asia-Pacific at 16%.

The Second Vice President presented the design of Triple Crown pin which would be awarded to members who met her "Triple One Crown Membership Challenge", which encouraged members to each bring in new member each year, making membership the responsibility of everyone.

She promoted a simple marketing statement for BPW International that can be stated in a "New York Minute" to prospective members that:

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

The Triple One Membership Challenge allowed her to engage in ongoing communications with all clubs and federations and enabled her to help resolve membership issues when they were raised.

BPW International now has members in 90 countries.

To achieve this, her focus was on both membership development and retention. She encouraged both vertical and horizontal flow of communication

² As indicated in her report, these stated numbers did not reflect paid membership.

between members, clubs and federations at local, national, regional and international level.

She valued the face-to-face experience. During the triennium, she made 41 trips to visit 30 countries. In these trips she promoted various tools for membership that she used, including

(a) *Membership management data bank* established by PAST PRESIDENT Antoinette Ruegg,

(b) *On-line roster* which allowed all affiliates to access and be updated by Presidents of BPW affiliates, regional coordinators and member services.

(c) *Member and Business pages* which facilitated direct contacts between members. It should be used more to make members more visible.

She also made the *Member Welcome Booklet* in four official languages available for all affiliates to download from the website for new members.

With her broad scope of responsibilities, she emphasized the need for strong member services support with up-to-date knowledge and history.

Liz expressed her gratitude for the support from BPW members world-wide, especially those who supported and participated in the Triple One Membership Challenge and helped increase the number of BPW members.

The SECOND VICE PRESIDENT moved for the adoption of her report, seconded by the EXECUTIVE SECRETARY Freda Miriklis. The report was carried.

Report of the Finance Director

Page 26-30 of the workbook

Thitinan Wattanavekin, FINANCE DIRECTOR, presented her report. She thanked Antoinette Ruegg and Maryann Rohner for a smooth hand-over at beginning of her term; Naphaphen Vejjajiva for her help to coordinate all income and expenses; Surasavadee Varamali for her accounting work; the Executive Board and Finance Committee members for their support; International President Chonchanok Viravan for her guidance and support and all member countries for paying their dues.

Her goal was to ensure accuracy of the financial statement, address financial issues, exercise budget control, mitigate financial risks and ensure that BPW International’s income does not exceed its budget as approved at Luzern Congress.

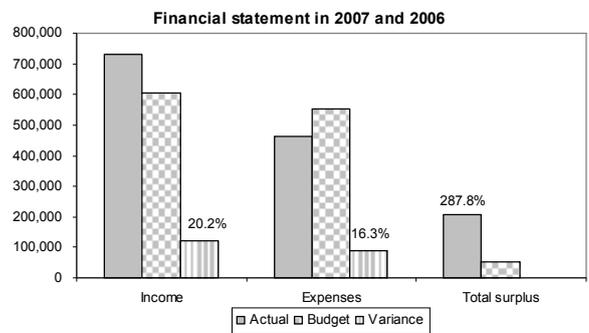
Financial reports issued during 2005-2008 included

- 39 monthly Financial Statements to Executive Board and Finance Committee

- 13 quarterly Financial Statements to Board of Directors and Trustee.
- 4 annual Independent Certified Public Accountant’s reports (Audit reports) to Executive Committee, Finance Committee, Trustees and Board of Directors.
- 3-years Financial statements and the proposed budget for 2009-2011 to be presented at Congress.

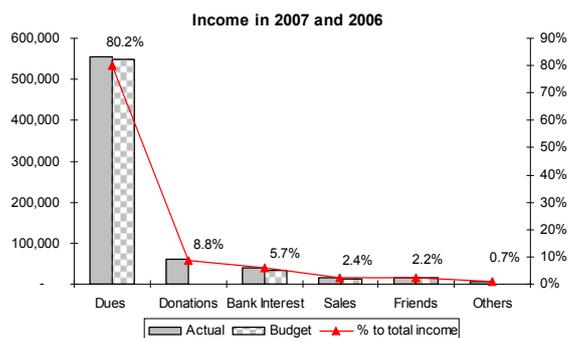
Financial Performance (2006-2007):

BPW International had a total surplus for the past two years of EUR 208,460 (equivalent to 30% of total income). The income mainly comes from International Dues, Legacy funds, Profit from Luzern Congress, etc. Our income exceeds our budget income by approximately 20.2%. By moving member services, the President’s office, and accounting to Thailand, this strategy has helped lower our expenses by 16.3%.

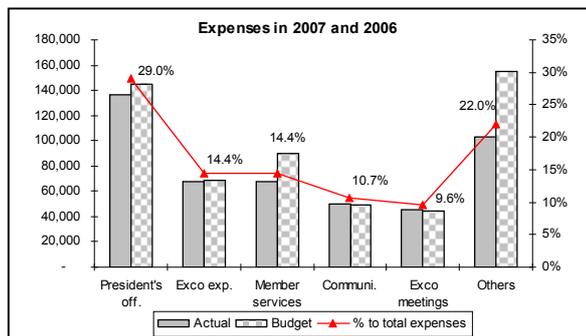


1. Income: In 2006-2007, BPW International successfully managed our total income to exceed our budget by approximately 20.2% or EUR 122,766. The income strategy was to diversify the sources of income in order to be less dependent on membership dues. During 2006-2007, 80.2% of our total income came from international dues and 19.8% came from other sources of income.

- Dues income increased by 23.8% from 2005 to 2006 and 2.6% from 2006 to 2007.
- Interest Income increase by 38% from 2006 to 2007 as the Battersea Fund has been restored to its original amount and the GBP interest rate increased.



2. Expenses: BPW International managed to reduce our total expenses by 16.3% which is below the budget proposed expenditure. This resulted from moving the President's Office, Accounting and Member Services to Thailand.



3. Battersea Fund: This was restored to its original amount at GBP 328,295 in February 2007. This partly included some of the profit from the Luzern Congress of GBP 21,518.47 or EUR 31,954.96 and unused interest income during 2006-2007 for GBP 14,403.88 or EUR 21,389.78. Currently our treasury deposit is equivalent to the original Battersea Fund at GBP 328,295.

4. Accumulated Fund: This fund is comprised of the Battersea Fund and the General Fund. The General Fund comes from the cumulative surplus and deficit of BPW International over the year. In the past, BPW International EXCO has contributed toward the surplus and restored the Battersea fund. Therefore, our accumulated fund increased from EUR 421,286 in 2005 to EUR 629,746 in 2007 and continues its growth in 2008.

Challenges: Two key challenges are the change of signatures for International bank accounts, which took 9 months and the management of BPW finance to prevent gain/loss from Foreign Exchange.

Since BPW International received income and expenses in UK pound, Euro and US Dollar, the Finance Director's policy is to match income and expense in the same currency as much as possible. In 2005, BPW International officially changed the currency to collect dues from GBP to EUR as called for by a Constitution Amendment at the Melbourne Congress. As a result, the BPW financial statement is reported in EUR. For the first time all Treasury Deposit money in GBP has to be market-to-market and shown as unrealized gain/loss against EUR currency. But this unrealized gain/loss is not an actual gain/loss to BPW International.

2008 Overview: As at 31 August 2008 our International dues income was 90.29% of budget income from dues, of which 0.71% came from new clubs in 2008. Interest income from treasury deposits was more than anticipated. In contrast our expenses are under control and still under the 2008 budget. As in every triennium, BPW International also received extra income for Madesin Phillips Fund from Marjory Lacey Baker Trust to support our BPW Arab States members.

Second Business Session adjourned for lunch.

	2007	2006	2005	2004
General Fund	139,689	122,282	(25,792)	(89,180)
Battersea Fund	490,057	447,078	447,078	447,078
Accumulated fund	629,746	569,360	421,286	357,898

5. Legacy Fund: The legacies received from Patience Thoms, Charlotte Van Dine, Joan Condit and Nancy Bass totalled 61,153.43 Euro. Dr. Ursula Schulthess, who passed away in 2008, also indicated in her Will that BPW International will inherit 5% share of her estate, but this fund has not yet arrived.

6. E-Banking Services E-Banking Services were used at UBS and Citibank for President and Finance Director to authorize banking transactions and manage bank account online even although they are in different countries.

THIRD BUSINESS SESSION
Melia Hotel, Reforma Room
October 25, 2008 - Time 14:00 – 15:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Report of Immediate Past President

Page 46-48 of the workbook

PRESIDENT Chonchanok Viravan informed Congress that she received an apology from Antoinette Ruegg, IMMEDIATE PAST PRESIDENT, who had fallen down the stairs, twisted her ankle and had to be taken to the hospital. Therefore, she would not be able to present her report.

Report of Executive Secretary and Chair of Constitution Advisory Committee

Page 30-32 of the workbook

EXECUTIVE SECRETARY Freda Miriklis began her report with the announcement that a special workshop on modernizing BPW International Constitution would be held in the evening of October 25, 2008 and encouraged members to attend to give suggestions and discuss proposals to reform the constitution. As there were many workshops that would be held at the same time, she requested that at least one delegate from each country attended this workshop.

She moved on to address her report in the workbook. She expressed her feeling of great loss when Member Services provided by Ann Swain and her company, Southwater Business Resource Centre, ended early in the term as BPW International needed a strong back office. She recommended that the role of Assistant Executive Secretary should be reinstated. Though she recognized that cost remained an issue, she did not believe that cost should be the only determinant. She informed Congress about the work done by the Ad Hoc Taskforce on Member Services on the requirements of Member Services and the President's Office, which addressed the importance for sustainability of knowledge, the provision of continuing services and how to centralize the necessary paid staff and long-distance paid experts.

For the matters to be discussed at Congress, she expressed her support for the BPW Canada amendment to establish a Congress Fund to help make future congresses remain financially viable and also the amendment for Executive Secretary to serve as an ex-officio member of both the Resolutions Committee and Constitution Advisory

Committee. She expressed her gratitude for the contribution of Past President Antoinette Ruegg and her Executive for bringing the BPW International finance into profitability. She was grateful to have the opportunity to serve as Executive Secretary. She thanked her advisors, namely Yvette Swan, Antoinette Ruegg, Jean Murray, Ann Swain and Anne Todd-Lambie for their support and expressed her strong support for the nominee for the next Executive Secretary, Dr. Jean Murray.

The EXECUTIVE SECRETARY moved the adoption of her report, seconded by BPW Australia. The report was carried.

Report of Chair of Resolution Committee

Page 73-74 of the Workbook

Pat Harrison, PAST PRESIDENT and Chair of the Resolutions Committee expanded on her report in the workbook. She acknowledged the contribution of the members of the Resolutions committee: Elena Torres, Maureen Wilmot and Ann Swain. She expressed regret that Maureen could not attend congress due to health problems and Ann Swain could not attend as she was moving her office. Pat Harrison referred to the Resolutions workshop where there were controversial discussions on some resolutions and the possibility of moving a resolution straight to the handbook and guidelines rather than being debated at Congress.

Pat Harrison proposed that during the Resolutions Session, she should ask if there would be any debate. If the decision was not to debate, she would allow the country or the executive to put forward the resolution being proposed and move it formally. The congress would then vote on it right away. This would enable Congress to go through all 23 resolutions in time. She pointed out that Resolution 23 on the BPW International Anthem has been withdrawn. She advised the delegates to think clearly about what needed to be said and not to speak just for the sake of being heard. Lastly, she requested that any amendments to the resolutions should be put on an amendment sheet and given to her. She currently had received just one amendment to Resolution 2.

Pat Harrison moved the adoption of her report, seconded by Sylvia Perry. The report was carried.

Emergency Resolution

Pat Harrison, Chair of Resolutions Committee, said that there was no emergency resolution to debate. However, as the result of the workshop on the Constitution on the evening of 25 October 2008, there may be an additional resolution to be put forward at Congress. She requested that if there are any emergency resolutions, she has to be informed as soon as possible as congress must vote for agreement that they are emergency resolutions and acceptable for submission.

DigiVote Demonstration

The technical person on DigiVote demonstrated how the DigiVote worked through test voting with display of the system on the screens. He also answered several questions from the floor from BPW Canada, BPW Ecuador, BPW Netherlands and BPW Finland. Instructions for voting during the elections would be different and explanations made prior to the election on the last day of Congress.

In response to the BPW NETHERLAND clarification on the position when an affiliate is eligible for more votes more than DigiVote machines held, the INTERNATIONAL PRESIDENT and Yvette Swan, CHIEF PARLIAMENTARIAN, confirmed that each voting delegate present in the room is eligible for one DigiVote machine only and one vote. No delegate can vote on more than one machine and if a voting delegate left a room, she must hand in her DigiVote machine.

The PRESIDENT said that the Credentials report was not yet ready so she invited the Regional Coordinators to present their reports.

Report of Regional Coordinator – Africa

Page 35-36 of the Workbook

Dr. Amany Asfour, AFRICA REGIONAL COORDINATOR, presented her report. Her goal had been to expand and strengthen membership in Africa. The countries she visited during 2005-2008 included: Ethiopia, South Africa, Swaziland, Senegal, Tunisia, Morocco, Libya, The Gambia, Benin, Cameroon, Kenya, Zambia, Ghana, Tanzania and other Arab states within Africa region, such as The Sudan, United Arab Emirates, Qatar, Bahrain and Morocco. She also presented photographs from her trips.

Her strategy had been to promote BPW International through its aim and international network to help African members meet the challenges on the Africa continent. The key challenges are how to manage the rich natural resources, how to invest in human resources and how to advance the status of African business and professional women.

Membership Development: Countries that formed new Federations were Egypt and Sudan. In Sudan, she helped found 5 new clubs before forming the Federation. New member countries were Chad, Morocco, Yemen, United Arab Emirates and Bahrain. Other potential members were Ethiopia, Libya, Senegal, Zambia., Swaziland, Qatar, Tunis, Kuwait, and Abu Dhabi.

Conferences: Dr Asfour organized African regional conference in Benin, two Afro-Arab conferences in Cairo, a trade fair in Khartoum and in her role as President of BPW Egypt had co-organized Global Summit of Women in Egypt. She attended conferences in Kenya, Zambia, Cape Town, South Africa, Addis Ababa, Senegal to promote BPW International. She also participated as speaker at a BPW Workshop in New York during the UN Commission on the Status of Women.

Partnership: She had established a partnership with the African Union Commission. The good news was that BPW Egypt and BPW Sudan had been elected to serve as members of the Economic, Social and Cultural Council which is part of the African Union Commission. Also she had participated in the African Union Summit which was a meeting of 53 Heads of States.

Campaigns: She had launched a “Made In Africa” campaign in Cairo.

Amany Asfour also gave an update on the status of the former BPW Federation in Kenya, which had organized the International Congress in 1991 She had met with Professor Wangari Matari Price, a former BPW member in Kenya who had promised to donate 1,000 US dollars to help start a new Kenya Club.

The PRESIDENT moved for the adoption of the Africa Regional Coordinator’s report, which was seconded by PAST PRESIDENT Livia Ricci. The report was carried.

The PRESIDENT also congratulated Dr. Amany Asfour on winning the Outstanding Woman Entrepreneur of the Arab World in 2008.

Report of Regional Coordinator – Asia-Pacific

Page 37-39 of the Workbook

Ambica Shrestha, the ASIA-PACIFIC REGIONAL COORDINATOR, expanded on her report in the workbook.

She felt very fortunate to be elected to serve as Asia-Pacific Regional Coordinator. She expressed appreciation for all the support she received, especially from the Executive Board and BPW members in the region.

She commended the BPW efforts to help improve the status of women in the Asia-Pacific. Awards won by affiliates were self-evident. BPW in this region have been striving to make women come forward, to give them confidence to make decisions, to improve their position in life, country and politics and in countries that did not have facilities, to empower women to start earning and to start to have a voice in their countries and societies. Countries like Australia, New Zealand and Japan were working on different women's issues.

Membership Development: She has been working on forming BPW in Ahmadabad, India and she pledged to continue the work in forming BPW in Bombay.

Projects: She elaborated on projects in Nepal and Sri Lanka.

- BPW Sri Lanka's "Global Peace Village" project helped build houses for people / refugees who were thrown out of their homes as the result of the fighting in Sri Lanka. They had already built 50 houses and aimed to reach the goal of 150 houses. People who have lost hope have a chance to settle in. They have areas to grow vegetables, to grow crops, to live in peace and have schools for their children. She urged BPW International to support this wonderful project.
- BPW Nepal has done all sorts of work to help women to work, to help them build their self-confidence and strive ahead.

The PRESIDENT added that BPW Nepal helped over 10,000 women to sustain themselves economically through out the years.

The PRESIDENT moved the Asia-Pacific Regional Coordinator's report, seconded by Sylvia Perry. The report was carried.

Report of Regional Coordinator – Europe

Page 39-41 of the Workbook

Gabriella Canonica, EUROPEAN REGIONAL COORDINATOR, described Europe as the strongest region in BPW International with about 20,000 members in 28 countries using 22 different languages. Only 2 countries have English as their mother tongue. This makes the work in Europe very interesting. She requested the following corrections to be made in her report, which could be found on page 40 of the Congress Workbook.

- In addition to the list of new clubs on page 40, two more clubs were opened in Izmir, Turkey and in Tomsk, Russia (near Siberia).
- The new BPW Spain has four clubs: Alicante, Barcelona, Tarragona and Valencia. (Valencia was previously left out).
- Concerning the Senator Francisca Plaminkov, it was written that she went to Prague on Memorial Day. As an update, three days before she left for Mexico, Gabriella was again invited by the Senate to put memorial plaques with the name of Francisca Plaminkova in the Senate, one in English and one in the Czech language. Francisca was the First Vice President of BPW International in 1943 but was assassinated during the Second World War.

Gabriella Canonica thanked members of the European Coordinating Committee (ECC) for their excellent team work, both the previous ECC members (Eva Pavlav, Dagmar Bishop, Kate Bekasiak) and current ones (Amelie Leclercq, Enrica Bellini and Annegret Hastedt). She gave special thanks to Amelie Leclercq who helped her prepare the triennium report for the Congress Workbook while she was ill and unable to move her arms. She also thanked European presidents from the Federation and Associate clubs for their work, as well as the Executive Board – especially the team of "five sisters" (5 regional coordinators).

The EUROPEAN REGIONAL COORDINATOR moved the adoption of her report, seconded by Tuulikki Juusela. The report was carried.

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

Page 41-43 of the Workbook

Maria Inez Garcia Bunning, REGIONAL COORDINATOR, LATIN AMERICA AND SPANISH SPEAKING COUNTRIES IN THE CARIBBEAN, highlighted key points in her report.

She had gained more understanding about BPW once she took on her role as Latin America Regional Coordinator and that all countries in Latin America have had BPW experience. The best time in the region was during 1994-2000 when there were more than 3,500 BPW members from 9 countries. As Latin America has 20 countries, using just only two languages, it was easy to communicate. Her focus had been on Ecuador, Bolivia, El Salvador, Paraguay, Guatemala and Uruguay. New BPW clubs were founded in El Salvador and Bolivia. A BPW club in Guatemala was in progress. She invited BPW members to visit Latin America.

The LATIN AMERICA AND SPANISH SPEAKING COUNTRIES IN THE CARIBBEAN REGIONAL COORDINATOR moved the adoption of her report, seconded by BPW FRANCE. The report was carried.

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

Page 44-46 of the Workbook

Monica McNeil, the NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES IN THE CARIBBEAN REGIONAL COORDINATOR, expanded on her report in the workbook.

She talked about the impact of natural disasters on the region and to BPW projects in the region. While Cayman Brac was not badly hit, Haiti and Jamaica were hit by the hurricane. The hurricane also had severe impact on the Elsie Bemand Home for Girls, a long standing project of BPW Saint Andrew, Jamaica.

As of April 2009, the Elsie Bemand Home for Girls would celebrate its 30th Anniversary. This home took in girls from the courts who have been abused sexually, mentally and physically. Their ages ranged from 8-18 years old. The home provides them all sorts of support. Originally, the government gave a rental property for the home but later took it back as the land became expensive. BPW Saint Andrew raised funds for another five years to purchase a home for the girls and named it Elsie Bemand home.

Past International Presidents who have visited this home were Yvette Swan and Pat Harrison. The government gave funding for 40% of the upkeep. The remainder was raised by BPW Saint Andrew.

After the hurricane hit Jamaica, the money already raised for the back-to-school fund had to be used for fixing the hurricane damage to the home. The President of BPW Saint Andrew asked for help. So Monica McNeil reached out to BPW International for funding support to pay for their tuition and other education support to get the girls back to school. On behalf of BPW Saint Andrew, she thanked members of the Executive Board who voted to approve such funding support.³ She also thanked other BPW members and BPW affiliates who donated funding support, including Carolyn Grady, Naphaphen Vejajiva, Eva Richter, Ute M. Pfeifer, Althe Johnson VanNoy, BPW Egypt, President Chonchanok Viravan, Renata Blodow, Livia Ricci, BPW Korea, BPW Germany Club München e.V., BPW Canada and Susan Jones.

She thanked the Executive Board for the pleasure of working with them; thanked BPW members who elected her to this office and also thanked her two sub-regional coordinators, Doris Hall (Canada) and Linda Lake (Netherland Antilles). She felt that it was hard work but it was enjoyable most of the time.

The NORTH AMERICA AND NON-SPANISH SPEAKING COUNTRIES IN THE CARIBBEAN REGIONAL COORDINATOR moved the adoption of her report, seconded by BPW Barbados. The report was carried.

Report from the Credentials Committee

CHAIRPERSON of the Credentials Committee, Gayle Haynes, presented the report.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	6
Federation Delegates	58
Associate Club Delegates	<u>7</u>
Total Voting Strength	87

The total voting representation was 147 so a quorum was present.

³ See “Capacity Building Projects Emerging from Natural Disaster” fund in President’s Report for more details.

RESOLUTIONS SESSION I:

The RESOLUTIONS CHAIR Pat Harrison took the Chair.

Resolution 1: Equal Participation of Women and Men in Power and Decision Making

Page 131-132 of the Workbook

Proposed by the President, First Vice President, and Africa Regional Coordinator:

To support the Millennium Development Goal 3 to “Promote Gender Equality and Women’s Empowerment” and the Beijing Platform for Action from the Fourth Women World Conference in Beijing, BPW should strive toward “Equal Participation of Women and Men in Power and Decision Making”. BPW International and BPW Affiliates can support this by either:

- 1. Making the benefits (or return on investment) when more women become top executives more visible to policy makers in public and private sectors,*
- 2. Empowering women to undertake top executive positions in politics, public and private sectors,*
- 3. Advocating to increase women’s participation in governments and company boards of directors, or*
- 4. Taking action to address issues that obstruct women from achieving their full leadership potential.*

The RESOLUTIONS CHAIR said that there was no amendment to this resolution. She asked the delegates whether they were prepared to vote on this resolution without any debate. The votes were in favour.

Resolution 1 was put to the vote.

The vote result was 102 FOR, 2 AGAINST and nil ABSTENTIONS, Total 104.

As the DigiVote result produced a total of 104 instead of the 87 stated in the Credential report, the accuracy of Credentials report came under question.

The RESOLUTIONS CHAIR informed Congress that resolutions are considered adopted if there was a simple majority of the votes in favour.

Therefore the RESOLUTIONS CHAIR declared Resolution 1 carried.

Resolution 3: Increase Income and Diversify its sources

Page 134-135 of the Workbook

Proposed by the Executive Board:

BPW International should aim to increase income, but its sources should be more diversified and less dependent on International dues by

- 1. Increasing proportion of income from sources other than International Dues to 30% of total income by the year 2017.*
- 2. Aiming to increase the income from dues by promoting and supporting BPW affiliates to enable them to increase total membership by 5% or more by the year 2011, whilst maintaining BPW International due rate of 10.50 Euro per person for year 2009-2011.*

There being no amendment to this resolution, the RESOLUTIONS CHAIR asked the delegates to vote on this resolution without any debate for which they voted in favor.

The RESOLUTIONS CHAIR requested that the resolution be referred to move to the handbook for implementation. This handbook would be for the future use of BPW International members as was promulgated in Luzern and which is in the process of being written. The CHIEF PARLIAMENTARIAN pointed out that the handbook was not a part of the resolution, so what should be done is to move the resolution, and the outcome of it can go into the handbook. The RESOLUTIONS CHAIR agreed and called for a vote on the resolution as written.

The vote result was 86 FOR, 15 AGAINST and 5 ABSTENTIONS, Total 106.

The RESOLUTIONS CHAIR declared Resolution 3 carried.

Point of Order

Diana Barragan, BPW ECUADOR, raised a point of order and concern that the number on the credentials report did not match the number of votes and asked whether that is legal.

The RESOLUTIONS CHAIR explained that it was legal because only a simple majority was required and it would be in the next session for constitutional amendments when strict verification was needed. The Credentials Committee was still checking the numbers.

BPW JAPAN Masako Hiramatsu requested that amendments be shown on the screen and this was agreed.

Resolution 2: Improve the Budget Estimate

Page 132-134 of the Workbook

Proposed by the Executive Board:

Improving the budget estimate is crucial to financial sustainability of the organization in order to ensure that actual expenditure shall not exceed actual income. To budget expenditure that would not exceed actual income, BPW International's Executive Board proposed the following.

- **Congress approved budget policy**, which specifies total budget expenditure as a percentage of income. The remainder becomes a reserve or a contingency to cover unexpected expenditure or cover fixed expenditure when actual income drops.
- **Triennium budget** (with figures in Euro) shall be proposed under the "congress approved budget policy" for approval at Congress. In between congresses, if actual income is significantly different from the estimated income, the Executive Board can adjust the budget according to the approved budget policy and request approval from the Board of Directors for the changes.
- **Estimated Financial Impact:** Each proposed constitution amendment or resolution should come with an estimated financial impact. If passed, such estimates can be used to adjust the budget accordingly.

The RESOLUTIONS CHAIR said that BPW Netherlands had submitted an amendment:

Original text: ".....the Executive Board can adjust the budget according to the approved budget policy and inform the Board of Directors of the changes."

Proposed Amendment: "The Executive Board can adjust the budget according to the approved budget policy and request approval from the Board of Directors accordingly."

The PRESIDENT said that the majority of the Executive Board accepted the amendment as a friendly amendment.

As no one from the Executive Board came forward to speak to the motion the RESOLUTIONS CHAIR put Resolution 2 to the vote.

The result was 96 FOR, 10 AGAINST and 1 ABSTENTIONS, Total 107.

The RESOLUTIONS CHAIR declared that Resolution 2 was carried.

The RESOLUTIONS CHAIR requested that if anyone had amendments to resolutions they should give them to her. She thanked the technician for the support and closed Resolutions Session I.

Announcements

The PRESIDENT resumed the chair and announced the transport arrangements for the Friends and Fellows function that evening.

Third Business Session adjourned for the day.

FOURTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 26, 2008 - Time - Time 8:30-11:15 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Opening Remark

The PRESIDENT began Business Session IV by inviting Rooma Para, Young BPW Representative, to present her report.

Report of Young BPW Representatives

Page 33-35 of the Workbook

YOUNG BPW REPRESENTATIVE, Rooma Para began the presentation of her report by offering a Young BPW brochure, Young BPW newsletter and souvenir pen to all members of the Board of Directors and the Executive. These souvenirs provided the information about the Young BPW network, its objectives and what activities and projects are being done by and for Young BPW in different parts of the world.

The YOUNG BPW REPRESENTATIVE highlighted her work in promoting Young BPW International at many prestigious International Forums, including the APEC Forum on Digital Economy for Women, the 10th Women Network Meeting, the World Summit on Information Society, and the 51st Session of the United Nations Commission on the Status of Women.

Her new initiatives for this triennium included:

- *International Youth Day Celebration.*
- *Young BPW Awards:* This was an international competition to recognize the work and activities of Young BPW members. Awards for Young BPW were given at the 4th International Meeting of Young BPW. She thanked BPW Korea for its support.
- *Leadership training in collaboration with Sookmyung Women University in South Korea:* This was a one day training programme with certificates from the University with support from BPW Korea.
- Financial assistance for Young BPW and 10 Young BPW members to help them attend the 4th Young BPW International meeting in Seoul, South Korea. She expressed her gratitude to the Executive Board, especially PRESIDENT Chonchanok for the support.

From a regional perspective, she stated that Young BPW activities were mostly centered in Europe, thanks to Gabriella Canonica.

She also highlighted Young BPW's usage of technology. Young BPW was present on YouTube and on Facebook. They held on-line meetings through facilities available on the European website and used MSN messenger and Skype to stay in touch.

Every year Young BPW made available scholarships and arranged training for young BPW members, especially the training one-Business and IDP training the facilitator, both of which were popular.

She concluded by thanking the members of the Young BPW Committee, including Victoria Balensiefen, Nadia Munawar Siddiqui and Anna Rosalingam for their support. She expressed her gratitude for the opportunity to learn through taking on this responsibility.

Rooma Para, the YOUNG BPW REPRESENTATIVE moved the adoption of her report, seconded by Gabriella Canonica. The report was carried.

Report from Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of the Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	77
Associate Club Delegates	<u>11</u>
Total Voting Strength	109

The simple majority was 55. The two thirds majority was 66.

RESOLUTION SESSION II:

Pat Harrison, RESOLUTIONS CHAIR, took the Chair.

Resolution 12: Budget for Gender Equality

Page 143 of the Workbook

Proposed by BPW Japan

Inspecting the budget for gender equality and empowerment, and ask governments to increase the amount/ratio.

Recognizing the importance of the macro finance to progress gender equality and gender empowerment;

Recognizing the purport of the priority theme of 52nd UNCSW; “Financing for gender equality and the empowerment of women;

Recognizing that the importance of official budgets by the government and other organizations like UNIFEM as the direction of discussion at NGO workshop at 52nd CSW;

Each affiliate should inspect their country’s national budget from the standpoint for gender equality and empowerment, and should ask for their government to annually increase 1% of the amount and/or ratio to total budgets, and appeal and suggest the appropriateness of the gender equality budget.

The RESOLUTIONS CHAIR said that there were two friendly amendments from BPW Australia to this resolution that had been accepted by BPW Japan.

First Amendment

Original: *Recognizing that the importance of official budget by the government....*

Amendment: *Recognizing that the importance of national budget by the government....*

Second Amendment

Add: *“BPW International encourages affiliates to lobby their national government to increase the amount and the ratio for gender equality and empowerment.”*

As there was no objection to both amendments, the RESOLUTIONS CHAIR put Resolution 12, as amended, to the vote.

The vote results were 118 FOR; 1 AGAINST No ABSTENTIONS, total 119.

The RESOLUTIONS CHAIR declared Resolution 12, as amended, carried.

Resolution 7: Strengthen BPW Advocacy

Page 138 – 139 of the Workbook

Proposed by BPW International Executive Board

BPW International should strengthen BPW advocacy by

- (a) *raising awareness on key women’s issues,*
- (b) *establishing BPW positions for advocacy,*
- (c) *advocating in partnership with other women’s organizations,*
- (d) *expanding advocacy potential,*
- (e) *coordinating and building professionalism of BPW advocacy at the UN and other international bodies,*
- (f) *promoting advocacy training, and*

- (g) *proposing BPW members for executive position in the United Nations and governments.*

This resolution will take effect immediately after the XXVI BPW International Congress.

The RESOLUTIONS CHAIR stated that there was no amendment to this resolution and put the Resolution to the vote.

The vote result was 110 FOR; 9 AGAINST; 1 ABSTENTION, total 120.

The RESOLUTIONS CHAIR declared that Resolution 7 was carried.

Resolution 4: Bank Account

Page 135 - 136 of the Workbook

Proposed by BPW Germany, BPW Netherlands, BPW Austria, BPW France

Be it resolved that BPW International, meeting at its XXVI Congress in Mexico City, Mexico in October 2008 agree that only two current bank accounts are required for the operative needs of BPWI. The previous Congress in Melbourne had already decided that accounts of BPW International are needed in two currencies only: Euro and U.S. Dollars. Regrettably, this decision has not been implemented to date.

Seconded by BPW FRANCE.

The RESOLUTIONS CHAIR said that there was a friendly amendment from BPW AUSTRALIA, which, after consultation, had been accepted by the proposers.

Amendment

*Be it resolved that BPW International, meeting at its XXVI Congress in Mexico City, Mexico in October 2008 agree that only **three** current bank accounts are required for the operative needs of BPWI. The previous Congress in Melbourne had already decided that accounts of BPW International are needed in two currencies only: Euro and U.S. Dollars. **However a further account in GBP needs to be maintained only to accommodate the Battersea Fund.** Regrettably, this decision has not been implemented to date.*

FINANCE DIRECTOR Thitianan Wattanavekin wished to speak to this resolution but the RESOLUTIONS CHAIR asked the proposer of Resolution 4 to speak to the resolution first.

BPW NETHERLANDS delegate, Lesha Witmer (proposer) explained that the earlier Congress had already agreed that BPW would have the Euro as the

official currency and only for payment purposes to avoid changes, that are unnecessary from one currency to another. BPW has a large account already in the U.S. and one more account in U.S. Dollars should be allowed. To her knowledge, there are 9 or even 10 bank accounts in different currencies in different countries. This resolution was proposed to improve the efficiency for the Finance Director to have only two accounts. This may result in having to reorganize the accounts that we have now. She stated that having so many accounts was not logical and costs money.

The FINANCE DIRECTOR, Thitinan Wattanavekin, spoke against Resolution 4 and explained which bank accounts BPW International has and the purpose of those accounts. Since Melbourne Congress, Euro was the only official currency and BPW International was invoiced in Euro only. BPW International has accounts in only 4 banks, but in each bank, we have various currencies. The purpose of the UBS account is for normal operations and since we have to pay for translations in other currencies, we need different bank currencies.

- The UBS EURO account was held to receive the dues.
- The UBS USD account was held to receive Congress funds.
- The UBS GBP account was held to receive the dues.
- The UOB THB account was held for the President's Office in Thailand as BPW International has to pay for utilities, rent and staff. This account will close in 3 months after the congress.
- The BARCLAYS EURO account was held to receive dues.
- The BARCLAYS USD account was held to receive legacy funds in US Dollars.
- The BARCLAYS GBP account was to receive interest from the Battersea fund, which is kept in GBP as treasury deposit in Barclays Bank.
- The CITIBANK USD account was held to receive fund transfers from PayPal.

She emphasized that after closing the THB account at UOB, the BPW International accounts would be in only 3 banks instead of 4 banks.

She pointed out that some BPW members paid the dues for BPW International and some for

International Federation of Business and Professional Women. So bank accounts in both names should be kept for the convenience of the members.

Thitinan emphasized that it is difficult to open a new bank account. It requires a lot of documents and also the bank would ask for KYC "Know Your Customer" which requires a lot of information. If BPW International closes one of the bank accounts and the next committee wants to open one, it might take at least 6 to 9 months judging from the experience of the last term. It took 9 months just to change the signatory authorization.

The seconder, BPW FRANCE, Sylvaine Boussuard-Le Cren also spoke in support of the resolution

Speaking against the resolution, PRESIDENT Chonchanok Viravan made the following key arguments:

- BPW International has two official names. BPW International and International Federation of Business and Professional Women. That alone required us to have bank accounts under the two names.
- To prevent exchange rate loss, BPW International had to have bank accounts under both names at least in all currencies that BPW International uses to operate.
- The resolution in Melbourne only stated that BPW International should collect dues in Euro. It did not state that BPW International should have money in Euro and U.S. Dollars only. The review of Melbourne Congress proceedings will confirm this.
- To survive the financial crisis, BPW International has to be careful in which bank the organization puts the money. A lot of people were spreading money like this because there were bank guarantees for each separate account. If BPW International has bank accounts in one bank and the bank folds, that would be the end of it. In fact, BPW International cannot spread it any thinner because we cannot find the BPW registration which is required to open a bank account in some countries or even to buy government bonds or do anything else to make the money more secure.

The PRESIDENT further stated that FINANCE DIRECTOR Thitinan Wattanavekin is an executive of one of the only two Finance Companies that survived the Thailand financial crisis in 1997. In that crisis, 56 out of 58 Finance Companies had to close down permanently. Therefore, she has

credibility in handling BPW International finance through this financial crisis as she has dealt with a similar situation before.

The RESOLUTIONS CHAIR asked BPW Australia to move the amendment to the resolution. As there was no further discussion, she requested BPW NETHERLANDS to present the right to reply.

BPW NETHERLANDS stated that in Melbourne and again in Luzern, the delegates voted and decided on how we would like our bank accounts to be managed. It was disturbing that this did not happen. The movers insisted on keeping this amendment; but they were willing to discuss with the Finance Director (whether the present one or the new one) how to implement this amendment, but requested that the discussion on its implementation should be discussed in Mexico.

Point of Clarification

The CHIEF PARLIAMENTARIAN requested sight of the pages in Congress Proceedings to clarify the matter of what was discussed regarding bank accounts and currencies during the Melbourne Congress and Luzern Congress.

The Melbourne Congress Proceedings with Constitution Amendment 21 on changing the currency for collecting dues was displayed on the screen as follows:

Constitution Amendment 21
Page 43 of the English workbook.

ARTICLE I – DUES

BE IT RESOLVED THAT Article I, Section 4 of the By-laws be amended by deleting 'United Kingdom Currency' and inserting 'Euro, the currency of the European Union.'

Source: XXIV BPW International Congress Proceeding, page 51.

The CHIEF PARLIAMENTARIAN pointed out that the records from Melbourne Congress proceedings only referred to the currencies of international dues, not to bank accounts. She further requested that the vote for this resolution be deferred until the mover found supporting evidence from Luzern Congress proceedings.

The PRESIDENT said that both the Melbourne and Luzern Congress proceedings were available to be downloaded from the website.

The RESOLUTIONS CHAIR closed Resolutions Session II. The PRESIDENT resumed the Chair.

Report from Credentials Committee

Yvette Swan presented Credentials Report on behalf of Chairperson of the Credentials Committee.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	6
Federation Delegates	94
Associate Club Delegates	<u>12</u>
Total Voting Strength	128

Simple majority was 65. The two thirds majority was 85.

CONSTITUTION AMENDMENT SESSION I

Freda Miriklis, CONSTITUTION ADVISORY CHAIR, took the Chair and stated that this Session would deal with Amendment numbers 9, 22 and 15.

Amendment 9: Amendments – Article XIII

Page 115-116 of the Workbook

Proposed by BPW International President

Present

Section 2.

The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.

Proposed

Section 2

- a) *The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.*
- b) *Amendments that have been considered and unfavourably voted upon at Congress shall not be accepted for consideration again at the next Congress.*

Proposed amendment will take effect immediately at XXVI BPW International Congress.

The CONSTITUTION ADVISORY CHAIR invited the PRESIDENT to speak to the proposed Amendment.

PRESIDENT Chonchanok Viravan explained that while resolutions that had been defeated in the previous Congress cannot come back to the current Congress, the same requirement for Constitution Amendments had been removed from the Constitution in one of the past congresses. If this

provision was not restored, then BPW delegates would be discussing the same thing over and over again and overloading the processing of the policies, rules and regulations of the organizations. So this provision would require a defeated constitution amendment to skip at least one Congress before it could come back. This rationale would be the same in the By-Laws Amendment 22 which would come up next.

Amendment 9 was seconded by PAST PRESIDENT Tuulikki Juusela.

Point of Order

PAST PRESIDENT Pat Harrison raised point of order on behalf of herself and PAST PRESIDENT Sylvia Perry that as a proposer of an amendment, PRESIDENT Chonchanok Viravan had to come to speak on the floor, not on the stage as she was not speaking in her position as president.

Point of Clarification

BPW NETHERLANDS delegate, Lesha Witmer, requested clarification. If Congress approved this amendment she wanted to know if it would be in conflict with the document proposing a total revision of the Constitution, new By-Laws and whether this would present a procedural problem when the whole Constitution is rewritten.

The CHIEF PARLIAMENTARIAN clarified that it would not be a problem unless someone moved that this particular Amendment should come into play at this Congress, otherwise it would theoretically come into play at the next Congress.

The PRESIDENT clarified that the amendment stated that it would be effective immediately at this Congress.

The CHIEF PARLIAMENTARIAN ruled that it had to take place after the Congress.

Speaking against Amendment 9 were BPW GERMANY delegate, Annegret Hastedt, BPW NEW ZEALAND delegate Anne Todd-Lambie and BPW Canada delegate Fran Donaldson.

BPW GERMANY stated her experience of a resolution that did not pass at the 1983 Washington Congress regarding the division of the world into 5 regions passed with nearly 100% of the votes two years later.

BPW NEW ZEALAND agreed with the points made by BPW Netherlands that this amendment would impact upon the upcoming Constitutional reform and urged others not to support this amendment until the

Constitution reform was concluded. BPW CANADA concurred.

Speaking in support of Amendment 9 were BPW ECUADOR delegate Diana Barragan and PAST PRESIDENT Yvette Swain.

BPW ECUADOR stated that too many repetitions of the same amendment were a waste of time.

Yvette Swan supported the concept of not constantly rehashing the same point every Congress but she understood the major concern was the Constitution Review and rewriting the Constitution.

Proposed Amendment

PAST PRESIDENT Yvette Swan proposed an amendment to Constitution Amendment 9 so that it would take effect “after Congress” rather than “immediately at Congress”.

PRESIDENT Chonchanok Viravan accepted this as a friendly amendment.

The CONSTITUTION ADVISORY CHAIR put to the vote Amendment 9, with the change that it would take effect after the 26th BPW International Congress.

The vote result was 52 FOR; 63 AGAINST; 7 ABSTENTIONS, Total 122.

The CONSTITUTION ADVISORY CHAIR declared Amendment 9 lost.

Point of Order

BPW NEW ZEALAND pointed out that Congress has to go back to vote on the original Amendment 9, which stated that it would take effect immediately at Congress.

The CONSTITUTION ADVISORY CHAIR stated that this was not case as the proposed change was accepted as a friendly amendment.

Amendment 22: Amendments – By-Laws Article XV

Page 128 of the Workbook

Proposed by BPW International President

Present

Section 2

The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.

Proposed

Section 2

- c) *The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.*
- d) *Amendments that have been considered and unfavourably voted upon at Congress shall not be accepted for consideration again at the next Congress.*

Proposed amendment will take effect immediately at XXVI BPW International Congress.

The CONSTITUTION ADVISORY CHAIR advised that Amendment 22 was a change in the By-Laws in the same manner that Amendment 9 was a change in the Constitution.

Therefore, PRESIDENT Chonchanok Viravan recommended that with the acceptance of the same friendly amendment as Amendment 9, accepted this should be put to the vote without debate.

The CONSTITUTION ADVISORY CHAIR put Amendment 22 to vote.

The vote results were 39 FOR, 75 AGAINST; 6 ABSTENTIONS.

The CONSTITUTION ADVISORY CHAIR declared Amendment 22 lost.

Amendment 15: Duties of Members of the Executive Board – By-Laws Article V
Page 120-122 of the Workbook

Proposed by BPW International Executive Board

Present

Section 6. Financial Director Shall:

- l) *repay from any surplus made from International Congresses, starting with BPWI XXV Congress, monies borrowed from the Fund and elsewhere to pay the debts created by the BPWI Congresses XXIII and XXIV.*
- m) *perform such other duties as may be designated by the Board of Directors or the President.*

Proposed

Section 6. Financial Director Shall:

- l) *repay from any surplus made from International Congresses, starting with BPWI XXV Congress,*

monies borrowed from the Fund and elsewhere to pay the debts created by the BPWI Congresses XXIII and XXIV.

- m) *ensure that the accumulated fund is maintained at a level as set by Congress to ensure the financial sustainability of BPW International*
- n) *perform such other duties as may be designated by the Board of Directors or the President.*

Proposed amendment will take effect immediately at XXVI BPW International Congress.

Proposed Amendment

The CONSTITUTION ADVISORY CHAIR said that BPW UK had submitted an amendment to Amendment 15 seconded by BPW NEW ZEALAND. The proposed amendment stated that

- m) *To ensure that maximum efforts are made to maintain the accumulated fund at a level as set by Congress to ensure the financial sustainability of BPW International.*

As the proposer, BPW UK delegate, Elizabeth Burden explained that the intention was to make sure that it is practical for the Board.

Since this did not have the acceptance of the Executive Board as a friendly amendment, and in response to a Point of Order raised by BPW Canada, the CHIEF PARLIAMENTARIAN ruled that Congress should debate and move on the proposed “maximum effort” amendment first. If accepted, the new wording would be inserted in the original amendment and then voted upon.

1) Debates on Proposed Amendment

- *Speaking against the proposed amendment to Amendment 15* were PAST PRESIDENT Tuulikki Juusela, BPW ECUADOR delegate, Diana Barragan and BPW Sweden delegate, Solveig Staffas.

PAST PRESIDENT Tuulikki indicated that the original Amendment 15 stating “ensure that accumulated fund is maintained at the level as set by” implied that it is a “must”. This was not the same thing, as the proposed amendment would leave the door open to allow the Executive Board to use the accumulated fund.

BPW ECUADOR would like this proposed amendment to be more precise because it is difficult to measure “maximum effort”.

The BPW SWEDEN expressed the view that this amendment did not belong in the Constitution.

- Speaking in support of the proposed amendment to Amendment 15 were BPW NEW ZEALAND delegates, Angela McLeod and Anne Todd-Lambie.

BPW NEW ZEALAND delegate, Angela McLeod, seconder to the proposed amendment explained that the accumulated fund was incredibly difficult to maintain at one set level such as 100,000 Euro.

BPW NEW ZEALAND delegate, Anne Todd-Lambie recalled that BPW International has from time to time been in serious financial crisis, such as when BPW USA withdrew and when issues on Battersea Fund had to be resolved. She also served on the board where hours were spent to get into a sound financial position again as a result of difficulties that has occurred through no fault of the executives. Therefore, she believed that we have to allow this to be “maximum effort”. She recognized, however, that there are times when the accumulated fund would be needed.

- BPW NETHERLANDS delegate, Lesha Witmer requested a new credentials report since all the BPW Italy delegates and a few other people had left the room.

The CONSTITUTION ADVISORY CHAIR confirmed that the new credentials report would be presented before voting but the discussion would go on.

2) *Votes on the Proposed Amendment*

The proposed “maximum effort” amendment was voted upon twice.

The first time, the vote results were 77 FOR; 39 AGAINST; 2 ABSTENTIONS, Total 118.

When the CONSTITUTION ADVISORY CHAIR declared the proposed amendment lost as according to the Credentials report two thirds majority was 85, this result was challenged.

In the discussions that followed, BPW Canada delegate, Fran Donaldson questioned the majority requirement, BPW Germany delegate, Bettina Schleicher questioned the credentials total, BPW Netherlands delegate Lesha Witmer pointed out that BPW Italy and several other delegates had left the room and Past International President, Pat Harrison raised a

point of order on whether abstentions were counted as negative votes. The following were confirmed:

- The CONSTITUTION ADVISORY CHAIR confirmed that constitutional amendments require a two thirds majority.
- The CHIEF PARLIAMENTARIAN ruled that no new credentials votes would be required once the session began and the majority would be the 2/3 majority of the total votes (according to the DigiVote result).
- The CHIEF PARLIAMENTARIAN read Standing Order #3 (“No account shall be taken for those who abstain.”) to confirm that ABSTENTION votes did not count as negative.
- The CHIEF PARLIAMENTARIAN also declared that there had been a miscalculation and 78 votes was the number required to pass the proposed “maximum effort” amendment and therefore it was defeated.

Vote to Revote

The CHIEF PARLIAMENTARIAN agreed that there should be a vote to revoice on the “maximum effort” amendment as called for by BPW CANADA, because previously there had not been clarity on the majority required.

This was put to congress by the CONSTITUTION ADVISORY CHAIR. The motion was carried.

Revote

The CONSTITUTION ADVISORY CHAIR put the proposed amendment to a fresh vote for which the result was **79 FOR; 39 AGAINST; 2 ABSTENTIONS, Total 120.**

The CONSTITUTION ADVISORY CHAIR declared the proposed amendment passed on a two thirds majority of 79 votes.

3) *Debate on amended Amendment 15*

The debate on the amended Amendment 15 Was as follows:

The FINANCE DIRECTOR, Thitinan Wattanavekin spoke to the Amendment as the proposer. She explained that the “accumulated fund” was composed of the General Fund and the Battersea fund. The Executive Board proposed setting a level for the General Fund because the past record in 2004

showed a negative General Fund. If BPW has a deficit in future, the Executive Board might request to use the Battersea Fund, an action much against members' wishes and therefore, it was important to have a general fund set at a certain level. If such a level was not set, then the money might be used with no reserve kept for any emergency. This level did not have to be high, but it would give BPW financial sustainability in the future.

PAST PRESIDENT Sylvia Perry commented on the use of the word "ensure" in the original Amendment implied that Executive Board must reach that accumulated fund target. But one did not know what the accumulated fund would be until the outcome of the trading activities for that session. The proposed amendment had made this motion more practical.

Point of Clarification

- BPW NEW ZEALAND raised the point of clarification that the motion on the floor was the Amendment with the word "maximum effort". If this was defeated, then BPW would lose any direction to reserve funds.
- PRESIDENT Chonchanok Viravan pointed out that once the proposed amendment was integrated into Amendment 15, the vote result FOR or AGAINST would yield the same thing. The vote AGAINST would not require that level of accumulated fund to be set. The vote FOR would require that level of the accumulated fund to be set, but the next Executive did not have to maintain it. This can also conflict with the past resolution on the Battersea Fund which although a protected fund is also a part of the Accumulated Fund.

The HEALTH CHAIR, Faye Gardiner moved to put the motion to the vote, seconded by PROJECT CHAIR, Susan Jones.

Motion to Defer Amendment 15

BPW NETHERLANDS proposed a procedural motion to defer Amendment 15 until after the discussion on the budget on Monday 27 October 2008. This was seconded by BPW CANADA.

Speaking against the Motion, PRESIDENT Chonchanok Viravan explained that the outcome of Amendment 15 would have an impact on the budget. If Amendment 15 was passed, then BPW would have to vote on the budget policy to set the level of Accumulated fund. The budget policy would affect how the budget would be set. PAST PRESIDENT, Yvette Swan concurred with the PRESIDENT,

indicating that Amendment 15 had to come before the budget.

Speaking in support of the Motion was BPW CANADA delegate, Fran Donaldson. She said that it made sense to table Amendment 15 until delegates at Congress had a better understanding of the financial situation, after the discussion on the budget which was scheduled for Monday 27 October 2008 in the morning. Congress delegates would be better prepared to discuss the budget policy.

The CONSTITUTION ADVISORY CHAIR put the motion to "Defer Amendment 15 until after the presentation of budget details" to the vote. This vote would require a simple majority to be carried.

The vote result was 68 FOR; 48 AGAINST; 4 ABSTENTIONS.

The CONSTITUTION ADVISORY CHAIR declared that the procedural motion was passed and thereafter closed Constitution Amendment Session I.

The PRESIDENT resumed the Chair and invited delegates to attend the next plenary session to listen to many distinguished speakers on return from the refreshment break.

Fourth Business Session adjourned for morning break.

FIFTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 26, 2008 - Time 14:00 – 15:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Announcements

- *Letter from Member:* Yvette Swan read a letter from Margery Thayer, a member of BPW UK, who was approaching her 92nd birthday on 1 January 2009. Her letter wished BPW International continued success in empowering women.
- *Sale of Goods:* The PRESIDENT invited Naphaphen Vejajiva, Director of President's Office to present BPW goods for sale and encouraged members to buy them at wholesale price and sell them at retail prices in their countries to raise funds for their clubs. Naphaphen Vejajiva presented both the wholesale and retail prices of the gold logo pins, silver logo pins, small logo pins, purse hangers, BPW memory sticks, Congress souvenir clocks and books. She also informed Congress that BPW International had received scarves as special gifts from BPW Taiwan, for sale to help raise funds at Congress.
- *Constitution Amendment:* Freda Miriklis, Chair of Constitution Advisory Committee, requested proposers of amendments to constitution amendments for the next day should see her before 5 pm to that there would be adequate time to prepare the computer presentation.
- *DigiVote:* Yvette Swan and Freda Miriklis gave out notices about missing DigiVote machines and the need to hand these when they leave and sign in again when they re enter at next session.

Reports of the Representatives to the United Nations

The PRESIDENT moved the adoption of the reports of the BPW representatives to the United Nations, as printed in the Congress workbook from page 81-107, seconded by PAST PRESIDENT, Tuulikki Juusela. The reports were carried unanimously.

Reports of the Standing Committees

The PRESIDENT moved the adoption of the reports of the Standing Committees as printed in the workbook pages 49-60, seconded by BPW California. The reports were carried unanimously.

Reports of the Taskforces

The PRESIDENT moved the adoption of the reports of the Taskforces as printed in the workbook pages 61-78, seconded by BPW Ireland. The reports were carried unanimously.

RESOLUTION SESSION III:

Pat Harrison, RESOLUTIONS CHAIR, took the Chair.

Resolution 14: Human Trafficking
Page 144-145 of the Workbook

Proposed by BPW Canada:

Recognising that human trafficking, sex slavery and forced labour have become a global scourge. It is a profitable business worth billions of dollars annually which is affecting thousands of women and children every year. To date efforts made around the world to curb the sex trade and forced labour industry have failed and the industry is growing daily.

Understanding that trafficked victims are primarily women and children who are exploited into the sex trade industry and forced labour, where they suffer continuous physical and emotional violence, compounded by poor living and working conditions. The physical and emotional abuse has a devastating impact on the victims who endure rape and threats of torture and death against their person and their families.

Referencing a resolution passed at XXIVth Congress in Melbourne, Australia titled "Sexual slavery and trafficking of women and girls, submitted by New Zealand which urged affiliates to lobby their governments:

1. *To sign and ratify international conventions and protocols against the sale and trafficking of women and children*
2. *To protect victims of trafficking by incorporating into their domestic legislation measures such as providing social, medical and psychological care; granting victims temporary or permanent residency permits and compensation for the damage suffered.*

Be it resolved that BPW International urge all affiliates to lobby their government to strengthen legislation within each country to address the issue of trafficking and sex trade:

- (a) *To provide tough penalties for the users of the sex trade and forced labour in order to curb the market for the victims of trafficking;*
- (b) *To make it illegal to have sex with someone forced into the sex trade;*
- (c) *To make it illegal to employ victims of any type of forced labour;*

- (d) To work with the United Nations to convict citizens who travel to other countries to participate in sex with children under the age of 18 (i.e. tourist sex).

Further be it resolved that BPW International encourage all affiliates to lobby their governments to eradicate trafficking of humans around the world by:

- (a) Systematically collecting sex-disaggregated data on the incidence of exploitation of prostitution and trafficking.
- (b) Incorporating and implementing legislative measures and comprehensive strategies to prevent trafficking and to prosecute and penalize traffickers.
- (c) Increasing measures to improve the economic situation of women so as to eliminate their vulnerability to trafficking.
- (d) Increasing international, regional, and bilateral cooperation with countries of origin, transit and destination for trafficked women and children.
- (e) Providing comprehensive rehabilitative, social reintegration and victim assistance programs for trafficked women and children.
- (f) Providing health programs to assist women affected by trafficking.

Further be it resolved that BPW International urge all affiliates to familiarize themselves with the document *A Toolkit to Combat Trafficking in Persons* which was prepared by the United Nations in 2006 and take steps to support organizations within their country that work to educate the public about this scourge of humankind.

The RESOLUTIONS CHAIR invited BPW CANADA to present Resolution 14, which was seconded by BPW NEW ZEALAND.

Doris Hall, BPW CANADA stated that this resolution was intended to strengthen the previous resolution that was passed in Australia in 2002 and to give more direction to affiliates to do everything possible to push their governments to do everything they can to eliminate this very serious global problem

The RESOLUTIONS CHAIR announced that BPW AUSTRALIA had submitted an amendment to add that “The affiliate reports to the Vice President of the United Nations within 2 years” which had been accepted by BPW CANADA as a friendly amendment.

As neither BPW AUSTRALIA nor anyone else wanted to speak for or against this amendment, it was put to the vote.

The vote result was 85 FOR, 1 AGAINST, 3 ABSTENTIONS Total 89.

The RESOLUTIONS CHAIR declared Resolution 14 carried.

The XXVI BPW International Congress Proceeding

Resolution 11: Reform Resolution Processing at Congress

Page 142-143 of the Workbook

Proposed by BPW International Executive Board:

As BPW International often runs out of time to deal with all resolutions submitted at Congress, the approach to processing resolutions needs to be reformed by

1. *Grouping the resolutions to solve the same problem together and voting to select the best solution, instead of voting on one solution at a time.*
2. *Grouping together resolutions related to women’s issues, which are the mandate from the UN and voting to prioritize BPW International’s implementation.*

Resolution 11 was moved by PRESIDENT and seconded by BPW CANADA.

There was no debate so the RESOLUTIONS CHAIR put Resolution 11 to the vote.

The vote result was 88 FOR; 1 AGAINST 0 ABSTENTIONS, Total 89.

The RESOLUTIONS CHAIR declared Resolution 11 carried.

Resolution 6: Grow BPW

Page 137-138 of the Workbook

Proposed by BPW International Executive Board:

The proposed strategy to grow BPW is the “Strategy of Inclusion and Engagement” where BPW shall offer benefits to attract a variety of women’s groups of all ages, nationalities, within business, professions and corporations. Benefits should be communicated via various channels and at the right time to encourage members to engage in BPW activities and take advantages of these benefits. Members must be financial to access the benefits.

Resolution 6 was moved by the PRESIDENT and seconded by FIRST VICE PRESIDENT, Annarosa Colangelo.

As no one came forward for debate, the RESOLUTIONS CHAIR put Resolution 6 to the vote.

The vote results were 88 FOR; 10 AGAINST; 0 ABSTENTIONS total 98.

The RESOLUTIONS CHAIR declared Resolution 6 carried.

Resolution 21: Reform Friends Program

Page 153 of the Workbook

Proposed by the President, the 1st Vice President, the Finance Director, the North America Regional Coordinator, and the Young BPW Representative:

To reform the Friends program so that Friends status would alter in accordance with the accumulated donations made by a friend over the years.

Resolution 21 was moved by the PRESIDENT and seconded by PAST PRESIDENT Livia Ricci.

The PRESIDENT explained the rationale behind Resolution 21 – the accumulated amount of the small donations made regularly for several years by some friends could be just as high as someone who donated one time as a Diamond friend. It is possible that these friends may not donate in every year but they should not be disqualified as friends.

SECOND VICE PRESIDENT Elizabeth Benham spoke against the resolution as she stated that it would require too much maintenance on records of Friends’ donations.

The RESOLUTIONS CHAIR put resolution 21 to the vote.

The vote results were 49 FOR; 50 AGAINST; 2 ABSTENTIONS, Total 101.

The RESOLUTIONS CHAIR declared Resolution 21 lost.

Resolution 22: Usage of BPW Logo

Page 153 of the Workbook

Proposed by the President, the First Vice President, the Finance Director, the North America Regional Coordinator, and the Young BPW Representative:

At the XXIII BPW International Congress in Vancouver 1999, a resolution was passed that all affiliates use the BPW International logo, yet, nearly a decade later several of BPW affiliates still do not use either the BPW logo or BPW name correctly.

To reinforce the correct usage of the BPW logo: BPW affiliates have an option of using

- (a) only the BPW International official logo with name of a BPW club / federation underneath or
- (b) use this logo together with its own local logo.

Resolution 22 was moved by the PRESIDENT, seconded by FIRST VICE PRESIDENT Annarosa Colangelo.

PRESIDENT Chonchanok Viravan spoke to the resolution as the proposer. She indicated that it has been almost a decade since the resolution to require all BPW affiliates to use the same two globes logo had been passed at Vancouver Congress in 1999. Yet, this was not yet adopted world-wide in practice. Many BPW affiliates still only use their local logo. In practice, many others affiliates, such as BPW Italy, compromised by using both the local logo and the BPW two globes logo. This resolution was to allow such practice as an alternative option so that countries, well known by their logo can keep it as well as display the BPW International logo.

BPW NETHERLANDS moved and BPW NEW YORK seconded an amendment to add the wording “endeavour to adjust the logo to ensure that most affiliates are represented on the logo”

This was followed by a lengthy debate / discussion on what the changed logo would look like; how changing the logo to make one country appear in the logo could make some other countries disappear; and how frequent changes of logo may affect the branding of BPW. It was questionable also whether the proposed amendment was relevant to the intent of Resolution 22.

The RESOLUTIONS CHAIR put the proposed amendment to Resolution 22 to the vote.

The vote results were 37 FOR; 61 AGAINST 2 ABSTENTIONS, Total 100.

She declared the proposed amendment lost.

The RESOLUTIONS CHAIR put the original Resolution 22 to vote.

The vote result was 63 FOR; 40 AGAINST, No ABSTENTIONS total 103.

The RESOLUTIONS CHAIR declared Resolution 22 carried and closed Resolutions Session III.

The PRESIDENT resumed the chair.

Report from Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of Credentials Committee Chair.

Executive Board	10
Past Presidents	5
Standing Committee Chairpersons	6
Federation Delegates	78
Associate Club Delegates	<u>7</u>
Total Voting Strength	106

Simple majority was 54. Two thirds majority was 71.

CONSTITUTION AMENDMENTS SESSION II:

The CONSTITUTION ADVISORY CHAIR Freda Miriklis took the Chair.

Procedural Motion to Table Amendments

BPW NETHERLANDS asked to move a procedural motion on behalf of Austria, Belgium, Canada, France, Germany, the Netherlands, Switzerland, Turkey and Australia. The procedural motion was to table **Amendment #2, 6, 7, 11, 12, 13, 14, 17, 19, and 20** in light of the fact that there will be a constitutional taskforce to modernize the constitution and By-Laws to review these amendments and, to leave them on the table until Congress has been able to discuss and vote on the new draft of the constitution and By-Laws in Finland in 2011.

This was seconded by BPW CANADA.

The PRESIDENT presented a point of clarification. This proposed procedural motion would simply throw away two years of her work on Organization Review and Reform and not even allow it to come to the floor for the people to hear the rationale behind each one. She further questioned whether it is constitutional to table so many Constitution Amendments before they were presented and requested clarification from the parliamentarian.

The CHIEF PARLIAMENTARIAN said that moving a number of Constitution Amendments ‘en masse’ was not covered in the BPW International Constitution nor in parliamentary procedures. So each amendment would have to be looked at individually. Then if the Congress so moved that it be laid on the table, it will have to be done individually. She declared that the procedural motion could not be accepted and requested BPW NETHERLANDS to withdraw it.

BPW NETHERLANDS withdrew the procedural motion and stating that they would be presenting the same remark for these amendments when each one of them came up. This was accepted by BPW CANADA.

The CONSTITUTION ADVISORY CHAIR proceeded with the Constitution Amendments.

Amendment 18: Young BPW Representative By-Laws Article X

Page 126 of the Workbook

Proposed by BPW New Zealand

Present

Section 1.

There shall be a Young BPW Representative who shall be a member of the Executive Board. The Young BPW Representative shall:

a) represent the interests of those members of any Federation, State Federation, Associate Club or Individual Associate Member at Large who are under the age of 35 years, on the Executive Board be a direct link between the Executive Board and members who form part of Young BPW by disseminating appropriate information to them.

Proposed

Section 1.

There shall be a Young BPW Representative who shall be a member of the Executive Board. The Young BPW Representative shall:

*a) represent the interests of those members of any Federation, State Federation, Associate Club or Individual Associate Member at Large who are **under the age of 40 years**, on the Executive Board be a direct link between the Executive Board and members who form part of Young BPW by disseminating appropriate information to them*

This was seconded by BPW CANADA.

BPW NEW ZEALAND spoke to the amendment, explaining that the role of women in the place in the workplace is ever changing and it is important that we are constantly addressing this and making the necessary changes so we continue to remain relevant. With many women, now work longer before starting their family and returning to work later in life. The interests and concerns of women age 35 to 39 years old is now more aligned with those in their 20s, not in their 40s. This is not so much about a woman’s age as it is about the stage of life she experiences and ensuring the valuable support network of Young BPW is available to all women in this stage.

Since BPW CANADA declined to speak on the Amendment, the CONSTITUTION ADVISORY CHAIR opened the debate on Amendment 18

Speaking against Amendment 18 were PAST PRESIDENT Pat Harrison, BPW SWITZERLAND, Sabine Schmelzer and BPW UK, Chris Nendick. The argument put forward was that the Young BPW age limit used to be under 25 in 1985, then moved up to be under 35. If the age limit increases to 40, the young element in BPW clubs may be lost and it may separate the group of the younger women who start their careers in their 20s and became mothers in their 30s (especially over 35). The girls in their 20s do not perceive 40 years old as young.

Speaking in favour of Amendment 18 was PAST PRESIDENT Yvette Swan and BPW CANADA Jill Worobec. There are young people who are 36 who are sorry that they cannot be Young BPW. The dilemma of having two generations in a BPW Club is younger women walking into a meeting, seeing people in their 60s and higher to whom they cannot relate. Age 40 does not seem very old in comparison to 60 or 65 years old and it may be easier to get them to join BPW.

RIGHT OF REPLY: BPW NEW ZEALAND presented their right of reply with two points. Firstly, women do not always have children in their 30s, but many when they are in their early 20s – early 30s. There is not too much of a difference between women with children and those who are 36, 37 and in their 20s. We are not talking about 40 years old here, but up to 39 years and the big 4 in front of it is not an issue. Secondly, the target group being considered is women who are coming back to work after taking 5 to 10 years off when they have children. The support network available for Young BPW would be particularly valuable to them especially networking, mentoring and effectively helping them re-enter the work place just like someone starting in a work place.

The CONSTITUTION ADVISORY CHAIR put Amendment 18 to the vote.

The vote result was 29 FOR; 75 AGAINST; 0 ABSTENTIONS - Total 104.

The CONSTITUTION ADVISORY CHAIR declared Amendment 18 lost and declared Constitution Amendment Session II closed.

Announcements

- DigiVote: The CREDENTIALS CHAIR advised delegates to leave their DigiVote machines in the room when they leave for tea break. They do not have to sign out unless they had no intention of returning to the next business session. BPW NEW ZEALAND raised security concerns as there was an expensive fee if a DigiVote machine was lost. The CREDENTIALS CHAIR gave an assurance on security within the room.

Fifth Business Session adjourned for afternoon break

SIXTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 26, 2008 - Time 16:20 – 17:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

CONSTITUTION AMENDMENTS SESSION III:

The PRESIDENT gave the chair to the CONSTITUTION ADVISORY CHAIR Freda Miriklis.

Amendment 17: Standing Committees – By-Laws **Article VII**

Page 124-126 of the Workbook

Proposed by the BPW International President and the Chair of Health Committee

Present

Article VII - Standing Committee

Section 1.

There shall be the following Standing Committees:

*Agriculture
Arts and Culture
Business, Trade and Technology
Development, Training & Employment
Environment and Sustainable Development
Finance
Health
Legislation
Membership
Projects
Public Relations
United Nations - Status of Women
Young BPW*

Section 2.

Each Standing Committee, except the Finance Committee, in addition to the Chairperson shall consist of not less than four (4) and not more than six (6) members. The Finance Committee shall consist of the Finance Director who shall chair the Committee, and not less than two (2) and not more than three (3) members.

Section 3.

Standing Committee Chairpersons shall be elected by Congress, except that the First and Second Vice Presidents shall serve either as Chairperson of the Standing Committees on Membership or the United Nations - Status of Women, and the Finance Director shall serve as Chairperson of the Standing Committee on Finance; and the Young BPW Representative shall serve as Chairperson of the Young BPW Standing Committee. The members of the Committees shall be appointed by the President. No Standing Committee Chairperson or members

shall serve for more than two (2) consecutive terms in the same capacity.

Section 4.

Each Federation, State Federation and Associate Club shall send to the Executive Secretary on or before the first day of each Congress a list of its nominees for membership on Action Groups, accompanied by a statement of the qualifications of each nominee and her consent to act if appointed. The Presidential Office shall inform the Federation(s), State Federation(s), and/or Associate Club(s) whenever its nominees are appointed.

Proposed

Article VII - Special Directors

Section 1.

There shall be the following **Special Directors**:

- Agriculture
- Arts and Culture
- Business, Trade and Technology
- Development, Training & Employment
- Environment and Sustainable Development
- Finance
- Health
- Legislation
- Membership
- Projects
- Public Relations
- United Nations - Status of Women
- Young BPW

Section 2.

Special Directors shall be elected by Congress except that

- i) the First and Second Vice Presidents shall serve either as Director of Membership or Director of United Nations Status of Women.**
- ii) the Finance Director shall be regarded as a Special Director.**
- iii) the Young BPW Representative shall serve as Director of Young BPW.**

No Special Director shall serve for more than two (2) consecutive terms in the same capacity.

Directors who serve on the Executive Board can only serve one term in the same capacity.

Section 3.

Any members of Board of Directors may nominate BPW members with relevant experience to be registered as an expert based on defined criteria. This nomination shall be accompanied by a statement of the qualifications and experience of each nominee and her consent to serve on an ad hoc action group if requested. Registration of experts shall be approved by the Executive Board.

Section 4.

A Special Director can form an Action Group from registered experts and other BPW members to undertake projects, to implement relevant resolutions passed at Congress, or to address new issues as they arise. Each Action Group shall be subject to the approval of the President and shall operate only during the time required to complete the task and not to exceed the end of the triennium.

Proposed amendment will take effect immediately at XXVI BPW International Congress.

(All references to Standing Committee Chairs in the Constitution and By-laws shall be replaced by Special Directors, the Standing Committee system shall be replaced by Expert Action groups, and all references to Standing Committee in the Constitution and By-Laws shall be replaced by Action Group).

The CONSTITUTION ADVISORY CHAIR informed Congress that there was a friendly amendment to the proposed amendment in Section 2.

Special Directors shall be elected by Congress except that

- i) The First and Second Vice Presidents shall serve as the Special Director of Membership or the Special Director of United Nations Status of Women.**
- ii) The Finance Director shall be regarded as Special Director.**
- iii) The Young BPW representative shall serve as Special Director of Young BPW.**

No Special Director shall serve for more than 2 consecutive terms in the same capacity except for Directors who serve on the Executive Board who can only serve 1 term in the same capacity.

The CONSTITUTION ADVISORY CHAIR invited Health Chair Faye Gardiner and PRESIDENT Chonchanok Viravan, the proposers of this amendment to speak to it.

Faye Gardiner emphasized the need to make BPW members more active. In the past, a taskforce formed for a particular issue, such as the Mentoring Taskforce, was much more effective than Standing Committees. The aim of the amendment was to replacing Standing Committees with action groups which focus on particular issues. Each action group can last for several months or last for the whole three years, depending on the time required to undertake the task. An action group to replace the Finance

Committee, for example, can last three years. Though there had been some debate over how “Special Director” would translate, each country can choose the most meaningful term for this. Making this change at this congress did not preclude further change when the new constitution is introduced if the Constitution Taskforce comes in and says we can do it better some other way. However, if we do not change at this time, another three years would be wasted trying to address issues through the old system. So she urged support by congress delegates.

Chonchanok Viravan further pointed out that for a long time we had realized that committees and taskforces did not work very well. But when a committee and taskforce are given a task to do, they can identify the expert relevant to that task, form a group and handle the work. Experts in various fields in BPW, who can be called “BPW Experts”, and are willing to help, may prefer not to commit three years to do this. These BPW experts could serve in an Action Group, which would be formed by Special Directors on an as needed basis. Each Special Director can form multiple Action Groups such as the Special Director on Health may form multiple action groups for various health issues, such as AIDS and cancer. These would involve more members than just a limit of 3-4 persons within a committee. Australia, New Zealand and several other countries already use this system and it has worked very well.

BPW GERMANY moved a motion to defer this amendment and everything it entails to the Constitutional Reform Taskforce and leave on the table until Helsinki. The Constitution Taskforce would then review these amendments. This motion was seconded by BPW NETHERLANDS.

The CONSTITUTION ADVISORY CHAIR explained that this was a procedural motion and turned down the request for the right of reply from both the PRESIDENT and HEALTH CHAIR as well as requests to speak against the motion from the floor. However, to the enquiry from BPW UK and BPW CANADA she gave clarification on the consequences of Amendment 17. If Amendment 17 was deferred, the Standing Committees would operate in the same way as in the past for the next triennium. If Amendment 17 was passed, then people who were nominated for election as Standing Committee Chairs would simply be elected for the post of Special Directors.

The procedural motion “The amendment should lie on the table until after the report of the Constitution Taskforce which has been agreed to look at reforming and rewriting of the BPW International Constitution.” was put to the vote.

The vote results were: 60 FOR; 38 AGAINST; 4 ABSTENTIONS; Total 102 votes.

The procedural motion was carried and Amendment 17 was deferred.

Amendment 13: Duties of Members of the Executive Board – By-Laws Article V
Page 118-119 of the Workbook

Proposed by the BPW International President and the Chair of Health Committee

Present

Section 1.

The duties of the members of the Executive Board shall be such as are generally prescribed by parliamentary usage.

Section 2.

The President shall be the Chief Executive Officer of BPW International and of the Board of Directors. She shall preside at the meetings of the Congress and the Board of Directors. The President shall appoint the Chairpersons and members of all Special Committees and Ad Hoc Committees, and shall be a member ex-officio of all Committees except the Nominations Committee. She shall have a casting vote at Congress save on the matter of the election of President, when in case of a tie the election shall be determined by lot.

Section 3.

- a) *The First Vice President and Second Vice President shall be the Chairpersons of the Standing Committee on Membership and United Nations - Status of Women Committee. In the absence of the President, the First Vice President, or, in the absence of both of them, the Second Vice President, shall preside at the meetings of the Congress or of the Board of Directors or of the Executive Board.*
- b) *The Vice Presidents shall perform such other duties as are designated by the Board of Directors or the President.*

Proposed

Section 1.

The duties of the members of the Executive Board shall be such as are generally prescribed by parliamentary usage.

Section 2.

*The President shall be the Chief Executive Officer of BPW International and of the Board of Directors. She shall preside at meeting of Congress and the Board of Directors. The President shall appoint the **Leader** and members of all **Action Groups** and **Ad Hoc Committees** that **are not already led by a Special Director**. She shall be a member ex-officio of all Action groups and Committees except the*

Nominations Committee. She shall have a casting vote at Congress save on the matter of the election of President, when in case of a tie the election shall be determined by lot.

Section 3.

- a) The First Vice President and Second Vice President shall be the **Directors of Membership and United Nations - Status of Women**. In the absence of the President, the First Vice President, or, in the absence of both of them, the Second Vice President, shall preside at the meetings of the Congress or of the Board of Directors or of the Executive Board.
- b) The Vice Presidents shall perform such other duties as are designated by the Board of Directors or the President.

Proposed amendment will take effect immediately after XXVI BPW International Congress.

This amendment will be withdrawn if amendment No. 17 does not pass.

PAST PRESIDENT Tuulikki Juusela requested clarification from the CHIEF PARLIAMENTARIAN on the statement that “*This amendment will be withdrawn if Amendment No. 17 does not pass.*”

The CHIEF PARLIAMENTARIAN said that since Amendment No. 17 was deferred rather than defeated, this amendment still had to go through the process to defer it, providing that someone moved such a motion.

The PAST PRESIDENT Tuulikki Juusela moved the motion to defer Amendment 13, seconded by BPW NEW YORK.

The procedural motion to defer Amendment 13, “The amendment should lie on the table until after the report of the Taskforce which has been agreed to look at reforming and rewriting the BPW International Constitution.” was put to the vote.

The vote results were 72 FOR; 26 AGAINST; 3 ABSTENTIONS; Total 101.

The motion was carried and Amendment 13 was deferred.

Amendment 19: Young BPW Representative – By-Laws Article X

Page 126-127 of the Workbook

Proposed by the BPW International President and the Chair of Health Committee

Present

Section 1.

There shall be a Young BPW Representative who shall be a member of the Executive Board. The Young BPW Representative shall:

- a) represent the interests of those members of any Federation, State Federation, Associate Club or Individual Associate Member at Large who are under the age of 35 years, on the Executive Board and report the work of Young BPW members to the Executive Board
- b) be a direct link between the Executive Board and members who form part of Young BPW by disseminating appropriate information to them
- c) stimulate and encourage the activities of members who form part of Young BPW;
- d) be Chair of the Young BPW Standing Committee

Proposed

Section 1.

There shall be a Young BPW Representative who shall be a member of the Executive Board. The Young BPW Representative shall:

- a) represent the interests of those members of any Federation, State Federation, Associate Club or Individual Associate Member at Large who are under the age of 35 years, on the Executive Board and report the work of Young BPW members to the Executive Board
- b) be a direct link between the Executive Board and members who form part of Young BPW by disseminating appropriate information to them
- c) stimulate and encourage the activities of members who form part of Young BPW;
- d) **lead the team of Young BPW regional representatives**

Proposed amendment will take effect immediately after XXVI BPW International Congress. This amendment will be withdrawn if amendment No. 17 does not pass.

As Amendment 19 was linked to Amendment 17, BPW FRANCE moved a procedural motion to defer it. This was seconded by BPW FINLAND.

The procedural motion to defer Amendment 19, which states that “The amendment lies on the table until after the report of the Taskforce which has been agreed to look at reforming and rewriting the BPW International Constitution.”, was put to the vote.

The vote results were 84 FOR; 15 AGAINST; 1 ABSTENTIONS, Total 100.

The motion was carried and Amendment 19 was deferred.

Amendment 20: Resolutions – By-Laws

Article XII

Page 127 of the Workbook

Proposed by the BPW International Executive Board

Present

Section 3.

(none)

Proposed

Section 3.

The Executive Board may propose resolutions between International Congresses requesting or requiring the Board of Directors to address urgent matters that the Board believes require BPW International to urgently or immediately develop a position or take an action.

THE INTERNATIONAL PRESIDENT proposed and spoke to the amendment,

She explained the rationale that currently, BPW International makes decisions on resolutions every 3 years, leading to a loss of dynamism in policy making. In the past, Congress was held every 2 years, and then in the year in between, there was a Board of Directors meeting. This had been replaced by a pre-Congress Board of Directors meeting and a post-Congress Board of Directors meeting. This amendment would allow the Executive Board to put a resolution to address urgent matters to the Board of Directors in between Congresses and thereby respond to issues in a timely manner.

BPW SWITZERLAND moved to defer Amendment 20 by proposing that “The amendment lies on the table until after the report of the Taskforce which has been agreed to look at reforming and rewriting the BPW International Constitution.” and this was seconded by BPW NEW YORK.

The CONSTITUTION ADVISORY CHAIR put the procedural motion to the vote.

The vote results were 60 FOR; 37 AGAINST; 3 ABSTENTIONS; Total 100.

The motion was carried and Amendment 20 was deferred.

Amendment 12: Duties and Powers of the Board

of Directors and Executive Board – By-Laws

Article IV

Page 117-118 of the Workbook

Proposed by the BPW International Executive Board

Present

Section 1.

Members of the Board of Directors may vote by mail, facsimile, electronic mail or such other means as will provide written evidence of the identity of the voter and their voting intention except when the Board is in session.

Proposed

Section 3.

a) *Members of the Board of Directors may vote by mail, facsimile, electronic mail or such other means as will provide written evidence of the identity of the voter and their voting intention except when the Board is in session.*

b) ***In the event of a vote between Board meetings, voting rights of Affiliates shall be:***
i) ***Presidents of Federations and State Federations shall cast 2 votes per person.***
ii) ***Presidents of Associate Clubs may each cast a vote and these are weighed and counted as one vote.***

c) ***In case of voting online, voting e-mails of presidents of BPW affiliates shall be as specified in BPW Roster Online (www.bpw-roster.info).***

Proposed amendment will take effect immediately after XXVI BPW International Congress.

The INTERNATIONAL PRESIDENT moved and spoke to Amendment 12, which was seconded by BPW THAILAND. She indicated that there was a friendly amendment to remove www.bpw-roster.info from Section 3.c, which had been accepted.

The PRESIDENT explained the rationale - that according to the constitution, the members of the Board of Directors have to be nominated and may not be the presidents of BPW Affiliates. The past practice of voting in between Congresses, however, often falls to the presidents to cast the votes. This amendment aimed to make such practice constitutional. When voting online, it is crucial to send to the correct e-mail address with eligibility for voting. The call for vote by e-mail could be sent to the presidents but read and responded to by their secretaries. Therefore, the e-mail used for the voting purpose should be the one that is proper for the president to read and cast the vote. Though

members of Board of Directors can vote in between Congresses, the practice of having presidents of BPW affiliates vote in between Congresses as members of Board of Directors needs to be regularized.

Amelie Leclercq, BPW FRANCE, moved to defer Amendment 12, seconded by BPW New York.

The procedural motion to defer Amendment 12, which stated that “The amendment lies on the table until after the report of the Taskforce which has been agreed to look at reforming and rewriting the BPW International Constitution.”, was put to the vote.

The vote results were 61 FOR; 43 AGAINST; NO ABSENTIONS, Total 104.

The motion was carried and Amendment 12 was deferred.

THE CHIEF PARLIAMENTARIAN pointed out the consequence of deferring this amendment as it would subsequently tied the hands of the Constitution Taskforce, making it difficult to gain approval of the Board of Directors on the revised constitution in between Congresses.

Debates related to deferral of Amendments

During this Constitution Amendment session, there were debates on the following issues that did not arrive at a conclusion nor were voted upon.

- The first issue was an immediate proposal to defer amendments until the next Congress for the Constitution Taskforce to look at. This had the effect of stifling debate on the floor and depriving the meeting of valuable input to the debates which could have provided views for the Constitution Taskforce, even if the amendment was laid on the table at the end. The CHIEF PARLIAMENTARIAN confirmed that this process was still in accordance with the constitution.
- The second issue was the consequence of deferring amendments which would result in the Executive operating in the same way for the next three years.
- The third issue was whether the number of deferred amendments would lead to a lengthy Congress in Helsinki, as it must deal with both the amendments laid on the table from this congress and new amendments. It was debated whether or not the revised constitution can be passed as a whole document instead of dealing with one amendment at time.

The PRESIDENT said that while she was working on the Organization Review and Reform, she had consulted the CHIEF PARLIAMENTARIAN and she was advised that a revised constitution cannot be adopted as a whole. This was why only a few constitutional amendments were proposed for this Congress instead of a revised constitution.

The CONSTITUTION ADVISORY CHAIR closed the Constitutment Amendments Session III. The PRESIDENT resumed the chair.

Announcement:

- ***Nomination Chair:*** PRESIDENT announced that Nomination Chair as Merle Oliver from BPW New Zealand.

Before closing Business Session VI, the PRESIDENT gave a final remark on her ***Theory on Worrying*** that

“There is a fixed amount of time in a day and we have a number of problems to worry about so the amount time that you have to worry about each problem is the time you have, divided by the number of problems you have. As the number of problems increases and goes toward infinity, the time divided by infinity is zero. Therefore, you don’t have to worry about anything.”

Business Session VI adjourned for the day.

SEVENTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 27, 2008 - Time 9:00 – 11:00 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Announcements

- *Standing Orders:* The CHIEF PARLIAMENTARIAN Yvette Swan reminded the delegates to respect the standing orders on page 5 of the Congress workbook, especially the debate process.
- *Starting Time:* PAST PRESIDENT Tuulikki Juusela requested that all Executive Members should be on time so that the business session could start at the time stated in the programme.

Reports of the Congress Financial Strategy Taskforce

PRESIDENT Chonchanok Viravan, in her role as **Chair of Congress Financial Strategy Taskforce**, presented her report. She pointed out that the report did not appear in the Congress work book, but copies of the power point presentation hand out would be distributed to delegates at Congress later in the day.

She introduced the members of this taskforce, which included Sylvia Perry, Pat Harrison, Dr. Amany Asfour, and Willy Van Iersel Jones. This taskforce was formed in response to a resolution passed at the XXV Congress in Luzern, Switzerland to look into how Congress could be financed. The finding presented was based on actual experiences in trying out several possible options in organizing this Congress.

Financial Responsibilities: At the Luzern Congress, the key thing for the taskforce to investigate was whether or not BPW International could transfer the financial responsibilities, to the host country including all profit and loss. This was not at all acceptable. President Viravan suggested that if BPW International wanted to transfer its financial responsibility in this manner, such financial requirement should be specified in the Call for Congress bid. The host country also could not accept sharing both the profit and the loss.

The practical option was for BPW International to continue to be responsible for both the profit and the loss. If, however, the Congress yielded some profit, it could be shared with the host country in recognition of the efforts that local BPW members put in to help organize the congress.

Managing the Congress Finance: The strategies used which worked well for the XXVI Congress were as follows:

1. Increase Congress participation.
 - Reduce overall expense for participants.
 - Invite members as speakers.
 - Make Congress programme attractive.
 - Offer funding support for participants.
2. Increase income from other sources.
3. Adjust Congress Budget Dynamically.
4. Address Congress-Specific Risks.
5. Manage Congress Finance Properly.

1. **Increase Congress participation**

- a. *Reduce overall expense for participants:*
This included expense from registration fee, travel and accommodation.
 - *Reduce Travel cost:* President Viravan advised: choose city to organize Congress with consideration for the travel cost, find low price routes, find sponsors for participants and get airline discount. To select Congress location that also has reduced risks of low participation, she proposed several options including (i) select a suitable Congress location instead of bidding; (ii) rotate Congress through 5 regions; (iii) organize Congress in a major city with an international airport to avoid additional logistical cost; (iv) on bid evaluation compare travel and accommodation cost for members from each region and (v) take into consideration the availability of government funding for Congress
 - *Reduce Accommodation cost:* President Viravan's recommendation was to offer variety of accommodation at various prices (especially when the Congress is held in a country with high cost accommodation), get a special deal with the Congress hotel and get BPW Members to provide home stay option.. For this Congress, an extremely good deal was negotiated with the hotel that also gave discounts for other Congress expenses, so the decision was made to put everyone in the same hotel to reduce logistical expenses.

- *Reduce Registration fee:* To reduce registration fee, the accrued budget (accrued from unused budget from previous years during the triennium) was used to reduce expenses. Members of Executive Board, BPW representatives to the United Nations, Chairs of Committees and Taskforces were allowed to use their accrued budget to cover their registration fees. Executive Board expenses (which can be substantial as it constituted 17% of XXV Congress expenses) were also covered by BPW International for this Congress.
 - To ensure that the registration fee for this Congress was reasonable, it was not calculated by simply dividing the Congress expense by the estimated total participants. For this Congress, the registration was first set to be what the IPC International Planning Committee] deemed reasonable. This, together with estimated total participants, was used to estimate the ceiling for Congress budget. Then the organizer managed the expenses to be within this budget. The ceiling would be raised higher when Congress obtained sponsors to reduce Congress expenses.
- b. *Invite members as speakers:* This congress had about 60 BPW members who spoke at workshops. If members were invited to speak, they would be more inclined to attend, especially when discount registration fees were also offered for the speakers.
- c. *Make Congress Programme more attractive:* This congress attempted to do so with over 40 workshops and speakers from over 25 countries. Workshops at Congress were opened for the public to obtain extra congress income.
- d. *Offer funding support for participants:* Funding support that BPW International offered to assist BPW members to attend Congress was included:
- *International Aid fund:* Traditionally this fund would be allocated from the unused budget but for this congress, extra interest income was also added. This congress offered support for 5 members, one per region at 1,000 Euro per person.
 - *Young BPW Congress Fund:* Traditionally, this fund would be allocated from 10% of Friends donation, but for this congress extra unused Young BPW Budget was also added. This congress offered support for 10 young BPW at 500 Euro per person.
 - *Madesin Phillips Fund* was allocated from interest income from Lacey -Baker Trust for women in Arab States. For this the fund gave support for congress to 8 representatives from Arab States at 1,500 US Dollars per person (which was approximately 1,000 Euro).
2. Increase income from other sources: Extra funds were raised by selling BPW goods (members were encouraged to buy them wholesale) and by selling exhibit areas. The exhibit areas did not make much money but they helped attract sponsors. Congress sponsors who made a donation for something else would expect to get an exhibit area in return. Government support and other sponsors were also a source of funding for this Congress.
3. Adjust Congress Budget Dynamically: Initially the Congress budget was set based on an estimated number of participants. When more accurate numbers became apparent, the Congress budget was adjusted to ensure that Congress expenses would remain within the budget. Creative ideas to reduce this Congress expense included:
- *Reduce entertainment expense:* Get the bidders of Helsinki Congress to perform at the Gala dinner;
 - *Reduce speaker expenses:* Locate Congress in city where there were plenty of local distinguished speakers who did not require BPW to cover their travel and accommodation
 - *Reduce equipment cost:* It can be cheaper to buy some equipment (such as printer) and sell it after congress than to rent the equipment.
4. Address Congress Specific Risk: This task should be ranked No 1 in order to ensure the success of Congress.
- Each Congress had its own risks relating to each location where the Congress is going to be held. In Melbourne, the risk was the 9/11 events that caused people to be frightened of travelling by air. In Luzern, the risk was the high local expense. This was mitigated very well by PAST

PRESIDENT Antoinette Ruegg and her Host Planning Committee through the acquisition of many Congress sponsors.

In Merida, (original venue) the risks were the Professional Congress Organizer (PCO), the hurricane risk, limited competition among vendors (which can drive up price) and the high travel cost. Only one PCO was offered to BPW International, but the lawyers who reviewed this PCO's contract pointed out the high financial risks in the contract and advised against signing. Unfortunately, this PCO had already signed the contract with the only hotel in Merida that could host BPW International Congress and began to demand the deposit as high as US\$ 20,000 instead of zero as originally proposed. To mitigate this risk, the Congress was moved to Mexico City. The new Host Planning Committee (Mexico City HPC) organized the Congress without hiring a PCO. As Mexico City was centrally located, the airfare costs were less and it had a number of hotels with various prices.

In Mexico City, the risks were obtaining Mexico visa and the security image of Mexico City. To mitigate visa risks for members in countries that did not have Mexican Embassy, BPW International, BPW Mexico and Ministry of Foreign Affairs helped issue letters for members. This was successful for some but not for all, so this Congress still lost some participants because of the visa problems. To mitigate the risk of Mexico City's security image (even though the statistic of the world tourism ranked Mexico City as the city with the lowest crime rate against the tourists), extra police protection from the Police Academy was provided throughout Congress.

5. Manage Congress Finance Properly:

- *Exchange rate:* To prevent loss from exchange rates, the selection of the currency of registration fee and the currency of congress expense was crucial. For this Congress, the US dollar was used for both. Because the US dollar was strong at the time of Congress, a substantial saving was yielded for some expenses that were quoted in Mexican Peso.
- *Prevent Expense Overrun:* For this Congress, each social event was managed by a small local team. Each team was assigned a budget. Each team had managed all the expenses of their event (except bus transportation) within the given budget.

- *Get Sponsors to cover Extra Expense:* Sponsors for this Congress were mainly in-kind sponsor (as opposed to cash sponsors). For example, desired venues for BPW events were offered free when the actual rental cost was much higher than the budget. BPW International got a lot of sponsors to substantially reduce the expenses.

PRESIDENT Chonchanok Viravan emphasized that her recommendations were based on actual experience that showed the work done in overcoming problems in organizing congress rather than from an academic point of view.

The PRESIDENT moved her report, seconded by PAST PRESIDENT Pat Harrison and it was carried.

Discussion

PAST PRESIDENT Sylvia Perry thanked BPW Mexico and Willy Van Iersel Jones for their support to Congress.

The PRESIDENT concurred and expressed her gratitude to BPW Mexico for their strong support in organizing the Congress and Willy Van Iersel Jones from BPW Netherlands for her advice during the first Mexico City Congress site inspection. Willy helped set template for Congress budget and a list of detailed tasks that HPC and BPW International had to handle as well as she helped negotiate the contract with the Congress hotel.

PAST PRESIDENT Tuulikki Juusela complimented the President on the report and requested a copy. She stressed the importance of having an attractive Congress programme and talked about her experience in reducing costs by cutting out some social events, as BPW cannot always rely on having sponsors. She recalled that opening a part of the Congress to the public was also done in The Hague.

BPW CANADA Doris Hall added a request that the call for bids and the Congress bidding information of each country should be distributed to BPW member countries ahead of time. The bidding proposal should be reviewed by the Executive first. Then only the ones that had the facilities and were able to put on Congress in the manner that the president has suggested would be accepted to go further and put in a bid. So each country would be better informed before they voted.

The PRESIDENT replied that the bidders' information submitted for this Congress was already posted on the website.

BPW MEXICO PRESIDENT Fabiola Kun explained how hard BPW Mexico, the host country

and its HPC worked for this Congress. They each paid the Congress registration fee though they have not been to even one session. She acknowledged BPW Mexico members who did a great job in organizing the congress. Mexico City HPC members had passed through a lot of crisis, so they were happy that this was coming to an end and everything has gone well accordingly.

PAST PRESIDENT Pat Harrison reminded that her evaluation for the next Congress bid (which was a two–page sheet with airfare cost and Congress cost evaluation) had not been distributed. The PRESIDENT promised that copies of the bid evaluation would be available in the afternoon, before the votes were taken on the Congress bids.

PAST PRESIDENT Pat Harrison also expressed her views on the method to select a Congress venue. She supported the idea of rotating the congress. While members like to make all decisions, they were not always in the position to understand the politics, the financial circumstances and the issues that are pertinent to the choice of venue. She believed that the Executive Board should have responsibility for selecting Congress venues.

BPW NETHERLANDS Lesha Witmer said that she would take the message of gratitude from Congress back to Willy. She reminded Congress about the discussion in Luzern which perhaps could be added as an annex to the PRESIDENT’s report to help people in following the development. Leisha Witmer is a member of a committee on water partnership, which has BPW as a member. As this committee has a great deal of experience in negotiating with host countries in a very easy way to get everybody to Congress and overcome the visa issues, she offered her expertise for the future Congress, where ever it may be.

BPW NIGERIA Dilli Hama informed that the visa issue was a traumatic experience for her and expressed her gratitude to Josefina Peralta for her assistance in contacting the government to help her get the visa. So the host country for the next Congress should seriously address the visa issue.

Report from Credentials Committee

Yvette Swan presented Credentials Report on behalf of Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	87
Associate Club Delegates	<u>8</u>
Total Voting Strength	117

The simple majority was 59. The two thirds majority was 78.

Report of the Immediate Past President

Page 46-48 of the workbook

EUROPEAN COORDINATOR Gabriella Canonica requested that she might move the report of IMMEDIATE PAST PRESIDENT Antoinette Ruegg who could not come to present it herself because of her accident. This was seconded by PAST PRESIDENT Tuulikki Juusela and carried.

Point of Order

PAST PRESIDENT Tuulikki Juusela requested that the Business Session followed the programme as people might wish to change their alternate, change their representative, delegate when some issues were discussed.

CHIEF PARLIAMENTARIAN Yvette Swan replied that sometimes jumping around the agenda was necessary to get everything done, as many discussions had gone over time in the previous session.

Presentation of the 2014 Congress Bids

The PRESIDENT called for the presentations of the BPW affiliates bidding for the 2014 Congress. Each one would have 10 minutes.

- **EGYPT.** Amany Asfour, president of BPW Egypt presented Egypt as the venue with Cairo as the suggested city for the 2014 Congress. .

BPW Egypt, partnering with the Egyptian government had strong support from both the government and the private sector. The National Council for Women headed by H.E. Mrs. Suzanne Mubarak is promoting women’s empowerment and always supported the efforts of BPW Egypt. They will support the Congress by offering many facilities and sponsorship.

As Egypt is an Arab State in Africa, she pointed out that the BPW International Congress would attract business and professional women from 22 Arab States and 53 countries in Africa. If the 2014 Congress is held in Egypt, it would be the first time in the Arab States and 23 years since BPW International last held an International Congress in Africa at Nairobi in 1991.

The suggested venue, Cairo, is the city in the center with an easy access from all over the

world. Top technology conference facilities are available. International airlines have regular flights to Cairo. It has hosted many international conferences with over 1,000 participants. The visa for Egypt would not be a problem as no nationality is barred entry to Egypt. Visas are available on the airport for many nationalities; others can get them from Egyptian consulates. Cairo has lovely warm and dry weather in winter time. Cairo is a very safe city and is alive the whole 24 hours of the day. Girls and women can move freely on the street at anytime of the night and day.

Financially, the prices would be within the members' budgets for hotel and transportation. There are special fares on flights from major cities across the world. The estimated budget submitted showed a very large profit for BPW International.

A social programme, like holding a gala dinner or Friends and Fellow function at the pyramids, would be very attractive. Touristic attractions were plentiful in Egypt, such as River Nile cruises to Luxor and Aswan, beach resorts at Sharm El Sheikh and Hurgada, etc.

Amany Asfour concluded with a video presentation of Egypt.

- **ITALY:** Giuseppa Bombaci, President of BPW ITALY, presented the 2014 Congress bid for Congress in Sorrento, Italy. As the largest member federation of BPW International, BPW Italy was strong and ready to organize a successful congress. The beautiful city of Sorrento was a suitable Congress venue. Several International organizations, such as the Lions and Rotary, had held their International Congresses there.

The video presentation of Sorrento showed several sight seeing places especially near by cities such as Ravello, Positano, Paestum, Pompeii, Capri, Paserta, Ischia, etc. The video also showed the possible Congress venues in Sorrento to illustrate the suitability as a Congress venue, possible accommodation and venues for social events and ended with a firework display.

Giuseppa Bombaci warmly welcomed BPW members to Italy for the 2014 Congress.

- **KOREA:** Uni Choi, President of BPW KOREA made their bid for 2014 Congress. She introduced partners of BPW Korea who have been supportive in preparing this bid, who were

the General Director for Jeju Special South Governing province, Mr. E Yon Chen and President of Jeju National Conference Center, Ms. Han Yong Ok, who was also one of our BPW members.

BPW Korea had just celebrated its 40th anniversary and its 26 local clubs were actively involved with mentoring and many helping women's projects. BPW Korea is an influential network in Korean society. BPW Korea had already illustrated its high quality organizational skill and very warm hospitality when it hosted the Young BPW International Conference and Asia-Pacific Regional Conferences in Seoul in 2007.

She said the Congress in Korea will be beautiful and the best Congress ever in BPW history, with a splendid programme which would charm members with surprises. The 2014 Congress in Korea would definitely be a powerful congress through the joint efforts made by government, non-governmental organizations as well as leading global enterprises. She assured everyone that the Congress would be a win-win Congress, which would be profitable as well as enjoyable and where members would get the best of their time and money investment.

The proposed venue, Jeju, is a free international city with no visa policy. It is designated as the World Natural Heritage by UNESCO. Jeju offers a safe and peaceful resort, world class convention infrastructure attracting many world leaders and major international organizations.

Korea will offer first class hospitality, top quality service, a contribution to BPW and finally a memorable experience. The first class hospitality, official opening ceremony and gala dinner will be sponsored so the financial burden will be reduced. The support of Jeju International Convention Center and local government would make quality accommodation available at reasonable prices. BPW Jeju can also offer home stay. BPW Korea expected to have more than 1,000 volunteers at the Congress.

The top quality services such as shuttle bus services from the airport to the convention center and hotel will be provided. In addition, a tour of Jeju and a welcoming package filled with vouchers and coupons for tourist attractions, restaurants and many more surprises awaited. Korean traditions would make a fine and memorable experience for Congress participants.

Uni Choi showed a video presentation of JeJu, Korea with its beautiful convention center and concluded her presentation with singing from the group from BPW Korea.

EIGHTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 27, 2008 - Time 14:00 – 16:00 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

Report from the Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of the Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	6
Federation Delegates	95
Associate Club Delegates	<u>8</u>
Total Voting Strength	124

The simple majority was 63. The two thirds majority was 82.

The PRESIDENT announced that it was time to proceed to the plenary session. Therefore, the business session would reconvene at 2:00 pm.

Announcements

Announcements were made about:

- Triple Crown Membership Pin Award: presentation. By VICE PRESIDENT Elizabeth Benham
- Election Committee: meeting
- DigiVote reminder for delegates to sign out

Business Session VII adjourned for the morning break.

Announcements

- The possibility of adding in a Business Session: The INTERNATIONAL PRESIDENT announced that it was not possible to add another business session to this day as there was no room with audio-visual facilities available to which to relocate the Health workshop
- Request for additional volunteers at the Credentials desks: The EXECUTIVE SECRETARY thanked the BPW members from Australia, New Zealand, Korea and the United States who volunteered to run the credentials desk for this congress. As they were exhausted already, she urged the nomination of non-voting members to volunteer to help at the credentials desk.
- Discussion paper from the Modernizing Constitution workshop: The EXECUTIVE SECRETARY acknowledged Dr. Jean Murray who was an architect of this discussion paper with oversight by the Constitutional Advisory Committee. The paper had been distributed to the delegates and additional copies would be made available to members.
- Withdrawal of Congress Bid: BPW ITALY President Giuseppa Bombaci announced that BPW Italy would withdraw its bid for the 2014 Congress.

Nominations for BPW International Office

The NOMINATIONS COMMITTEE CHAIR Merle Oliver announced the names of the candidates for the Executive Board and Standing Committee Chairs. [After making the announcements for each position, she asked for nominations from the floor. The only two nominations from the floor were for Rooma Para (Chair, Business, Trade and Technology) and Maria Del Carmen Lange (Legislation)].

Executive Board

President

Elizabeth Benham, BPW New York.

Vice Presidents

Amany Asfour, BPW Egypt

Freda Miriklis, BPW Australia
Gabriella Canonica, BPW Switzerland
Maria Inez Garcia Bunning, BPW Brazil
Masako Hiramatsu, BPW Japan

Executive Secretary

Jean Murray, BPW Australia

Finance Director

Sujey Albert, BPW New York

Young BPW Representative:

Nadia Mundawar Siddiqui, BPW Pakistan
Patricia Gabriela Marzoratti, BPW Argentina

Regional Coordinator – Africa:

Dossa Huguette Aurore Sena, BPW Cotonou, Benin

Regional Coordinator – Asia-Pacific:

Susan Jones, BPW Australia
Young Hai Park, BPW Korea

Regional Coordinator – Europe

Amelie Leclercq, BPW France

Regional Coordinator – Latin America

Elena Torres Sequel, BPW Chile
Yasmin Darwich, BPW Mexico

Regional Coordinator – North America

Jill Worobec, BPW Canada

Young BPW Representative

Nadia Munawar Siddiqui, BPW Pakistan
Patricia Gabriela Marzoratti, BPW Argentina

Standing Committee Chairs

Agriculture

Beatriz Z. Fett, BPW Brazil
Dilli Devi Shakya, BPW Nepal

Art and Culture

Adelina Fabiano, BPW Italy
Clarissa Aquirre, BPW Panama City, Panama
Olga Ferolito, BPW New York

Business, Trade and Technology

Nancy Astone, BPW Italy
Rooma Para, BPW Pakistan.

Development, Training and Employment

Marta Susana Solimano, BPW Argentina

Environment and Sustainable Development

Lesha Witmer, BPW Netherlands
Yara Blochtein, BPW Brazil

Health

Faye Gardiner, BPW New Zealand
Sara Beatriz Louzan Rossi, BPW Argentina

Legislation

Maria Del Carmen Lange, BPW Chile

Project

Naphaphen Vejjajiva, BPW Thailand

Public Relations

Mary Scott, BPW New York

Remarks from Presidential Candidate

The PRESIDENT invited Elizabeth Benham to make her three minutes remarks. VICE PRESIDENT, Elizabeth Benham introduced herself and stated that:

“My name is Elizabeth Benham, Second Vice President BPW International, member of New York. It is an honor for me to stand in front of you today as a nominee for President of BPW International. I fell in love with BPW International 20 years ago because of the history, the diversity and the women that I had met and that remains with me today. During my term of Vice President of Membership, I have had the privilege to travel to many countries and I have been able to experience and observe the work, the desires, and the challenges that exist within our organization. Also, I have had the privilege to develop wonderful friendships around the world in all the regions. For me this has been the inspiration that gave me the motivation and the energy to consider running for the President of our organization. I feel that as a business woman, I have the skills. I have done many things in my life in many organizations which you can read on my candidacy sheet. I feel ready with the skills to lead this organization in this triennium. As President I want to focus on a team effort at all levels to maximize our valuable efforts. We are voluntary organization and we need to absolutely maximise all our efforts in working towards our organization’s goals and vision. I would like to stress the importance of the inclusion and engagement of all members, new and long term. We need your ideas, we need your skills and we want to engage with you. I would like to engage with you. Like a business we go through growth and consolidation phases. Now is the time that change is needed for BPW and I would like to take the role of leading us through the change in this new century.

We need to assiduously maintain and improve our sound fiscal base and for this I would like to thank our President, Dr. Chonchanok Viravan and our Finance Director, Thitinan Wattanavekin and the Executive Board for the sound financial position in which they leave the organization for me to take forward. We need to build on this financial base with increased membership, which must be focused.

We are a *membership driven organization, first and foremost and therefore, we need to increase our membership. I would like to wish all the candidates good luck and to urge the delegates to consider, when voting, what the commitment and skills are of all the candidates and what they bring to the organization. I thank you for your support and I look forward to contributing my strength and vision for the next triennium.*”

Point of Clarification

BPW CANADA Fran Donaldson enquired if the two tabled items Amendment 15 and Resolution 4 were to be discussed at this business session.

The CHIEF PARLIAMENTARIAN said that Amendment 15 would be discussed after the budget and Resolution 4 would be addressed later in the Resolutions session.

The PRESIDENT said that Resolution 4 was concerned with the bank accounts, for which BPW Netherlands needed to provide documentary evidence that there was a discussion and an agreement in Luzern regarding reducing BPW International to only dollar and euro accounts. This did not appear in Luzern proceedings. Therefore the discussion was stopped because of the request for the document.

Report from Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	80
Associate Club Delegates	<u>8</u>
Total Voting Strength	109

The simple majority was 56. The two-thirds majority was 73.

CONSTITUTION AMENDMENT SESSION IV

CONSTITUTION ADVISORY CHAIR Freda Miriklis took the chair.

Procedural Motion on Deferring Amendments

BPW AUSTRALIA proposed a procedural motion “that for each constitution amendment, the procedural motion to defer it should not be put to the vote until after the motion and the amendment has been debated by voting delegates”. Recognizing that a lot of work has been put into the preparation of

amendments and resolutions, it would be helpful for the Constitution Review Task force to have the clear understanding of the members’ views in order to a draft new and effective constitution.

BPW NEW ZEALAND seconded the motion but proposed an amendment that the time for the debate cannot exceed 10 minutes. This was accepted as a friendly amendment by BPW AUSTRALIA.

The motion was put to the vote and was carried.

Amendment 4: Membership Article IV

Page 111 of the Workbook

Proposed by BPW International Executive Board

Present

Section 2.

- a) *Federations eligible for membership shall be composed of three or more clubs and organisations at least 75 per cent of the membership of each club or organisation being comprised of business or professional women or both. Membership is limited to one Federation in each country.*
- b) *To be eligible for membership, Federations must have a total membership of 100 or more based on actual dues paid.*
- c) *If the total membership of a Federation declines to less than 100 then that Federation shall be suspended from BPW International until such time as the number of members increases to 100 or more and the clubs, which make up that Federation shall become Associate Clubs.*
- d) *Federation status shall only be conferred on a country. For the purposes of this definition a country shall comprise a geopolitical unit, which has full sovereignty.*

Proposed

Section 2.

- a) *Federations eligible for membership shall be composed of three or more clubs and organisations at least 75 per cent of the membership of each club or organisation being comprised of business or professional women or both. Membership is limited to one Federation in each country.*
- b) *To be eligible for membership, Federations must have a total membership of **120** or more based on actual dues paid.*
- c) *If the total membership of a Federation declines to less than **120** then that Federation shall be suspended from BPW International until such time as the number of members increases to **120** or more and the clubs, which make up that Federation shall become Associate Clubs.*
- d) *Federation status shall only be conferred on a country. For the purposes of this definition a country shall comprise a geopolitical unit, which has full sovereignty*

Proposed amendment will take effect on 1 March 2011.

PRESIDENT Chonchanok Viravan spoke to this amendment as the proposer and explained why Amendment number 4 proposed raising the minimum number of members for a Federation from 100 to 120. In the past, many Federations had only reported the minimum required as their total members. Some did so over ten years. The real number of members could actually be higher.

When BPW affiliates were offered 50% dues reduction but only if they increased membership by 5%, their total members numbers reported did move up by 5%. A problem was that the real membership was not always reflected in the membership report. The requirement to increase from 100 to 120 could be achieved in three years, not immediately. A Federation with 100 members could increase by 7 members per year to have 120 in three years. This may not be accurate, but it would be closer to the real number. The focus was on increasing membership rather than increasing the dues rate.

VICE PRESIDENT Elizabeth Benham seconded this amendment and also spoke in support saying that BPW International should set the goal for membership growth. She urged members to support this.

Speaking against Amendment 4 was BPW NETHERLANDS Leshia Witmer. She stated that this was not just her opinion, but also was supported by members from Finland and Russia. She knew it was true that there are countries that had reported 100 members but maybe have more. Also she knew that there are countries whose membership fluctuated up and down, but would always pay for 100 members because they valued their membership. It did not influence their right to vote so they did not need to do it for that reason. If the minimum increased to 120, she guaranteed that BPW International would lose Federations in Eastern Europe and some parts of Africa because they can simply cannot afford it. She viewed it as an indirect way of raising dues.

Speaking in support of Amendment 4 was BPW FRANCE Amelie Leclercq. She stated that even though some Federations were not strong, this increase in the minimum set a goal for increasing membership. Federations also need to be a certain size to be effective. If the membership was below, then it would not be necessary to be a Federation.

Point of Order

A Point of Order was raised on whether it was in order for the vice president to second the president as both of them were members of the executive board. The CHIEF PARLIAMENTARIAN ruled that it was in order.

Vote

The CONSTITUTION ADVISORY CHAIR put Amendment 4 to the vote.

The vote results were 44 FOR; 52 AGAINST; 0 ABSTENTIONS, total 96.

The CONSTITUTION ADVISORY CHAIR declared Amendment 4 lost.

Amendment 5: Membership Article IV *Page 111-112 of the Workbook*

Proposed by BPW International Executive Board

Present

Section 4. Associate Clubs.

A club at least 75 per cent of whose membership is comprised of business or professional women or both existing in a country where there is no affiliated Federation or in a state, province or entity where there is no affiliated State Federation may become an Associate Club provided there are not more than four other Associate Clubs in that country, state, province or entity

Proposed

Section 4. Associate Clubs.

A club with at least 25 members where at least 75 per cent of the membership is comprised of business or professional women or both existing in a country where there is no affiliated Federation or in a state, province or entity where there is no affiliated State Federation may become an Associate Club provided there are not more than four other Associate Clubs in that country, state, province or entity

PRESIDENT Chonchanok Viravan spoke to this amendment as the proposer and explained that the rationale for Amendment number 5 was very similar to Amendment Number 4. This was a reminder that the BPW goal was to promote membership increase. In business, if one wanted to increase something, a target would be set for others to work towards. The increase of the minimum members in an Associate club from 20 to 25 members by 1 March 2011 constituted the increase of 2 members per year. If a club cannot increase 2 members per year, it would cease to exist soon anyway. She would like

Congress view the extra 25 as a target of membership increase to come into effect.

VICE PRESIDENT Elizabeth Benham spoke in support of the amendment. She emphasized on the need to set a long term goal over three years. BPW can be flexible, but it needed to set a goal to move forward in increasing membership numbers.

Speaking against Amendment 5 was BPW FRANCE Amelie Leclercq and BPW NETHERLANDS Lesh Witmer. BPW FRANCE stated that it is difficult for an individual club to increase by 5 members as even when the club recruits new members; it can also lose members for various reasons. A recruitment drive could be difficult when BPW was not well known in a particular country. BPW NETHERLANDS repeated her earlier argument. For the regions that membership went up and down, she did not think that this would be the right incentive. She suggested that other alternatives could be explored to strengthen membership.

Speaking in support of Amendment 5 was BPW CANADA Doris Hall and PAST PRESIDENT Tuulikki Juusela. BPW CANADA based their rationale on the experience in starting several clubs in Ontario. Clubs were founded with the minimum number of members and a year or two later, they failed because they did not have enough support. The increase of the minimum up to 25 was reasonable. PAST PRESIDENT Tuulikki Juusela stated that it was the business way and should be taken as a challenge rather than a duty.

Vote

CONSTITUTION ADVISORY CHAIR put Amendment 5 to vote.

The vote results were 43 FOR; 45 AGAINST 1 ABSTENTION; Total 89.

The CONSTITUTION ADVISORY CHAIR declared Amendment 5 lost.

Defer Amendment 16

RESOLUTIONS CHAIR Pat Harrison moved to defer Amendment 16 until after the discussion on Resolutions 9 and 10 which were about the Archive. PAST PRESIDENT Antoinette Ruegg had provided a paper on the Presidential Office that she would like Congress delegates to read beforehand and then she would speak on Antoinette's behalf when it was presented.

The CONSTITUTION ADVISORY CHAIR put to the vote the motion to defer Amendment 16 until after

Congress considered the archive, both Resolutions 9 and 10 and Antoinette Reugg's discussion paper.

The vote results were 92 FOR; 21 AGAINST; 2 ABSTENTIONS; Total 115.

The CONSTITUTION ADVISORY CHAIR declared Amendment 16 deferred accordingly.

The PRESIDENT requested the closure of Constitution Amendment Session IV to move on to the introduction of candidates as many candidates had to leave for the 4:00 pm workshop.

Introduction of Candidates

The PRESIDENT resumed the chair and invited other candidates for BPW International Office 2008-2011 (other than the presidential candidate) to introduce themselves by stating their names and the position for which they were running.

- Maria Inez Bunning, Vice President
- Freda Miriklis, Vice President
- Amany Asfour, Vice President
- Masako Hiramatsu, Vice President
- Gabriella Canonica, Vice President
- Jean Murray, Executive Secretary
- Jill Worobec, Regional Coordinator for North America and Non-Spanish Speaking Countries the Caribbean.
- Young Hai Park, Regional Coordinator for Asia Pacific
- Susan Jones, Regional Coordinator for Asia Pacific
- Yasmin Darwich, Regional Coordinator for Latin America.
- Elena Seguel, Regional Coordinator for Latin America.
- Nadia Mundawar Siddiqui, Young BPW representative
- Lesh Witmer, Environment & Sustainable Development Committee Chair
- Faye Gardiner, Health Committee Chair
- Amelie Leclercq, Regional Coordinator for Europe
- Dossa Huguette Aurore Sena, Regional Coordinator for Africa
- Beatriz Fett, Agriculture Committee Chair
- Rooma Para, Business, Trade and Technology Committee Chair
- Clarissa Aguirre, Art and Culture Committee Chair
- Sara Beatriz Louzan Rossi, Health Committee Chair
- Maria Del Carmen Lange, Legislation Committee Chair.

CONSTITUTION AMENDMENT SESSION V

CONSTITUTION ADVISORY CHAIR Freda Miriklis took the chair. She answered the enquiry from the floor that amendments laid on the table from Luzern Congress cannot yet be dealt with as they were related to the President's Office and Official address. This would be addressed after the debate on Amendment 16, which was currently deferred. She moved on to Amendment 6.

Amendment 6: Representation at International Congress - Article IV

Page 112 of the Workbook

Proposed by BPW France, BPW Germany, BPW Austria and BPW Netherlands

Present

ARTICLE VI

Representation at International Congress

Proposed

ARTICLE VI

*Representation **and voting rights** at International Congress*

[Original Section 1-4 remained the same]

Section 5.

Votes to the maximum as stated in section 1, 2 and 4 can be cast as follows:

- **One vote per delegate or her alternate according to section 1**
- **one (1) delegate present from a Federation or a State Federation, may be authorised to cast all the votes to which her (state) federation is entitled**
- **a Federation, State Federation or country with associate clubs can give written proxy before Congress to a delegate of one other Federation or State Federation to vote on their behalf. No Delegate shall cast votes for more than two Federations, State Federations or Associate Clubs including her own.**

[Original Section 5-7 became Section 6-8 accordingly]

BPW NETHERLANDS Lesha Witmer spoke to the amendment as the proposer. She informed Congress that there was confusion regarding an article in BPW International constitution that dealt with people being present as delegates and people being able to vote. There were questions on how many people can come to Congress, how many people can vote and in what way and whether a proxy vote was allowed. This was the reason why this amendment was put forward as it was a current issue.

No co-proposers came forward to speak so the CONSTITUTION ADVISORY CHAIR opened the debate.

Speaking against Amendment 6 was PRESIDENT Chonchanok Viravan, BPW NEW ZEALAND Angela McLeod and PAST PRESIDENT Livia Ricci. Their common concern was the impact of the amendment on a reduction in Congress participation and Congress income if only one person can come to vote for so many others. In addition, the PRESIDENT pointed out that attending congress can enhance members' understanding of Congress. BPW NEW ZEALAND Angela McLeod pointed out that fellowship, opportunities for networking and to meet new members would be lost. Moreover, it would be risky to take the power away from a group and give it to an individual. PAST PRESIDENT Livia stressed that she understood the problems, but reminded everyone that BPW International is the Federation of business and professional women.

Speaking in support of Amendment 6 was BPW JORDAN Dana Shuqom and PAST PRESIDENT Tuulikki Juusela. BPW JORDAN's rationale was that Jordan was an economically less advantaged country, so there was a big problem in getting all the voting delegates to attend. For countries that were poor, it would be difficult to have people coming to congress as well. PAST PRESIDENT Tuulikki Juusela recalled the PRESIDENT's Congress Financial Strategy report which stated that to increase congress participation, the cost should be reduced and the Congress programme should be attractive. It is a challenge to make congress as good as possible so that nobody would want to be absent.

The CONSTITUTION ADVISORY CHAIR recognised the BPW NETHERLANDS the right of reply.

BPW NETHERLANDS indicated that Congress should look at the difference between delegates and voting and giving advice and voting. She proposed a procedural motion to defer this particular Amendment to the Constitution Reform taskforce. This was seconded by PAST PRESIDENT Tuulikki Juusela.

Procedural Motion to Defer Amendment 6

BPW NETHERLANDS proposed a procedural motion to defer Amendment 6 in order for the Constitution Reform taskforce to review it, seconded by BPW FRANCE.

The CONSTITUTION ADVISORY CHAIR put "Defer Amendment 6" to vote.

The vote results were 55 FOR; 49 AGAINST; 4 ABSTENTIONS; Total 108.

The CONSTITUTION ADVISORY CHAIR declared amendment 6 deferred and then closed Constitution Amendment Session V.

As additional time was needed to process the remaining constitutional amendments, the PRESIDENT discussed options with Congress delegates. In the final analysis, it was agreed that the Business session on 28 October 2008 would start at 8:00 am instead of 8:30 am. The presentation of Triple Crown Award would be postponed to the next day as well.

Report from the Credentials Committee

The CREDENTIALS COMMITTEE CHAIR presented Credential Report.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	89
Associate Club Delegates	9
Total Voting Strength	119

The simple majority was 61. The two thirds majority was 80.

Presentation of the Budget / Budget Policy

The PRESIDENT invited the FINANCE DIRECTOR to present the budget and budget policy and said only the budget policy would be voted on in this session.

FINANCE DIRECTOR Thitinan Wattanavekin reminded Congress that according to Resolution 2 on "Improve Budget Estimate" that was passed on Saturday 25 October 2008, the Congress needed to approve budget policy, which specified budget expenditure as a percentage of the income.

She presented two possible scenarios for the budget policy:

Scenario 1: Expenditure would be 97% of Income.

	Triennium	
	Actual 2006-08 ⁴	Proposed Budget 2009-11
Due income (include Italy back due in 2006)	821,112	787,500
Other income	211,841	89,100
Total Triennium Income	1,032,953	876,600
Total Triennium Expense	805,618	850,302
Surplus	227,336	26,298

Scenario 2: Expenditure would be 95% of Income.

	Triennium	
	Actual 2006-08	Proposed Budget 2009-11
Due income (include Italy back due in 2006)	821,112	787,500
Other income	211,841	89,100
Total Triennium Income	1,032,953	876,600
Total Triennium Expense	805,618	832,770
Surplus	227,336	43,830

The FINANCE DIRECTOR pointed out that the estimated triennium surplus of scenario 1 (97%) was 26,298 EURO and scenario 2 (95%) was 43,830 Euro. She informed Congress that the Executive Board had recommended 97%, but it would be up to Congress to select one of these two scenarios.

Proposed Budget Income 2009-2011

FINANCE DIRECTOR showed the detail of the proposed budget income, which compared budget income for 2006-2008 with proposed budget income for 2009-2011. The main source of income was international dues.

	Yearly budget	
	2006-2008	Proposed
Income		
Dues	262,500	262,500
Friends of BPW	8,100	8,100
Fellow	-	-
Business Pages	-	-
Sales - goods	5,600	5,600
Donations	-	-
Other Income	-	-
Bank Interest	16,000	16,000
Exchange Differences	-	-
Total income	292,200	292,200

⁴ Figures in Actual 2006-2008 were calculated based on actual figures for year 2006-2007 and the projected figures for 2008.

Proposed Budget Expenditure 2009-2011

The FINANCE DIRECTOR showed the details of proposed budget expenditure with total expenditure of approximately 283,000 EURO.

	Yearly budget	
	2006-2008	Proposed
Fixed Expense		
President's office	77,700	82,000
Member services	45,000	45,000
Accounting	36,000	36,000
Audit/Review	3,000	3,000
Executive meetings	22,500	22,500
Other expenses executives	34,500	33,975
Committees and task forces	10,725	10,725
Representations	11,955	11,384
Communications	24,600	25,100
Seminars, Projects	7,500	10,000
Development costs	4,500	-
Bank charges	2,250	2,250
Contingencies	1,500	1,500
Total expenses	281,730	283,434
Surplus/Deficit	10,470	8,766
		3%

Discussion

- *Italian Back Due:*

BPW NEW ZEALAND requested clarification on budget income in 2006 entitled "Italy back dues". The FINANCE DIRECTOR explained that it was an extra-ordinary item, a one time item.

- *Income*

BPW FRANCE requested clarification on why actual income for 2006-2008 [total 1,032,953 Euro] was so different from the budget for 2009-2011 [total 876,000 Euro]. The FINANCE DIRECTOR explained that the actual income for 2006-2008 had a high amount of "Other income" mainly from the legacy fund, as stated in her Finance Director report. It is difficult to predict in the next three years whether BPW International would receive legacy funds or not, so she had disregarded that. That is why "Other income" for the triennium 2009-2011 was lower than for the triennium 2006-2008.

- *Expenditure*

BPW NETHERLANDS enquired what would happen if resolutions that required additional expenditure were passed and whether the budget would be adjusted. She hypothesized that one of the resolutions may incur expense of up to 20,000 Euro and adequate funds would be required to implement it. Therefore, she believed

the percentage of surplus to income should go down to 1%.

The FINANCE DIRECTOR replied that once the percentage for budget policy was decided, she would work through all the numbers again. However, she warned that the surplus would be very small. If something happens and expenditure increased or income decreased because of lower number of members, then BPW would experience financial difficulty.

The PRESIDENT explained that when the congress voted on a resolution, delegates had to understand the impact of that resolution. It should be the burden of the proposers of resolution to propose how to finance what they proposed. For example, if the resolution called for action that would cost 20,000 EUR more, then either some other expenditure item had to be reduced or other sources of income had to be identified. What BPW NETHERLANDS proposed can become an additional option for budget policy for voting.

PAST PRESIDENT Sylvia Perry recommended that budget be the last item of business after the processing of all resolutions and constitution amendments which would give delegates a fairer view on the situation.

BPW FRANCE moved to close the debate as it should not last longer than 10 minutes. BPW NEW ZEALAND Anne Todd-Lambie made the final remark that New Zealand had a huge respect for the work that the Finance Director had done and intended to be guided by her recommendation in the vote ahead. Congress delegates applauded in support of her remark.

Vote on Budget Policy

The PRESIDENT moved the motion to put the budget policy to the vote to determine one of the three options: percentages of expenditure to income to be 99%, 97% or 95%. This was seconded by BPW FRANCE.

The vote results were 10 FOR 99%, 74 FOR 97% and 16 FOR 95%.

Therefore the budget policy approved was for the expenditure in 2009-2011 to be 97% of the income.

The PRESIDENT closed the session on finance.

Announcements

- Farewell Fiesta: PRESIDENT invited members to purchase tickets (US\$ 50 each) for farewell

fiesta, which would be held Tuesday night in the hotel.

- Invitation by BPW Italy: BPW ITALY invited member to meet visitors from Sicily at 5:30 pm in the room Alameda 1.

Business Session VIII adjourned for the day

NINTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 28, 2008 - Time 8:00 – 10:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

The Jennifer Cox Award Presentation:

PRESIDENT Chonchanok Viravan announced that the winner of the Jennifer Cox Award was the Region of *Africa*. The adjudicator complimented Africa for its regional display, which had presented the greatest variety of projects and illustrated how BPW members are engaged in those activities.

She presented the Jennifer Cox Trophy to AFRICAN REGIONAL COORDINATOR, Amany Asfour, Huguette Akplogan Dossa, President of BPW Cotonou, Benin and the Representative from BPW Egypt Dr. Omnia Fahmi.

The PRESIDENT congratulated the winner and invited all delegates to visit the exhibits of projects in all five regions in Juarez Room on the Mezzanine floor.

Announcements:

- Regional projects display: The PRESIDENT said that the exhibits of the projects for each region were on display in Juarez Room on the Mezzanine floor.
- Triple Crown Achievement Award: VICE PRESIDENT Elizabeth Benham announced that the awards would be given at the start of the Business Session following lunch and requested delegates to help spread the word.

Motion to Adjust Standing Orders:

As time was running short, BPW GERMANY proposed a change to the Standing Orders so that there should be only three speakers for a proposal, no more. The speaking time should be limited to two minutes per person.

The PRESIDENT put the motion to the vote. The motion was carried.

RESOLUTIONS SESSION IV:

The RESOLUTIONS CHAIR Pat Harrison took the chair.

Resolution 5: Rotation of International Congress
Page 136 of the Workbook

Proposed by BPW Australia:

BPW International to consider rotation of International Congress through the different BPW regions, and

- *the BPW International Congress should visit at least 4 of the 5 regions within a 5 congress (15 year) cycle*
- *the BPW International Congress should not be held in the same BPW region within a 7 year period.*

The RESOLUTIONS CHAIR said that there was a friendly amendment to this resolution within the last bullet.

Amendment

- *the BPW International Congress should not be held in the same BPW region within a 7 year period beginning with the Congress scheduled for 2017*

This amendment was moved by BPW Australia and seconded by BPW Japan.

As no one wished to debate the resolution, the RESOLUTIONS CHAIR put the amended resolution 5 to the vote.

The vote results were 50 FOR, 31 AGAINST; Nil ABSTENTIONS; Total 81.

The RESOLUTIONS CHAIR declared Resolution 5 carried.

Resolution 8: Promoting BPW Accomplishments
Page 139- 140 of the Workbook

Proposed by BPW International President, 1st Vice President, Finance Director, BPW International, Regional Coordinator North America & NSSC and the Young BPW Representative:

BPW accomplishments are currently publicized through the web site, brochures and newsletters. To further strengthen BPW Brand, BPW International should publicize BPW accomplishments as follows:

- *Publish BPW International Annual report to present a summary of key BPW status on membership, finance and key accomplishments for public distribution.*
- *Publish BPW International History every four trienniums, e.g. 1996-2008, 2009-2021.*
- *Publish key accomplishments of BPW International / BPW affiliates on the web sites of*

the United Nations or other International Agencies' web site, where ever and when ever appropriate and possible.

This resolution will take effect immediately after the XXVI BPW International Congress.

This resolution was moved by PAST PRESIDENT Yvette Swan.

The RESOLUTIONS CHAIR inquired whether anyone wanted to debate this, but no one came forward. She informed Congress that if this resolution passed, it would go into BPW International Handbook. She put Resolution 8 to the vote.

The vote results were 72 FOR; 11 AGAINST; Nil ABSTENTIONS; Total 83.

The RESOLUTIONS CHAIR announced that Resolution 8 was carried.

Resolution 18: Compliance with the ILO Maternity Protection Convention 2000
Page 149- 150 of the Workbook

Proposed by BPW New Zealand:

RECOGNISING THAT BPW works to promote equality of all women in the workforce and the health and safety of the mother and child and

KNOWING THAT the protection of maternity in national law and practice is not equally developed in all countries and

BEING AWARE THAT maternity is a major factor compromising the equality of economic and social rights and well being of women who need, or wish, to work

BE IT RESOLVED THAT the International Federation of Business and Professional Women meeting at it's 26th Congress in Mexico City, Mexico in October 2008

URGES all National Federations and Associate Clubs to use their influence to bring about full compliance with the minimum requirements of the ILO Maternity Protection Convention 2000 in their countries.

This resolution was moved by BPW NEW ZEALAND and seconded by BPW AUSTRALIA.

The RESOLUTIONS CHAIR inquired whether anyone wanted to debate this, but as no one came forward, she put Resolution 18 to the vote.

The vote results were 90 FOR; 4 AGAINST; 1 ABSTENTION; Total 95.

The RESOLUTION CHAIR announced that Resolution 18 was carried.

Resolution 9: Digital Archive Management

Page 140- 141 of the Workbook

Proposed by the BPW International President:

BPW International should continue to develop and maintain Digital Archives of BPW International for public access, office access and executive access and enable authorized persons to access them at ease from any where in the world. For protection, Digital archive should have back up periodically. At the end of each triennium, digital archive of historical office information should be archived into external hard disks or CDs and kept in multiple locations for back up.

This resolution will take effect immediately after the XXVI BPW International Congress.

The resolution was moved by PRESIDENT Chonchanok Viravan and seconded by BPW NETHERLANDS.

BPW NEW ZEALAND recommended that this should be moved into the handbook.

The RESOLUTIONS CHAIR asked if anyone wanted to debate this, but as no one came forward, she put Resolution 9 to the vote.

The vote results were 99 FOR; 5 AGAINST; NIL ABSTENTIONS; Total 104.

The RESOLUTIONS CHAIR announced Resolution 9 was carried.

Resolution 10: Archives

Page 141- 142 of the Workbook

Proposed by BPW France, BPW Netherlands
Supported by BPW Germany, BPW Belgium, BPW UK

- >> *Considering the importance of having properly managed archives in terms of legal obligations as well as historical background s*
- >> *considering the need to find a long term solution for the maintenance and storage of the existing archives e.g. in Horsham, UK.*
- >> *considering the need and importance to be able to give easy access to (a selection) of historical material and documents of BPW to all members*
- >> *considering the need and importance to be able to give access to (written / original) historical*

material and documents of BPW to young BPW members, scholars, researchers, etc.

- >> *recognizing the need for access to documents but also the necessity to protect the privacy of our members*

We therefore propose to Congress to endorse the following (mid-term) proposal:

1. *Congress to accept the principal that we need to establish a professional handling of the BPW archives and need to budget for that*
2. *Congress to accept and acknowledge criteria for privacy protection, including that requests for changes in or deletion of personal data, from BPW Members involved, will be executed as soon as possible, and the need to implement those in all procedures and ways of working of BPW.*
3. *Establish a taskforce to deal with:*
 - a. *selection of a professional institute for safe keeping and professional handling of the archives and have the Executive Board sign a (prepared) contract to that effect*
 - b. *selection of relevant material*
 - c. *design a (binding) procedure for managing and safekeeping of past, present and future archives of BPW international, be it on paper, electronically or otherwise*
 - d. *determine the conditions and criteria for proper long-term electronic safe keeping and accessibility*
 - e. *design a procedure for internal use at the office of BPW International, all federations etc. including all relevant officials on selection of documents and technical specifications for proper electronic storage.*
 - f. *design a procedure and rules for protection of the privacy of our members regarding posting, storing etc. of information*
 - g. *protect data with secure access on a professionally protected platform with no public access.*
4. *The Executive Board to appoint a volunteer "archive officer" and delegate to that officer, the responsibility of overseeing the enforcing of these procedures once established.*
5. *the finance director to earmark budget for the taskforce expenses and the future services required by a third party.*

The resolution was moved by BPW FRANCE
Amelie Leclercq.

She spoke to Resolution 10 and indicated that it was compatible with Resolution 9 and it also needed to go into the handbook.

Point of Clarification

- *Expense:* The PRESIDENT questioned the cost estimated as 1,000 Euro in this resolution. In her experience, the cost for the archive, when it was stored at Horsham, was much more than 1,000 Euro – even without any services and the archives remaining within boxes.

BPW NETHERLANDS clarified that there was a typing error and it should be a total of 10,000 Euro with the price based on the experience of storing it with the International Women Documentary and Historical Association. The fee was yet to be negotiated with the Institute but initially it would be 10,000 Euro.

Afterwards, the price for keeping the archive would be negotiated and anticipated to be much lower. There was no extra cost of personnel as the service would be a part of the service provided by the Institute.

- *Location:* The PRESIDENT inquired about the physical location of the archive.

BPW FRANCE said that the location was not yet decided, but the decision would be made in a transparent way. There was a possible solution in Europe, but they were willing to work with other regions.

BPW NEW ZEALAND recommended that this should be moved into handbook

The RESOLUTIONS CHAIR inquired whether anyone wanted to debate this, but as no one came forward, she put Resolution 10 to the vote.

The vote results were 92 FOR; 12 AGAINST; NIL ABSTENTIONS; Total 104.

The RESOLUTIONS CHAIR announced Resolution 10 was carried.

Resolution 4 (Revisited): Bank Account

Originally proposed by BPW Germany, BPW Netherlands, BPW Australia, BPW France, amended by BPW Australia and deferred from Business Session IV.

Be it resolved that BPW International, meeting at its XXVI Congress in Mexico City, Mexico in October 2008 agree that only three current bank accounts are required for the operative needs of BPWI. The previous Congress in Melbourne had already decided that accounts of BPW International are needed in two currencies only: Euro and U.S. Dollars. However a further account in GBP needs to be maintained only to accommodate the Battersea

Fund. Regrettably, this decision has not been implemented to date.

The discussion continued from Business Session IV, pertaining to the need for evidence to prove that a previous resolution passed past congresses had decided that the accounts of BPW International were needed only in two currencies: Euro and U.S. Dollars. The CHIEF PARLIAMENTARIAN recalled that when the discussion on Resolution 4 was adjourned she had requested BPW NETHERLANDS to provide the evidence from the Luzern Congress proceedings, the resolution from the Melbourne Congress proceedings having already been presented,

BPW NETHERLANDS indicated that she had not had time to search for this and indicated that it may have been a part of a discussion rather than a written resolution.

Under the circumstances, BPW NEW ZEALAND Anne Todd-Lambie moved that the matter be laid on the table. This was seconded by PAST PRESIDENT Sylvia Perry.

The RESOLUTIONS CHAIR put to the vote that Resolution 4 should be laid on the Table until Helsinki Congress.

The vote results were 97 FOR; 9 AGAINST; 1 ABSTENTION; Total 107.

The Motion that Resolution 4 should be laid on the table until Helsinki Congress was carried.

Resolution 16: Eradication of Cervical Cancer *Page 148 of the Workbook*

Proposed by BPW New Zealand:

RECOGNISING THAT cervical cancer is the 5th most common cancer in women worldwide with approximately 471,000 new cases diagnosed each year, the majority being younger women, and

UNDERSTANDING THAT cervical cancer is a fully preventable disease and can be eradicated and

BEING AWARE THAT human papilloma virus (HPV) screening helps to identify persistent infections allowing for appropriate treatment to reduce the risk of cervical cancer and

KNOWING THAT vaccines are now available that can prevent infection from human papilloma virus (HPV)

BE IT RESOLVED THAT the International Federation of Business and Professional Women

meeting at it's 26th Congress in Mexico City, Mexico in October 2008

URGES all National Federations and Associate Clubs to support the campaign to eradicate cervical cancer.

BPW NEW ZEALAND moved Resolution 16, seconded by BPW CANADA.

BPW NEW ZEALAND, Angela McLeod spoke to the resolution to stress that it was a vitally important resolution to pass given the information BPW delegates had heard on the previous day [in Health workshop] that cervical cancer can be eradicated.

The PRESIDENT announced that the President of the Global Summit of Women, Irene Natividad, would be addressing the delegates. She would be giving BPW free promotion materials, displaying the BPW logo, for the campaign to end cervical cancer

Speaking in support of Resolution 16 was BPW CANADA Fran Donaldson and HEALTH CHAIR Faye Gardiner.

- BPW CANADA reminded Congress that the Health workshop on the previous day mentioned that the vaccine is protecting against the virus causing 70% of cervical cancer. Dr. Luisa Monini Brunelli also stated that HPV is the number 1 killer of women under the age of 55 in Africa. The vaccine is generally harmless and does eradicate HPV, though it may be dangerous for people who are immune suppressed. In comparison, smallpox vaccine is generally harmless and saved lives of millions of people, though it also caused about 30,000 people to die.
- HEALTH CHAIR Faye Gardiner reminded Congress that the resolution was asking BPW to support the campaign to eradicate cervical cancer [not necessary limited to the particular vaccine]. While the rationale of the resolution talked about HPV vaccine, research was on-going and it was anticipated that there were more ways to fight cervical cancers as mentioned in the Health workshop.

Speaking against Resolution 16 was BPW NETHERLANDS Lesha Witmer. Two reasons given were (a) Netherland had been informed that this vaccine would only be effective if a woman or a girl in question had not been sexually active at all before she got the vaccine and (b) there was inadequate research on the long term effect of the vaccine. More research was needed.

The RESOLUTIONS CHAIR invited BPW NEW ZEALAND to present the right of reply.

The XXVI BPW International Congress Proceeding

BPW NEW ZEALAND stated that cervical cancer can truly be eliminated if the use of technology in the research is at our fingertips. The prevention of this cancer, which is caused by viral infection, would be 100%. So she urged Congress delegates to vote in favour of this resolution.

The RESOLUTIONS CHAIR put Resolution 16 to the vote.

The vote results were 105 FOR; 12 AGAINST; NIL ABSTENTIONS; Total 117.

The RESOLUTIONS CHAIR declared Resolution 16 carried.

Resolution 13: Capacity Building for Stress and Post Disaster Action

Page 144 of the Workbook

Proposed by BPW Argentina:

Acknowledging that earthquakes, wars, tornados, catastrophes and other disasters, have a devastating effect on women and children.

BPW Argentina urges affiliates to encourage their governments and voluntary agencies, too give special emphasis to helping and rehabilitating women and children following such major catastrophes.

It is further requested that affiliates make urgent representation to their governments and local voluntary agencies to assure that this happens as soon as disasters occur.

And resolve that BPW International make a difference by promoting this action and by encouraging post traumatic stress counselling as well as physical assistance.

The RESOLUTIONS CHAIR said that there was a friendly amendment to this resolution as follows.

*It is further requested that affiliates make urgent representation to their governments and local voluntary agencies to assure that this happens as soon as disasters occur **and that special emphasis be placed on the needs of women and children.***

Resolution 13 was moved by BPW ARGENTINA and seconded by BPW ECUADOR.

As no one came forward to debate this, the RESOLUTIONS CHAIR put the Resolution to the vote.

The vote results were 114 FOR; 7 AGAINST; 1 ABSTENTION; Total 122.

The RESOLUTIONS CHAIR declared Resolution 13 carried.

Resolution 15: Fetal Alcohol Syndrome Disorders

Page 146- 147 of the Workbook

Proposed by BPW Canada:

FETAL ALCOHOL SPECTRUM DISORDERS (FASD)

Considering the documented harm to unborn children when pregnant women consume alcohol three months prior to pregnancy and during pregnancy, and the fact that prenatal alcohol exposure has been linked to neurological damage, birth defects and disabilities; and Recognizing that older, affluent women are drinking while pregnant in developed countries around the world, as they have children later in life and have entrenched patterns of alcohol consumption; and Recognizing that FASD is 100% preventable,

Be it resolved that BPW International urge all affiliates to lobby their government and Health agencies to:

- (a) educate physicians and other health professionals to screen, diagnose and treat FASD;
- (b) prevent FASD by providing funding for addiction intervention and rehabilitative programs;
- (c) increase public awareness designed to change attitudes and behaviours among women towards alcohol abuse during pregnancy among all age groups.
- (d) legislate warning labels on alcoholic beverage containers with regard to the dangers to the foetus prior to and during pregnancy, and lobby governments to use the tax collected on alcohol to subsidize programs to prevent FASD;
- (e) develop a co-ordinated comprehensive FASD strategy involving all levels of government, health care providers and substance abuse agencies.

Resolution 15 was moved by BPW CANADA, seconded by BPW NEW ZEALAND.

The RESOLUTIONS CHAIR announced that the concept stated by the mover, ‘that the affiliates should report actions to Health Chair within two years after this resolution passed’, was accepted by the HEALTH CHAIR.

BPW CANADA spoke to the resolution. In addition to the information in the Congress workbook, more recent statistics and information continued to say that FASD was still a huge problem everywhere in the world. Many young women do not realize that there is no safe time, no safe amount, and no safe kind of alcohol and that any amount at any time in

pregnancy can cause damage to the fetus and the incident of fetal alcohol was increasing among young professional women. Liqueur establishments where liqueur is sold or consumed should provide warnings on the danger of fetal alcohol disorder. She urged delegates to support this resolution and take the information and messages home to members of their communities and to their legal and health authorities.

As the seconder, BPW NEW ZEALAND spoke about “Brainwave Trust” in New Zealand which has the most extensive information on the effect of FASD. One of the greatest concerns was that a woman’s drinking, whilst being unaware that she was pregnant, could damage the child at some point later on. She recommended that people Google “Brainwave Trust” to get more information, or see BPW NEW ZEALAND delegates to get the information.

As there was no one who wanted to speak against, the RESOLUTIONS CHAIR put Resolution 15 to the vote.

The vote results were 109 FOR; 9 AGAINST; 1 ABSTENTION; Total 119.

The RESOLUTIONS CHAIR declared Resolution 15 carried.

Resolution 17: Osteoporosis in Women
Page 148-149 of the Workbook

Proposed by BPW New Zealand:

RECOGNISING THAT Osteoporosis is a major health issue for women and KNOWING THAT although osteoporosis can be easily diagnosed and treated, studies have shown that it remains seriously under diagnosed and under treated and BEING AWARE THAT osteoporosis has enormous social and economic impact, particularly on women as both sufferers and care givers of those affected by it.

BE IT RESOLVED THAT the International Federation of Business and Professional Women meeting at it’s 26th Congress in Mexico City, Mexico in October 2008

URGES all National Federations and Associate Clubs to educate their members about the problems, prevention and treatment of osteoporosis.

Resolution 17 was moved by BPW NEW ZEALAND and seconded by HEALTH CHAIR Faye Gardiner

BPW NEW ZEALAND proposed and said that HEALTH CHAIR Faye Gardiner spoke to the resolution on their behalf.

The HEALTH CHAIR said that the effect of this resolution was to confirm the partnership BPW International has with the International Osteoporosis Federation. Osteoporosis can be prevented but women need to know what it is and understand its effects in order to prevent developing it. She urged Congress delegates to read the rationale and to realize that the facilities available for diagnosis and treatment vary from country to country. Education and information dissemination to members are very important so that women can make a choice on how to care for ourselves to maintain full and active lives right through to the end.

The RESOLUTIONS CHAIR inquired whether anyone wanted to debate this, but as no one came forward, she put the Resolution to the vote.

The vote results were 119 FOR; 8 AGAINST; Nil ABSTENTIONS; Total 127.

The RESOLUTIONS CHAIR declared Resolution 17 carried.

Resolution 19: Taking Initiative in Environment *Page 150-151 of the Workbook*

Proposed by BPW Japan:

Recognizing the importance of the emergency challenge to climate change including the global warming, disappearing islands underwater, and so on;

Recognizing the weight of women's role to challenge the climate change;

Recognizing the influence and management of climate change varies according to countries and areas;

We, BPW, must immediately be engaged in the positive challenge in each community, examining the challenge of climate change in detail, from the standpoint of women, who have tendencies in managing their family life, and appealing to the government.

Resolution 19 was moved by BPW JAPAN and seconded by BPW NETHERLANDS.

BPW JAPAN spoke to the resolution and stated that the environment was an emergency issue. While international negotiations have yet to be concluded, BPW can take some actions.

As a second, BPW NETHERLANDS mentioned that the Women Caucus has set up a website that lists all kind of meetings talking about the effects of climate change on women and also the participation of women in trying to solve some problems and come up with resolutions. She urged everybody to take a look at this website about which she would make the information available as soon as possible.

As there was no one to speak against, the RESOLUTIONS CHAIR put Resolution 19 to the vote.

The vote results were 118 FOR; 4 AGAINST; Nil ABSTENTIONS; Total 122.

The RESOLUTIONS CHAIR declared Resolution 19 carried.

Resolution 20: Environment - Water *Page 151-153 of the Workbook*

Proposed by BPW Netherlands on behalf of Water Taskforce

BPW International

- **Shares** the worldwide concern about the consequences of the rapid climate change, especially causing more problems with flooding, droughts, desertification and influencing the water quantity and quality in a negative way in general all over the world
- **Notes** that especially women, older people and children carry the burden of these developments, their specific needs often not being recognized
- **supports** the willingness and capacity of women working for achieving the Millennium Goals, especially on water, sanitation, emancipation and habitat world-wide
- **Shares** the concern of women about the water quality, looking e.g. the growing amount of pharmaceuticals in the drinking water
- **submits** that women have proven their capacity to be actors and leaders in Integrated Water Resource Management, supplying safe, affordable drinking water and gender sensitive sanitation facilities and help prevent conflicts about water by peaceful means such as dialogue, reconciliation and negotiations
- **regrets** that despite the number of knowledgeable and capable women, they are still underrepresented in negotiations and (project)teams and that women do not fully (can) participate on those levels where important decisions about services in this field are taken
- **promotes** involvement and support of all relevant actors including the equal participation of women, consideration of (cultural) diversity and gender, link up of agreed objectives and programmes with local (financing) structures,

using local capacities, set up and implementation of integrated projects (not within separate sectors), policy formulation and implementation procedures and processes become less bureaucratic and more transparent and involve monitoring and/ or evaluation of the outcomes

- **notes** that 2008 is the international UN Year of Sanitation and 2009 of Integrated Water Resource management
- **urges and promotes** to adapt and take measures to mitigate the consequences of climate change by (integrated) water resource management and river-basin, transboundary cooperation, involving all stakeholders in planning, decision-making and implementation
- **promotes that** water must be identified by all governments, private sector and all other stakeholders as a public good and human right and not a commodity to be traded on the open market. Water management must be for social needs and environmental sustainability rather than for short-term profit
- **beliefs and supports** that implementation of access to all basic services including energy, safe drinking water and appropriate sanitation is a human right, having a positive impact on the lives of women and therefore
- **requests** the creation of national frameworks (e.g. Constitutional, legislative, regulatory) in such a way that women's rights to land, water and other natural resources are incorporated into the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and above all implemented
- **requests that** - particularly in situations of armed conflicts and disaster - women's safe access to water, housing, sanitation and energy should be ensured e.g. by making funds available to women to participate and take leadership in (re)constructing infrastructure such as water supply, sanitation facilities etc. and to participate in decision-making at local, regional and national levels
- **promotes and assists** in the strengthening of institutional (local) capacity, stimulating the exchange and development of knowledge, aimed at changing the mindset by education and public information in order to enlarge the support base, problem-solving focused training and integral process and project support, facilitating and (where needed) creating vocational training / schooling and job-oriented training programmes, particularly for young people and women, including non-traditional professions and strengthening and optimising the use of the local knowledge and practical experience of the local community and local knowledge institutions.

Resolution 20 was moved by BPW NETHERLANDS and seconded by BPW Germany.

BPW NETHERLANDS spoke to the resolution and said this resolution was meant to give a guideline to the next taskforce group and women involved in water issues to know what can be debated and the BPW roles in this. It was also linked to the previous resolution on water. She urged BPW members to support water issues for the next three years and beyond.

As no one else wanted to speak, the RESOLUTIONS CHAIR put Resolution 20 to the vote.

The vote results were 120 FOR; NIL AGAINST; 1 ABSTENTION; Total 121.

The RESOLUTIONS CHAIR declared Resolution 20 carried.

Resolution 24: BPW International Collect *Page 155 of the Workbook*

Proposed by BPW Canada:

To adopt the following as an alternative version of the International Collect:

COLLECT

*It does not matter what Creative Power we invoke,
We ask
That we meet together as women,
Not allowing beliefs, religion, nationality, colour 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.*

*Text by Suzanne Garant, BPW Québec
Métropolitain (Canada)
Translation by Leslie West, BPW Montréal
(Canada)*

Resolution 24 was moved by BPW CANADA.

Two friendly amendments to text in Resolution 24 which were accepted by BPW FRANCE and BPW CANADA were as follows:

- 1) Delete the first line (stating that “*It does not matter what creative power we invoke*”). This was seconded by BPW AUSTRALIA.
- 2) In the line “*Not allowing beliefs, religion, nationality, colour or language to come between us*”, change the word “colour” to “ethnicity”. This was in response to the issue raised by PAST PRESIDENT Yvette Swan. This wording was proposed by BPW FRANCE as alternative to replacing the word “colour” with “place of origin” or “race”. This was also accepted by both the seconder BPW AUSTRALIA and PAST PRESIDENT Yvette Swan.

BPW CANADA clarified that the proposed Collect in this resolution was not intended to replace the original Collect, but to serve as an alternative version. Also, this Collect was written by BPW member in Quebec in French, translated by another BPW member into English and given to BPW Canada. She confirmed that there would not be a copyright issue.

The RESOLUTIONS CHAIR put the amended Resolution 24 to the vote.

The vote results were 111 FOR; 13 AGAINST; 5 ABSTENTIONS; Total 129.

The RESOLUTIONS CHAIR declared the Resolution carried.

The PRESIDENT thanked the RESOLUTIONS CHAIR for her great work in concluding all resolutions.

The Resolutions Session IV was adjourned. The PRESIDENT resumed the chair.

Announcements

The Global Consortium to End Cervical Cancer

PRESIDENT invited Irene Natividad, President of Global Summit of Women to the stage

Irene Natividad thanked BPW for being a member of the Global Consortium to End Cervical Cancer and for passing a resolution on Eradication of Cervical Cancer. She was delighted that BPW was the very first member of the consortium when launched by the Global Summit of Women first two years ago.

She explained the purpose of various free promotion materials for Global Consortium to End Cervical Cancer, which were distributed to BPW delegates:

- 1) *Pledge cards*: This was for each delegate to sign to pledge to be a part of this effort by having a personal test and by informing friends, family, colleagues and others in the delegate’s own network to test for cervical cancer.
- 2) *CD*: This contained a sample editorial, e-news and letter materials that can be easily and slightly adjusted to inform others. The content was in 4 languages.
- 3) *Pin*: The circle pin was the symbol for this fight against cervical cancer.

Irene explained that these materials also displayed BPW logo. She expressed her appreciation for BPW’s part in this effort to end cervical cancer and for giving her the opportunity to promote this at the Congress.

Report from the Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of the Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	105
Associate Club Delegates	14
Total Voting Strength	140

Simple majority was 71. The two thirds majority was 95.

CONSTITUTION AMENDMENT SESSION VI

Freda Miriklis, the CONSTITUTION ADVISORY CHAIR, took the chair and gave the summary on the status of the Constitution Amendments:

- Amendments lost: 9, 22, 18, 4, 5.
- Amendments deferred (referred to the taskforce and laid on the table): 17, 13, 19, 20, 12 and 6.
- Amendment 15 had been deferred until after the budget report, which the Finance Director had already addressed.
- Amendment 16 had been deferred until after resolutions 9 and 10, both of which had been dealt with.
- Amendments 8 and 10, regarding a Congress Fund, had been recast as a resolution and by-law amendment. This resolution would be dealt with in the constitution amendment session.

- Luzern Amendment 5 had been deferred until after Constitution Amendment 16.
- Luzern Amendments 6 and 7 had been deferred until after Amendments 8 and 10 on Congress Fund.

Amendment 16: Presidential Office and Address
– By-Laws Article VI

Page 122 of the Workbook

Proposed by BPW Germany, BPW France, BPW Austria, BPW Netherlands

Present

Bylaw VI Presidential Office and Official address

Section 1.

The Presidential Office shall be located and arranged in such a place as may be determined by the President and approved by the Executive Board within 45 days of taking office.

Section 2.

The official address should be at a place determined by the Executive Board, recognising the need for continuity to maintain effective communication.

Section 3.

The Executive Board shall be responsible for approving the arrangements for delivery of Member Services to Affiliates, Friends and Fellows, and that the contractual requirements are fulfilled.

Proposed

Bylaw VI Office and official address

Section 1.

The Office of BPW International and official address shall be located and arranged in such a place as may be determined by the Executive Board, recognising the need for continuity to maintain effective services, knowledge management and communication with members.

Section 2.

The office shall be located in a city that is easily accessible for members and where knowledgeable, multi-lingual staff is available.

Section 3.

The office shall deliver a full range of services to members, friends and fellows and provide support for the Executive Board, officers and representatives of BPW International. The Board of Directors will set its budget and determine the terms of a service level agreement based on a proposal by the Executive Board.

Section 4.

The office will be responsible for maintaining archives and records of BPW International; an archival policy will be agreed by the Board of Directors.

Section 5.

The Executive Board shall be responsible for approving the arrangements for delivery of member services within the terms of the service level agreement. The Executive Secretary will monitor compliance with the service level agreement.

Section 6.

The President's paid personal assistant may be located at a place separate to the office of BPW International.

The CONSTITUTION ADVISORY CHAIR proposed to take this amendment in 3 parts. BPW NETHERLANDS made a counter-proposed that it should be taken in 4 parts, with section 1 and section 2 taken separately. This was seconded by BPW FRANCE.

Amendment 16 proposed Section 1:

Section 1.

The Office of BPW International and official address shall be located and arranged in such a place as may be determined by the Executive Board, recognising the need for continuity to maintain effective services, knowledge management and communication with members.

BPW NETHERLANDS Lesha Witmer spoke to the proposed amendment section 1 with emphasis on the rationale, which included the provision for legal address (especially when it came to tax law accountancy and regulation), good member services, good management and a place for a historical archive. Apart from that the proposers were open to suggestions to put different services in different ways, using modern technology.

BPW FRANCE Amelie Leclercq spoke to the proposed amendment as a seconder saying that the proposers had taken into consideration the report from Immediate Past President Antoinette Ruegg and International President Chonchanok Viravan. They believe that it was important that the tasks be listed in order to see how they best would be dealt with through either a virtual or a physical office. This should be done in a transparent way. After that, there should be a bid to see which BPW members could be participants in those tasks.

Speaking Against proposed Amendment 16 were PAST PRESIDENT Pat Harrison and PAST PRESIDENT Sylvia Perry.

- PAST PRESIDENT Pat Harrison recommended that the whole concept of how the office was run had to be looked at. So she spoke in support of proposing Amendment 16 as a whole. She informed Congress about the history of moving

offices, which began during her term of presidency (as stated in Antoinette's report). When the office was in London, she had to travel from Australia to London 10 times a year, which incurred extraordinary expense for BPW International. At an European presidential meeting in Cyprus, it was decided that BPW Office should move with the President and BPW should invite tenders for member services to be managed externally. Once this solution was implemented, things went according to plan. The President's office in Australia was small with one person working from 9 am to 5 pm every day, but it worked extraordinary well. They could do BPW business day by day, including work in relation to the United Nations and conference organization. A lot more work got done than in the former London office, which just kept records. Communication with translators was done by fax or e-mails. She had saved an incredible amount of time by having the office closed. Everyone had acknowledged that they received replies to everything they requested and that this approach worked well. When Antoinette became President, the President's office was moved to Zurich. It was intended originally that her secretary would go to Zurich for handover but Antoinette had trouble getting permanent staff at that time so it became impractical issue. However, this is no longer a problem as information can be passed in a hard disk drive. When Ann Swain resigned, the Member Services information was transferred in a hard disk and given to President Chonchanok to take to Bangkok. Antoinette said in her resume that her physical office was lovely but with the distraction of visitors needing attention and a cup of tea the time was not used very effectively. She concluded that BPW International did not need a physical permanent office in one city. A president needed a location where she would be comfortable having the office. All the facilities we need can be done by digital management these days. All correspondence can be done by e-mail.

- PAST PRESIDENT Sylvia Perry made comment from her experience as she was the last president who used the office for the whole 3 years of her presidency and also helped with the distribution of the office contents when Pat Harrison had closed it. She supported totally Antoinette Ruegg's assumption that people came in expecting to see that it is a library, a social place to be when they came to London. BPW had gathered loads of paper work that was not really necessary in premises that was quite

expensive per square foot cost for storing materials. She supported the idea that BPW must move on. As she now runs an office from her own home using modern technology, she could contrast that with the former London office. As technology continued to advance, BPW should use it to benefit the modern organization.

Speaking Against the proposed Amendment 16 was PAST PRESIDENT Yvette Swan. Yvette Swan talked about her completely different experience. A permanent office worked better for her. As the need for taxation and employment rate in Bermuda was very high, it would have been a very expensive venture to establish an office there and she did not know whether President of BPW in Bermuda would agree to it. Her philosophy was that anybody, any member of this organization should be able to become president and to be able to run business as such. She would have had to travel wherever a permanent office was set up. During her term of presidency, she ran BPW International from her own pocket and she could not have paid for her secretary and the taxation. So she urged members to decide whether it would be a virtual office or a physical place and vote on that because for some countries and some people, it could be very expensive.

BPW NETHERLAND exercised the right of reply to say for some tasks, not all, it was necessary to have an office to be recognized as such by a country in order to deal with tax and relevant legislation. After all, the world still has physical letters and mails going to physical addresses.

The CONSTITUTION ADVISORY CHAIR called for the vote on the proposed section 1 of Amendment 16.

The result of the vote was 82 FOR; 49 AGAINST; 1 ABSTENTION; Total 132.

As the two thirds majority was 87.3, the CONSTITUTION ADVISORY CHAIR declared the proposed section 1 of Amendment 16 lost.

BPW GERMANY pointed out the discrepancies in the total votes, which was 140 according to credentials report, but it was 132 according to the actual votes. The CHIEF PARLIAMENTARIAN clarified that it depended on the number of delegates and the number of people who vote. Though there were 140 delegates who had signed in, only 132 had voted. As there was 1 abstention, the two thirds majority would be calculated by 131 divided by 3 and multiplied by 2, which was 87.333 recurring.

Amendment 16 proposed Section 2:

Section 2.

The office shall be located in a city that is easily accessible for members and where knowledgeable, multi-lingual staff are available.

The CONSTITUTION ADVISORY CHAIR announced that there was a proposed amendment as follows:

The office shall be located in the city that is not in the top 25 highest cost of living in the world and easily accessible for members and where knowledgeable and multi-lingual staff are available.

This proposed amendment was moved by PRESIDENT Chonchanok. This was followed by a discussion from BPW AUSTRALIA Marilyn Forsyth and BPW PAKISTAN Dr. Salima Ahmed. BPW AUSTRALIA would like to see the list of these top 25 countries. BPW PAKISTAN disagreed and pointed out that top 25 countries can change often so she believed it is too vague to be included in the constitution.

Since it was not accepted as a friendly amendment, a seconder was required before it could be put to vote. As it had no seconder, the CONSTITUTION ADVISORY CHAIR declared this proposed amendment could not be taken.

BPW NETHERLANDS Lesha Witmer proposed to defer the rest of Amendment 16, section 2-6 because of a discussion with what they believe was the incoming Executive, because of the arguments from people here on the floor and from the report by Antoinette Ruegg. Therefore, they proposed to defer this and lay on the table provided that the incoming Executive would discuss it in a very short period of time, (in about a month), to properly assess out a workable solution for all services that members should get and apart from that lay on the table until the Congress in Helsinki.

BPW NEW ZEALAND Ann Todd-Lambie raised a point of clarification. She referred to a long list of amendments that Congress delegates decided to lay on a table and a very wise comment came from a Standing Chair that we needed to discuss the matters so we knew where people stood. This matter is very important and deserved a full discussion so that the incoming Executive would have a clear view of the thinking of this organization, even if the choice would be to lay it on the table. It would be very foolish to make decisions on one of the key issues in organization reform without having the debate. It may even need to be a longer debate for people either way.

BPW NETHERLANDS replied that if that was allowed, section 4 actually had been debated when resolutions 9 and 10 were discussed.

The CONSTITUTION ADVISORY CHAIR put to the vote 'to defer proposed Amendment 16 section 2-6 as stated on page 122-123 of Congress workbook to be laid on the table and the incoming Executive to find a workable solution.

The vote results were 115 FOR; 23 AGAINST; NIL ABSTENTIONS, total 138.

The CONSTITUTION ADVISORY CHAIR declared that the proposed Amendment 16 sections 2-6 were deferred.

Amendment 5 laid on the table from Luzern

BY-LAWS ARTICLE VI – PRESIDENT OFFICE AND OFFICIAL ADDRESS

Page 128-129 of Congress Workbook

Proposed by BPW Netherlands and BPW Switzerland

BPW Netherlands withdrew Amendment 5 which was laid on the table from the XXIV Congress in Luzern, as BPW NETHERLANDS had been the original proposer.

Change Amendment 8 and 10 into Resolution 25

ARTICLE XI – MEETINGS

Page 115 of Congress Workbook

Proposed by BPW Canada

Section 1, add point **(b) A Congress Fund Account shall be established to support the financial sustainability of Congress by reducing the Congress Registration Fee for members attending Congress.**

BY-LAWS ARTICLE I – DUES

Page 115 of Congress Workbook

Proposed by BPW Canada

Section 1, add point **(b) Annual Contribution to the Congress Fund program of Federations, State Federations and Associate Clubs shall be payable on a per member basis at a rate of 1 Euro per annum.**

The CONSTITUTION ADVISORY CHAIR announced that both amendments had been redrafted by BPW Canada, BPW New Zealand, BPW Italy, BPW Netherlands and BPW Switzerland with advice from the parliamentarians and the Resolutions Chair. Amendment 8 and 10 were changed into Resolution 25. If resolution 25 was passed, an additional By-

Laws amendment would be required to add it as another duty for Finance Director.

Resolution 25: Congress Fund

- (A) *Be it resolved that BPW International establishes a congress fund to be designated for reducing congress registration fees for members and that this fund (1) be maintained separately from other accounts (2) be financed through an annual contribution from federations, state federations, and associated clubs payable on a per member basis at the rate to be set by congress and fixed for the triennium with the exception of the low income countries that are designated to receive a 50% due reduction which will be exempted from the levee.*
- (B) *Be it further resolved that for the 2008 to 2011 triennium, the congress levee will be set a rate of 1 euro per member per annum. This will take effect from 2010 based upon membership number in December 2009.*

Resolution 25 was moved by BPW Canada and seconded by BPW New York.

BPW CANADA, Fran Donaldson spoke to the resolution. She requested that part B of Resolution 25, which referred to the amount be voted upon separately from part A. Her rationale for Resolution 25 was as follows:

People who attended congress took on most of the expenses personally. With this resolution, the financial burden would be shared through an assessment of funding to which all members will contribute whether or not they personally are going to attend the specific congress. Recognizing that many federations have already set their fees for the current year, the collection of this fee would begin in year 2010 based on December 2009 members. In the first triennium there will be a smaller amount available but in a longer term a greater amount would be available. This would not require BPW to open another bank account, but rather to track this amount separately.

The CONSTITUTION ADVISORY CHAIR opened the floor for debate.

Speaking against the proposed Resolution 25 was BPW Netherlands Lesha Witmer and PAST PRESIDENT Tuulikki Juusela. Lesha Witmer expressed concern that BPW members in countries that already had difficulties paying membership dues would have to pay additional money for the Congress fund. She requested that the clubs that had

problems paying their dues should be exempted from this.

The CONSTITUTION ADVISORY CHAIR pointed out, however, that the text already stated that "... the low income countries that are designated to receive a 50% due reduction which will be exempted from the levy."

PAST PRESIDENT Tuulikki Juusela stated that she was against the idea that the Federations, State Federations or clubs have to automatically pay for this. It would have been acceptable for her if the registration fee reduction would be for voting delegates only. One euro increase can add up to a lot of money even in Europe.

Speaking in support of the proposed Resolution 25 was BPW New York Eileen Brennan. She pointed out that the money for Congress fund did not have to be raised through membership fees. It can be raised through a fund raiser or some other way. The impact of a small amount of money (such as one US dollar) given in collective numbers can have a very strong impact. She urged Congress delegates to support this.

BPW CANADA Fran Donaldson clarified that the amount of 1 Euro was simply a starting point for discussion. The final amount agreed upon at Congress can be different. This was why she had requested splitting Resolution 25 into two parts, separating part A which proposed to establish Congress Fund from part B which specified the amount of the levy per member.

PRESIDENT Chonchanok Viravan pointed out that due to the agenda for business session, elections had to be held so she requested that only the first part, Resolution 25A, would be voted upon before the election and the debate and the vote on the second part Resolution 25B would take place in the afternoon. BPW CANADA and the meeting accepted the PRESIDENT's request.

The CONSTITUTION ADVISORY CHAIR put Resolution 25A to the vote.

The vote results were 93 FOR; 41 AGAINST; 1 ABSTENTION; Total 135.

The CONSTITUTION ADVISORY CHAIR declared the resolution passed and closed the Constitution Amendment Session VI.

The PRESIDENT resumed the chair.

Election

The PRESIDENT invited Mary Thompson, BPW Barbados and The ELECTIONS COMMITTEE CHAIR to chair Elections session.

The ELECTIONS COMMITTEE CHAIR confirmed that credentials of all nominees had been verified. For each position, the procedure was for her to call for votes and the Congress would vote by DigiVote accordingly. Only the election result of President would be announced immediately, the rest would be announced in the afternoon business session. Delegates have to vote twice for the two Vice Presidents.

In respond to several inquiries from the floor regarding voting procedure, the CHIEF PARLIAMENTARIAN further clarified that delegates must vote for two different Vice President's candidates, not the same one each time. As there are five candidates, the vote would be done by pressing either 1, 2, 3, 4 or 5 on the DigiVote. If the voter did not want to select any of them, then they imply do not vote.

For the position of President in 2008-2011 triennium, the ELECTIONS COMMITTEE CHAIR announced that only nominee, Elizabeth Benham, was standing. She called for the first vote and congress delegates voted accordingly. She announced that Elizabeth Benham has been elected as the President of BPW International for the next triennium.

The nominees for the other positions were as follows:

Vice Presidents Nominees:

Amany Asfour, BPW Egypt
Freda Miriklis, BPW Australia
Gabiella Canonica, BPW Switzerland
Maria Inez Garcia Bunning, BPW Brazil
Masako Hiramatsu, BPW Japan

Executive Secretary Nominee:

Jean Murray, BPW Australia

Finance Director Nominee:

Sujey Albert, BPW New York

Young BPW Representatives Nominees:

Nadia Munawar, BPW Pakistan
Patricia Marzoratti, BPW Argentina

Regional Coordinator Nominees:

- Africa Regional Coordinator:
Huguette Akplogan Dossa,
BPW Cotonou, Benin
- Asia-Pacific Regional Coordinator:
Susan Jones, BPW Australia
Young Hai Park, BPW Korea
- Europe Regional Coordinator Nominees:
Amelie Leclercq, BPW France
- Latin America and Spanish-speaking Caribbean Countries:
Elena Torres Sequel, BPW Chile
Yasmin Darwich, BPW Mexico
- North America and Non-Spanish-speaking Caribbean Countries:
Jill Worobec

Standing Committee Chairs Nominees:

- Agriculture
Beatriz Fett, BPW Brazil
Dilli Shakya, BPW Nepal
- Art and Culture:
Adelina Fabiano, BPW Italy
Clarissa Aguirre, BPW Panama
Olga Ferolto, BPW New York
- Business, Trade and Technology:
Nancy Astone, BPW Italy
Rooma Para, BPW Pakistan
- Environment and Sustainable Development:
Leshia Witmer, BPW Netherlands
Yara Blochtein, BPW Brazil
- Health:
Faye Gardiner, BPW New Zealand
Sara Rossi, BPW Argentina
- Legislation:
Maria Del Carmen Lam, BPW Chile
- Project:
Naphaphen Vejjajiva, BPW Thailand
- Public Relations:
Mary Scott, BPW New York

Vote on the 2014 Congress Venue

Mary Thompson, ELECTIONS COMMITTEE CHAIR called for vote on 2014 Congress Venues. The two bidding countries were Egypt and Korea.

The votes were cast and the winner was Korea.

Mary Thompson thanked the Congress for the support for a smooth election process and closed the election session.

The PRESIDENT thanked the ELECTIONS COMMITTEE CHAIR, congratulated BPW Korea and resumed the chair.

Triple Crown Challenges Awards Presentation

The PRESIDENT invited 2nd VICE PRESIDENT Elizabeth Benham to give the Triple Crown Challenges Awards, who then invited all the regional coordinators to assist her in giving out the Triple Crown pins to the winners. She also invited the PRESIDENT to come to the front.

Elizabeth Benham congratulated the winners and announced that the countries that fully engaged in the program would be recognized first, followed by members who recruited 10 or more new members in this triennium and finally members who recruited 3 or more new members.

EXECUTIVE SECRETARY Freda Miriklis announced the winners and invited them to come to receive the awards as follows:

The countries that were most engaged in the program:

Australia
Belgium
Brazil
Canada
Germany
Italy
New Zealand

Members who recruited 10 or more new members:

Alexia Burbich, BPW Australia
Susan Mason, BPW Australia
Marcia Kitz, BPW Brazil
Elisa Campos, BPW Brazil
Vera Di Pietro, BPW Brazil
Marcia Villela, BPW Brazil
Sue Calhoun, BPW Canada
Anna Kaib, BPW Germany
Romanina Santin, BPW Italy
Young Hai Park, BPW Korea
Uni Choi, BPW Korea

(accepted on behalf of another Korea member)
Penny Stevens, BPW New Zealand
Kingkaew Wongsingha, BPW Thailand

Members who recruited 3 or more new members:

The full list appeared in the **Award Winners section** (see page 12).

After the photographic session of all the winners, VICE PRESIDENT Elizabeth Benham asked the Congress to recognize them. She also thanked BPW Brazil for bringing the most attendees to Congress and BPW Korea for coming in second in bringing in attendees to Congress. She expressed her hope that the next membership chair will continue this program.

Announcements

PRESIDENT Chonchanok Viravan announced that the next plenary session would begin at 11:30 am. The next and last business session would begin at 2:00 pm. She declared the Business Session closed.

Business Session IX adjourned for the morning break.

TENTH BUSINESS SESSION
Melia Hotel, Reforma Room
October 28, 2008 – Time 14:10 – 16:30 hrs
Chair: Dr. Chonchanok Viravan,
PRESIDENT BPW INTERNATIONAL

ANNOUNCEMENTS

- DVDs: Order forms for DVDs of Digital Archive of Congress Proceeding and Photo were distributed and the prices including shipping were US\$25 each.

Election Results

PRESIDENT Chonchanok Viravan opened Business Session X. Mary Thompson, ELECTIONS COMMITTEE CHAIR, was invited to take the chair to report the election results.

- **Election of PRESIDENT**

The ELECTIONS COMMITTEE CHAIR announced the result of the voting for President. Elizabeth Benham had been elected President for 2008-2011 with 116 votes out of 133 votes cast.

- **Election of The EXECUTIVE BOARD**

First Vice President:

Gabriella Canonica, SWITZERLAND

Second Vice President:

Freda Miriklis, AUSTRALIA

Executive Secretary:

Jean Murray, AUSTRALIA

Finance Director:

Sujey Albert, NEW YORK

Young BPW Representative:

Nadia Munawar, PAKISTAN

Regional Coordinators

Africa:

Huguette Akplogan Dossa, BENIN

Asia Pacific:

Young Hai Park, KOREA

Europe:

Amelie Leclercq, FRANCE

Latin America and SSCC:

Yasmin Darwich, MEXICO

North America and NSSCC:

Jill Worobec, CANADA

- **Election of the STANDING COMMITTEE CHAIRS**

Agriculture:

Beatriz Fett, BRAZIL

Arts and Culture:

Adelina Fabiano, ITALY

Business, Trade and Technology:

Rooma Para, PAKISTAN

Development, Training and Education:

Marta Solimano, ARGENTINA

Environment and Sustainable Development:

Lesha Witmer, NETHERLANDS

Health:

Faye Gardiner, NEW ZEALAND

Legislation:

Maria Del Carmen Lang, CHILE

Projects:

Naphaphen Vejjajiva, THAILAND

Public Relations:

Mary Scott, NEW YORK

The PRESIDENT congratulated the newly elected Executive Board and officers and resumed the chair.

Budget for 2008-2011

The PRESIDENT invited FINANCE DIRECTOR Thitinan Wattanavekin to present the Budget for 2009-2011.

The FINANCE DIRECTOR recalled that within the budget policy that Congress had agreed on 27 October 2008, the total budget expenditure was set at 97% of the budget income. She presented the budget (as shown in figure 1) via power point slides and handouts for delegates. She explained that overall this budget was almost the same as the budget for the 2005-2008 triennium.

- *Budget Income:* The budget dues income of 267,800 Euro was based on the assumption of approximately 25,500 members. The other income budgeted was from Friends, sale of goods and interest.
- *Budget Expenditure:* The only revision was the President's Office expense which was increased by 2,300 Euro and an additional expenditure of 10,000 Euro for the Archive, in case the resolution on Archives should pass.
- *Bottom line:* Corresponding to the budget policy approved at Congress, the expected surplus was 3% or approximately 8,965 Euro annually.

Figure 1: Proposed and Approved Annual Budget for 2009-2011

2009-2011 Budget Policy: Total expenditure as 97% of total income.

	Yearly budget 2006-2008	Yearly Budget 2009-2011
Income		
Dues	262,500	267,800
Friends of BPW	8,100	8,100
Fellow		
Business Pages		
Sales – goods	5,600	7,700
Donations		
Other Income		
Bank Interest	16,000	16,000
Exchange Differences		
Total income	292,200	299,600
Expense		
President's office	77,700	80,000
Member services	45,000	45,000
Accounting	36,000	33,000
Audit/Review	3,000	3,000
Executive meetings	22,500	22,500
Other expenses executives	34,500	34,500
Committees and task forces	10,725	10,725
Representations	11,955	11,560
Communications	24,600	24,600
Seminars, Projects	7,500	7,500
Cost of goods sold	4,500	4,500
Bank charges	2,250	2,250
Contingencies	1,500	1,500
Archive	-	10,000
Total expenses	281,730	290,635
Surplus/Deficit	10,470	8,965
Percent of Surplus with respect to Income		3.0%

The FINANCE DIRECTOR was confident that the management could achieve this. Income could be increased by doing more fund raising projects and increasing members. However, if the income dropped, the Executive Board would consider reducing expenditure accordingly. She opened the floor for discussion.

Discussion on Budget income

- *President's Office Budget*

HEALTH CHAIR, Faye Gardiner, inquired whether 80,000 Euro would be adequate given that the cost of living in New York would be much higher than the cost of living in Thailand.

The FINANCE DIRECTOR confirmed that she had prepared the budget in consultation with the INCOMING PRESIDENT Elizabeth Benham who confirmed that such amount would be adequate. The INCOMING PRESIDENT supported this confirmation.

- *Interest Income Usage*

PAST PRESIDENT Sylvia Perry inquired how the interest income would be used, to cover operating expense or to add back into various funds, such as the Battersea fund and Ramallah Fund. PAST PRESIDENT Tuulikki Juusela also raised a similar inquiry.

The FINANCE DIRECTOR clarified that most of the interest income would be used to cover operating expenses, including interest from the Battersea fund (in accordance with the constitution, since the Battersea fund had already been restored), unless the regulations indicated that interest from a certain fund had been added back to such a fund.

The INCOMING PRESIDENT stated that the interest for Ramallah Fund ought to be added back to Ramallah Fund. Interest from the Battersea fund would cover operating expenses.

- *Total Members*

BPW AUSTRALIA Marilyn Forsythe inquired about the number of current BPW members and whether it was decreasing.

For the first question, the FINANCE DIRECTOR replied that total number was approximately 25,000 members. For the second question, Elizabeth Benham in her role as MEMBERSHIP CHAIR replied that as shown in her report, there were both gains and losses. But the financial accounting confirmed there were approximately 25,000 paid members.

BPW NEW ZEALAND Anne Todd-Lambie urged that BPW Affiliates be honest in reporting their membership numbers, especially when the budget called for the possible increase of 500 members.

- *Interest Rate*

BPW GERMANY Dagma Bischof inquired about the rate used for for the interest budget.

The FINANCE DIRECTOR replied that the treasury deposits were rolled over every three months, so the interest rates are about 3%-4%.

Discussion on Budget Expenditure

- *Expenditure Budget for Archive*

Faye Gardiner, HEALTH CHAIR, inquired whether the 10,000 Euro budget for the Archive was for one year only or for each year during the triennium.

The FINANCE DIRECTOR confirmed that was an annual expenditure of 10,000 Euro. So the total for three years would be 30,000 Euro. The amount was the sum she and INCOMING PRESIDENT Elizabeth Benham had agreed upon.

Other Discussion

- *Financial Statements*

BPW NEW ZEALAND Angela McLeod inquired about the detailed financial statements that compared budget against actual as the Financial Director's report presented earlier had displayed information with graphs. PAST PRESIDENT Sylvia Perry also inquired whether she had received the Audit report earlier because she was a Trustee.

The FINANCE DIRECTOR replied that such financial statements were distributed via e-mails to all members of Board of Directors every quarter and to members of Executive Board every month. The Audited financial reports were already distributed to the Board of Directors as well. Her financial report at Congress was present in graphs in order to show the combined financial performance for 3 years. She also clarified that Sylvia Perry received the financial reports via e-mails earlier as a member of Board of Directors.

- *Recommendations*

BPW NETHERLANDS Lesha Witmer recommended that the next Finance Director should look into active exchange rate management and look at where BPW could get value for the BPW money. She inquired whether the Budget Expenditure could be adjusted in the second year.

The FINANCE DIRECTOR proposed that it would be up to the next Executive Board to either increase or decrease certain budget items, as long as the total expenditure was maintained.

The FINANCE DIRECTOR called for the vote on the proposed budget (see Figure 1). The budget was

adopted unanimously. She thanked the delegates for their support.

Report from the Credentials Committee

PAST PRESIDENT Yvette Swan presented the Credentials Report on behalf of Credentials Committee Chair.

Executive Board	11
Past Presidents	5
Standing Committee Chairpersons	5
Federation Delegates	89
Associate Club Delegates	<u>14</u>
Total Voting Strength	123

The simple majority was 63. The two thirds majority was 82.

CONSTITUTION AMENDMENT SESSION VII

Freda Miriklis, CONSTITUTION ADVISORY CHAIR, took the chair.

Resume Amendment 8 and 10

The CONSTITUTION ADVISORY CHAIR resumed the processing of Amendments 8 and 10, which were converted into Resolution 25 on the Congress Fund during the Constitution Amendment Session VI.

She recalled that Resolution 25A for establishing a Congress Fund had already been voted upon and the session continued with Resolution 25B.

Resolution 25 B: Levy for Congress Fund

(B) *Be it further resolved that for the 2008 to 2011 triennium, the congress levy will be set at a rate of 1 euro per member per annum. This will take effect from 2010 based upon the membership numbers in December 2009.*

There were two friendly amendments to revise Resolution 25B, which were combined into the following:

(B) *Be it further resolved that for the 2008-2011 triennium the Congress levy will be set at a rate of 0.5 Euro per member per annum with the understanding that the Executive Board can exempt Associated Clubs or Federations on the basis of a reasonable request.*

As no one wanted to speak against the amendment, the CONSTITUTION ADVISORY CHAIR put the amended Resolution 25 B to the vote.

The vote results were 80 FOR; 30 AGAINST; 2 ABSTENTIONS; Total 112.

The CONSTITUTION ADVISORY CHAIR declared the resolution passed.

Amendment 23: Duties of Members by the Executive Board - By-Laws Article V

Proposed by BPW Canada

Add to Section 6

n) ensure that the Congress Fund be maintained separately from other accounts and be put solely to reducing registration fees for Congress

The CONSTITUTION ADVISORY CHAIR advised that this amendment had to be added as Resolution 25 had been adopted.

As no one wanted to speak against, the CONSTITUTION ADVISORY CHAIR put Amendment 23 to the vote.

The vote results were 93 FOR; 17 AGAINST; 4 ABSTENTIONS; Total 114.

The CONSTITUTION ADVISORY CHAIR declared Amendment 23 passed.

Amendment 15 (Revisited): Duties of Members by The Executive Board – By-Laws Article V

The discussion was resumed on Amendment 15 (it had been deferred until after the budget report).

The PRESIDENT advised that there was a friendly amendment from PAST PRESIDENT Sylvia Perry. The revised Amendment 15 was as follows:

Add to Section 6

m) ensure that maximum efforts are made to maintain a general reserve fund at a level set to one year of BPW International expenditure to ensure the financial sustainability of BPW International.

This was seconded by BPW New Zealand.

The CONSTITUTION ADVISORY CHAIR invited PAST PRESIDENT Sylvia Perry to speak to this friendly amendment.

Sylvia Perry explained the rationale behind the friendly amendment, related to a general misunderstanding about the Accumulated Fund. The Accumulated Fund was the General Fund and Battersea Fund combined. The Battersea Fund was protected. A *General Reserve fund*, on the other

hand, was introduced as a principle that has been used many times in the past, particularly when BPW International was having difficulties with USA and was not certain where money would be coming from. Willy Van Iersel Jones [then the Finance Director] tried to maintain an amount of money to cover the operating costs of one year so that BPW International would not be bankrupt. Such a reserve could also cover the expenditure if an emergency board meeting had to be called. The current profit of about 200,000 U.S. Dollars could become the General Reserve Fund, which would give security in sustaining the organization financial viability.

A Point of Clarification was raised by BPW NETHERLANDS Lesha Witmer. She questioned whether the Battersea fund was a part of the General Reserve. In the workbook, the Accumulated Fund composed of 139,000 Euro plus the Battersea Fund. She also questioned whether or not the Battersea Fund can be counted as a part of Accumulated Fund as it had already been completely ring fenced.

Sylvia Perry reconfirmed that the Battersea Fund, although ring fenced was still part of the Accumulated Fund. 'Battersea Fund' has already been used in the Constitution and this was why the term 'General Reserve' term was introduced. The aim was to have a general reserve equal to a year of operating costs.

Speaking against the amendment was BPW NETHERLANDS Lesha Witmer who disagreed with the necessity to maintain another reserve of 250,000-300,000 Euro when BPW International already had Battersea fund which was equal to three years of expenditure of BPW International already.

The CONSTITUTION ADVISORY CHAIR put Amendment 15 to the vote.

The vote results were 87 FOR, 32 AGAINST, 3 ABSTENTIONS, Total 122 votes.

The CONSTITUTION ADVISORY CHAIR declared Amendment 15 carried.

Amendment 14: Duties of Members by the Executive Board – By-Laws Article V

Page 119 of the Workbook

Proposed by BPW International Executive Board

Present

The Executive Secretary shall perform the following duties:

- a) *advise on constitutional and procedural matters*
- b) *credential compliance*
- c) *supervision of affiliation procedures*

- d) *monitoring of members services and quality assurance*
- e) *recording resolutions and their implications*
- f) *other such duties as may be designated by the Executive Board, Board of Directors or the President.*

Proposed

Section 4.

The Executive Secretary shall perform the following duties:

- a) *advise on constitutional and procedural matters*
- b) *credential compliance*
- c) *supervision of affiliation procedures*
- d) *monitoring of members services and quality assurance*
- e) *recording resolutions and their implications*
- f) ***serve as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee***
- g) *other such duties as may be designated by the Executive Board, Board of Directors or the President.*

Proposed amendment will take effect immediately after XXVI BPW International Congress.

This was seconded by BPW NEW ZEALAND.

The PRESIDENT chaired the processing of Amendment 14 as CONSTITUTION ADVISORY CHAIR Freda Miriklis requested speaking to Amendment 14 from the floor on behalf of the Executive Board in her role as EXECUTIVE SECRETARY.

Freda Miriklis pointed out that in having to give up her role as Constitution Advisory Chair to assume the role of Executive Secretary already reflected the conflicting roles of the Executive Secretary also serving as the Constitution Advisory Committee Chair. In the previous term, Ann Swain helped the Executive Secretary out with most of the Constitution Amendments. The Executive Secretary needs to have a clear understanding of the Board's view as well as the views of the members regarding the Constitution Amendments as a member. She said that the Executive Secretary should be an ex-officio member of the Committee where she can be engaged and participate in the discussions, both at committee level with the Constitution Advisory Committee and the Resolutions Committee and to relay the information and provide feedback as the Executive Secretary.

Speaking in support of Amendment 14 was Anne Todd-Lambie, former Executive Secretary (2002-2005). She also spoke on behalf of Ann Swain, former Executive Secretary (1999-2002). She said she, Ann Swain and Freda Miriklis all served dual

roles as Executive Secretary and Constitution Advisory Chair. All of them believed that assuming dual roles created a conflict, especially when the Executive Secretary had to make sure that things are procedurally correct.

Speaking against Amendment 14 was BPW NETHERLANDS Lesha Witmer. She requested that Amendment 21 which addressed the establishment of Constitution Advisory Committee be considered before Amendment 14. She also mentioned that in the workshop, it was also mentioned that Amendment 21 should either be withdrawn or changed.

The PRESIDENT clarified that Amendment 21 had been amended. Amendment 14 and 21 were separate things. Amendment 14 stated that the Executive Secretary will become an ex-officio member of the Constitution Advisory Committee and Resolutions Committee and the other that the Executive Board has to appoint an Advisory Committee.

The CONSTITUTION ADVISORY CHAIR put Amendment 14 to the vote.

The vote results were 109 FOR, 9 AGAINST, 6 ABSTENTIONS, Total 124 votes.

The CONSTITUTION ADVISORY CHAIR declared Amendment 14 carried.

Amendment 21: Constitution Advisory Committee – By-Laws New Article XIII
Page 127 of the Workbook
Proposed by BPW International Executive Board

Proposed

Article XIII – Constitution Advisory Committee

The Executive Board at its post-Congress meeting shall appoint a Constitution Advisory Committee for a full term.

Proposed amendment will take effect immediately after XXVI BPW International Congress.

The CONSTITUTION ADVISORY CHAIR informed Congress that there was a friendly amendment to delete “at its post-congress meeting” from Amendment 21. So the amended Amendment 21 would state:

The Executive Board shall appoint a Constitution Advisory Committee for a full term.

Speaking against Resolution 26 were PAST PRESIDENT Pat Harrison and PAST PRESIDENT

Sylvia Perry. Pat Harrison pointed out that this amendment was obsolete as the Executive Board has been appointing a Constitution Advisory Committee for the full term for the last 3 terms. Putting it in the constitution may not be necessary. Sylvia Perry pointed out that several delegates recalled that this amendment was withdrawn at the Pre-Congress Board of Directors meeting.

Speaking in support of Resolution 26 was PAST PRESIDENT Tuulikki Juusela and PAST PRESIDENT Yvette Swan. Tuulikki Juusela insisted that even though it had been the practice, it was not stated in the by-laws and the constitution. Yvette Swan recalled that there was a suggestion to withdraw Amendment 21 at the Board meeting but it had been reinstated with the change. As the constitution would be rewritten in the next three years, it was important to have the constitution advisory committee included. She urged that delegates vote on it.

The CONSTITUTION ADVISORY CHAIR put Amendment 21 to vote.

The vote results were 106 FOR, 16 AGAINST, 1 ABSTENTION, Total 123 votes.

The CONSTITUTION ADVISORY CHAIR declared Amendment 21 carried.

Remaining Amendments to lay on the Table

PAST PRESIDENT Yvette Swan proposed a motion:

That the following Amendments should lay on the table to be taken up at the next Congress in Helsinki, Finland

- *Amendment 1: The Title*
- *Amendment 2: The Aims*
- *Amendment 3: Definition of Interpretation*
- *Amendment 7: Executive Board*
- *Amendment 11: Nomination*

This motion was seconded by PAST PRESIDENT Tuulikki Juusela.

Pat Harrison, PAST PRESIDENT spoke against the motion in part of laying Amendment 11 on the table as it impact the nomination for the President for the 2011-2014 term. Such nomination would not be subject to the requirement that she must serve on the Executive Board previously. So she preferred that Amendment 11 be decided upon at this time.

BPW NETHERLANDS Lesha Witmer requested that the following be added to the motion:

These Amendments will be also referred to the taskforce to deliberate upon for the review of the Constitution.

The amended motion was seconded by BPW SWITZERLAND

The amended motion was put to vote by asking the audience to reply Aye, Nay, or Abstain. Only three delegates were against, the rest replied “Aye”.

The CONSTITUTION ADVISORY CHAIR officially closed the CONSTITUTION AMENDMENT SESSION for the XXVI BPW International Congress.

The PRESIDENT resumed the chair and thanked CONSTITUTION ADVISORY CHAIR Freda Miriklis for chairing the Constitution Amendments sessions.

OTHER BUSINESS

RESOLUTIONS CHAIR Pat Harrison said that a resolution by the workshop on modernizing the BPW International Constitution be officially recorded as a part of the Congress. The document has been circulated already under the name “2008 Congress Workshop Summary: Modernizing BPW International Constitution”. In order to formally accept this as a resolution, she called for a mover and a seconder.

It was moved by BPW NEW ZEALAND and seconded by BPW NETHERLANDS.

The RESOLUTIONS CHAIR declared that it would be Resolution 26.

Resolution No 26: Modernising the BPW International Constitution

At the workshop on Modernising the BPW International Constitution during the XXVI BPW International Congress, there was consensus that the following agreed outcomes be submitted to the Congress and referred to the Constitution Reform Taskforce:

- 1. The current Constitution and By-laws constrain BPW and need revision – ‘we need running shoes not concrete boots’.*
- 2. The 3 year plan proposed in the workshop paper should be implemented, with a focus on discussing concepts and ideas, consulting widely, agreeing a framework, and then drafting a new simpler streamlined Constitution, supported by By-laws, Policies*

and Procedures, for presentation at Congress in Finland.

- 3. Commitment should be sought from this Congress for the constitutional reform process and timeline.*
- 4. The workshop paper should be translated and disseminated in the first instance, and a project budget should be set aside for translations, a web page and some travel, and to support effective communication.*
- 5. A Constitution Review Taskforce should be formed soon after Congress, supported by the CAC with wide but balanced representation.*
- 6. The number of members of the Taskforce should not be limited to five, but it should comprise at least one member from each region, a range of ages including Young BPW, and a range of languages and cultures.*
- 7. The Taskforce should have, within or available to its membership, members with expertise in different legal systems including Westminster, Roman, French and German systems.*
- 8. Taskforce members should consult widely in providing feedback; a consultation paper with options should be prepared, and documentation for consultation should be written, translated and released to coincide with regional meetings to facilitate consultation and feedback.*
- 9. Drafting a constitution and by-laws from an agreed framework requires expertise, so it should be undertaken by a small dedicated team with advice from native speakers of English, French, Spanish and Italian to ensure they can be readily translated and applied and be sufficiently broad to permit affiliates to operate within their own cultures.*
- 10. The Constitution should enable rather than constrain; be slim, simple, relevant, modern and high level; and include organizational values, a mission statement, simplified objectives and definitions, and appropriate goal statements that enable sponsorship funds to be sought.*
- 11. An analysis of federation constitutions that have been recently revised and modernized should be undertaken and existing reports and documentation collated and reviewed – learning from our history.*

12. *The organizational structure and decision-making needs to be reviewed.*
13. *Standing Committees should be reviewed and restructured, taking account of the need for governance committees to support Executives for their term, triennium policy committees, and ad hoc short-term action groups to address emerging issues.*
14. *A database of member interests, expertise, experience and skills should be established to support ad hoc issues-based action groups, and members should be able to be approached without formal processes through affiliate preside.*

Yvette Swan called for a vote on Resolution 26.

The vote results were 106 FOR, 6 AGAINST, 7 ABSTENTIONS, Total 119 votes.

Resolution 26 was adopted.

Speech by the Outgoing President

PRESIDENT Chonchanok Viravan expressed her gratitude to the Executive Board, Past Presidents, Host Planning Committee, members of Staff, and every one who had supported the work through the tough time and the challenges of the past three years.

She called on a list of members / group of members to come to the front to express her gratitude for their contributions and gave them gifts as a token of her appreciation (Congress souvenir clocks and the BPW International video CD as shown at the Opening Ceremony) and also had photographs taken with them.

These included Host Planning Committee members, members of Staff, Communication Directors, Past Presidents, Executive Board members, Credentials Committee members, Nomination Committee members, Elections Committee members, Legislation Committee members, Constitution Advisory Committee members, Time Keeper and Teller, Parliamentarians, Chairs of all Standing Committees and Taskforces, and the head of the delegation of every country that attended Congress.

Africa Regional Coordinator Amany Asfour also presented a small present to the outgoing president.

The PRESIDENT announced that BPW International video CDs were also distributed to all delegates attending the Congress and expressed her gratitude for everyone's support.

Installation of New President

The installation took place with Dr. Chonchanok Viravan handing over the President's Chain and the new Badge of Office to ELIZABETH BENHAM, who became the 21st PRESIDENT of BPW International.

The PRESIDENT Elizabeth Benham took the chair, thanked the OUTGOING PRESIDENT Chonchanok Viravan, and conducted the remainder of the business session.

The PRESIDENT Elizabeth Benham recalled BPW history in 1930 when BPW International was founded by business and professional women from Austria, France, Italy, United Kingdom, Canada and United States. They were brought together by a common bond of commitment to hard work, dedication and vision supported by a range of enormous skills. The foundation of BPW International was established by the personal sacrifices of historical members. Examples, such as Senator Plaminkova, past Vice President from Czechoslovakia who was executed by Nazis during the World War II for their activities supporting women, should not be forgotten.

She honoured all the past international presidents who helped built the legacy of BPW in the past 78 years and pledged her commitment to continue to move the organization forward to live up to the visions and values of the BPW International founder, Dr. Lena Madesin Philips. She asked for the support of all BPW members to achieve this, especially through an increase in membership. She emphasized the need to unify BPW voices for a common goal of economic empowerment for women based on equal status in decision making politically, socially, and economically and support for our members on all levels as they work to develop professional potential.

She realized that members joined BPW to become a part of an international network that can and will make a difference. Her vision as President for 2008-2011 triennium was to try to make this dream a reality by strengthening BPW memberships.

She envisaged accomplishing this by sustaining BPW finance, by providing members with excellence service, by holding an annual President's Seminar on good governance, by sharing experiences and best practices, education and personal development, affordable business and leadership programs and by increasing BPW voices, expertise and engagement on the international platform. She pledged to increase BPW's efficiency

and maximizing efforts to provide excellent services and program for members.

She asked members to actively support and attend meetings, regional conferences and the next Congress in Helsinki.

She urged BPW members to help her build BPW International into an organization to which they would be proud to bring new members, an organization that would provide value, international access, and lifelong learning, leadership, mentoring and friendship that would empower women in all our affiliates around the world. She thanked all delegates at Congress.

Installations of New Officers

The 2005-2008 Executive Board retired and the new officers for 2008-2011 were installed.

Executive Board:

Immediate Past President
Chonchanok Viravan, Thailand

1st Vice President
Gabriella Canonica, Switzerland

2nd Vice President
Freda Miriklis, Australia

Executive Secretary
Jean Murray, Australia

Finance Director
Sujey Albert, New York

Young BPW
Nadia Munawar, Pakistan

Regional Coordinators

Africa
Huguette Akplogan Dossa, Benin

Asia Pacific
Young Hai Park, Korea

Europe
Amelie Leclercq, France

Latin America and SSCC
Yasmin Darwich, Mexico

North America and NSSCC
Jill Worobec, Canada

Standing Committee Chairs:

Agriculture
Beatriz Fett, Brazil

Art and Culture
Adelina Fabiano, Italy

Business, Trade and Technology
Rooma Para, Pakistan

Environment and Sustainable Development:
Lesha Witmer, Netherlands

Health
Faye Gardiner, New Zealand

Legislation
Maria Del Carmen Lam, Chile

Project
Naphaphen Vejajiva, Thailand

Public Relations
Mary Scott, New York

Presentation of 2011 Congress

BPW FINLAND invited BPW members to participate in the XXVII BPW International Congress which will be held at Finlandia Hall, Helsinki, Finland in June 2011. Site seeing tours, additional activities and trips would be organized before, during and after the congress for all participants and accompanying visitors. One of the major attractions would be the opportunity to enjoy the midnight sun in the peak of the northern summit.

A virtual tour of Helsinki and Finland was presented with a video presentation.

CLOSE OF CONGRESS

PRESIDENT Elizabeth Benham declared the XXVI Congress of the International Federation of Business and Professional Women (BPW International) closed.

APPENDIX I: PARTICIPANTS

ARGENTINA

Cecilia Quadri
Florinda D'Antonio
Graciela De Oto
Ines Alcira Grosso
Liliana Picallo
Maria Cristina Cavalli
Maria del Carmen Blasco de Roni
Maria Esther Bazo Dominguez
Marta Elida Paredes
Marta Susana Solimano
Monica Catani
Nelly Dora Louzan Solimano
Patricia Gabriela Marzoratti
Sara Beatriz Louzan Rossi
Teresita Francisca Garcia

AUSTRALIA

Andrew Christy
Bridgette Engeler Newbury
Catherine Waters
Chris Murray
Christine Robinson
Daniella Hodgson
Freda Miriklis
Gillian Lewis Coles
Heather Gascoigne
Janet Coburn
Jean Murray
Judith A Van Unen
Kellie Tranter
Ken Smith
Kerryl Murray
Leigh Brown
Liz Flatters
Marilyn Forsythe
Mary Lynne Doyle
Megan Smith
Mike McCarthy
Pat Harrison
Sheila Louise Turnbull
Susan Jones

AUSTRIA

Elke Maria North
Ewa Olofsdotter Degerstedt
Gabriele Jirkal
Heidrun Matthaus
Sylvia Dillinger-Brigl

BARBADOS

Irene Shepherd
Jackie Banfield
Maizie Barker-Welch
Mary Thompson
Patricia Seale
Tiffani Straker

BELGIUM

Ann Detant
Carlos Contreras
Caroline Couvreur
Catherine Volckaert
Dirk Descamps
Walter Parmentier

BENIN

Augustine Lassissi Nadjo
Christiane Codjo Tossou
Gbaguidi Priscille
Henriette Hounweba
Huguette Aurore Akplogan Dossa
Islamia Adjibi
Léa Medji Quenum
Mylène Raoule Sylvia Aizansi
Raissa Gbedji
Reine Rachel Loupeda Sagbohan
Tatiana Mama Yabi
Thomasia Agbodjogbe

BERMUDA

Faye Frater-Butler
Millissa Butler
Patty-Ann Flood
Yvette Swan

BRAZIL

Alba Regina Leao Buchi
Amelia Caceres
Arlete Zago
Beatriz Fett
Christiane Hufenüssler
Clelia Cecilia Angelon
Dulce Magalhães
Eliana Ohiappetta
Elisa Campos
Elisabete De Freitas de Jesus
Enio Queiroz
Fátima Pereira Azevedo
Glacy Guimaraes
Gladis Dreizik

Heloiza Helena Leao Caiuby
Jane Sampaio Pontes Penteadó
Leda Alzi A.P.de Leao
Leda Marie Leao
Luiz Carlos Barboza
Marcia Kitz
Marcia Regina Bacchin
Maria Ines Garcia Bunning
Marli Perozin
Maryvan Darienzo Favoretto Rossi
Odete Cristina Barion
Patricia Caceres Goncavez
Sandra Angelica Queiroz
Valeira Oliveira
Vera Di Pietro Souza

CAMBODIA

Arun Sinketh

CANADA

Christyne Fortin
Doris Hall
Dormer Ellis
Frances Donaldson
Fred Whittaker
Gérard Gosselin
Germaine Bolduc
Jill Worobec
Joan Macklin
Linda Davis
Lorna Wright
Lucette B. Garneau
Mavis Carlton
Nancy Barnes
Sharon Graham
Sharon Selkirk
Susan Calhoun
Tara Uzra Dawood

CHILE

Adriana Ines Tabilo
Brigida del Carmen Toledo Acuña
Damaris Eleana Fuentes Acuña
Elena Torres Seguel
Gladys Margot Paredes Perez
Maria Angelica Santibanez
Maria Del Carmen Lang Mandujano
Maria Laura Soto Gallaraq
Monica Victoria Humire Crispin
Patricia Marisol Maya Herrera
Veronica del Carmen Contreras Capetillo

CYPRUS

Elena Tanou
Stalo Papaioannou

ECUADOR

Diana Barragan
Dolores Otáñez
Kathrina Viteri Calderon
Magdalena Abril
Maria Jose Buendia
Nancy Cecilia Vinueza Mayorga
Patricia Geoconda Cisneros Caicedo
Silvia Marcela Lopez Merino

EGYPT

Amany Asfour
Omnia Fahmi

FINLAND

Arja Hukkanen
Elisa Katriina Partti
Hilkka Kallio
Kirsi Saari
Liisa Kiiainlinna
Maria Korhonen
Paula Hjelt-Putilin
Raili Korhonen
Sirpa Glad-Staf
Tuulikki Juusela

FRANCE

Amélie Leclercq
Karin Raguin
Robert Fabbris
Sylvaine Boussuard-Le Cren

GERMANY

Annegret Hastedt
Annette Hirmer
Bettina Schleicher
Dagmar Bischof
Heike Rohdenburg
Helga Block
Henrike von Platen
İşınay Kemmler
Johanna Marius
Klaus Hastedt
Mai Dang-Goy
Marion Volk
Nicole Rosenboom
Peter Beuch
Reinhard Goy
Rita Assogna
Rita Jadowski
Sonja Beuch
Ulrike Bauer
Veronika Ertl

GRAND CAYMAN

Tulsi Bodden
Alexa L. Thomas

HAITI

Anne Marie Desvarieux
Paulette Blain

ICELAND

Billium Sigmundsdottir
Gudny Rosa Oskarsdottir
Kristrún Thordardottir
Maria Sigmundsdottir
Oddny Bjorgvinsdottir
Sigurborg Elisabeth Billich
Sigurveig Fridgeirsdottir
Thordis Gudmundsdottir
Valgerdur Thorsteinsdottir

IRELAND

Moyra McMahon

ISRAEL

Hana Elroy

ITALY

Adelina Fabiano
Alessandra Zoratto
Annarosa Colangelo
Carla Laura Petruzzelli
Cristina Gorajski
Elisa Pozza Taseca
Enrichetta Sandra Belini Fornera
Eufemia Ippolito
Giuseppa Bombaci
Giussepina Seidita
Livia Ricci Samaestri
Lucia Ajovalasit
Luciana Lupo
Luisa Monini Brunelli
Mariella Bentivegna
Ornella Pizzoli
Patrizia Negro
Rosa Maria La Scuola

JAMAICA

D. Deloris Brissett
Essene Lewis
Mearle Barrett
Monica Burgess McNeil
Phyllis Reynolds
Ruthlyn Villiers
Venita Walker

JAPAN

Eiko Kawata
Katsuko Katou
Makiko Kawamura
Masako Hanasaki
Masako Hiramatsu
Masako Tsuruta
Mieko Yogo
Nobuko Kurosaki

JORDAN

Dalal Etoum
Dana Shuqom
Hinda Batayneh
Layali Nashashibi
Meisa Batayneh Maani
Nawal Al-Qababa'ah

KOREA

Catarina (Hyun) Park
Eunsook Suh
Gwi Hoy Koo
Hae-Young Koh
Hui-Cha Pak
Hong-Soo Jadowski
Ham-Soo YL
HyunJeong An
Insil Lee
Jeong-OK Hur
Jung-Won Han
Kwangsun Shin
Oh-In Jadowski
Song-Ja Han
Song-Joo Hee
Sun-hwa Lee
Sunwoo Hyun
TaeSook (Sugar) Han
Young Hai Park
Young Keum Lee
Younhee Choi

LATVIA

Anita Veckalne
Arlita Dolga
Ilze Sproge
Indra Orleja
Irena Hadanonoka
Iveta Palmsalu
Rudite Kise
Skaidrite Cikute
Solvita Kristone
Tatjana Rupa

MEXICO

Adriana León
Alfonso Vidales Vargas Ocha
Alicia Gaytan Sanchez
Ana Rosa Garcia de Alba y Darwich
Araceli Alvarado
Aurelia Sanora Sotelo
Barinia Luna
Bibiana Amador
Blanca Heredia
Blanca Judith Diaz Delgado
Celia Kun
Christina Berton
Claudia Balderas García
Constanza Peñaflores
Diana Chávez
Dolores Hernandez
Elizabeth Manning Martinez
Elva Lopez Merino
Evelina Orozco
Fabiola Kun
Francisca Quijada Romero
Gabriela Ugarte Esteva
Guillermina Cabral de Sudarsky
Imelda Tamés
Irma Guillermina Basso Vargas
Irma Martinez Vacío
Irma Olguin Gonzalez
Joaquín Borges
José Luis Sánchez Morales
Josefina Peralta
Juliana Jasso Ortiz
Lic. Lino Renan Villavicencio Garayzar
Lina Gretell Torres Seguel
Lorena Galindo
Lourdes Suayfeta Sáenz
Ma de los Angeles Ruiz Mendoza
Ma. Armida Ramirez Mena
Ma. Del Rosario Sachi Villaseñor
Ma. Gabriela Rea Pocaroba
Ma. Guadalupe Delgado Velez
Ma. Silvia Salazar Salazar
Ma. Teresa Rosaura Ochoa Mejía
Magdalena Sosa Ortega
Margarita Rosado
Maria de Lourdes Sobrino
María del Carmen Díaz Amador.
Maria del Carmen Valencia Martinez
Maria Elena Arias de Correa
Maria Elena Morera de Galindo
Maria Esther Pineda Najera

Maria Gisela Noble Colin
Maria Lucia Micher Camerena
Marta Susana Consigliere
Martha Tagle Martínez
Mary Paz Ortega Chamorro
Mercedes Rangel
Montserrat Fierro
Nancy Cecilia Briseño Moreno
Nora Villafuerte Garza
Ofelia Gabilondo
Patricia Diaz Dennis
Patricia Espinosa Torres
Patricio Carvalho
Paty Gonzalez de la Vega
Perdro Gonzalez de la Vega
Pilar Galindo de Cordero
Rafaela Guadalupe Vizcaino Soto
Rocio Garcia Gaytan
Rosa Isela Figueroa
Rosa Maria Rodriguez
Rosalia Figueroa
Roselena Sandoval Zuria
Sandra Angelica Velez-Martinez
Semiramis Casasa Velazquez
Sonia del Pilar Sanchez Cruz
Vladimir Zavala
Ximena Cespedes
Yasmin Darwich
Yelitza Virginia Gomez Vergara
Yolanda Guadalupe Toledo Rosas
Yolanda Ines Ibarra Toledo

MOROCCO

Hajbouha Zoubeir

NEPAL

Ambica Shrestha
Ganga Kumari Devkota Adhikari
Shanta Sharma

NETHERLANDS ANTILLES

Emelinda Lake
Estelle Serrant
Natasha Ortega

NEW ZEALAND

Angela McLeod
Alejandra Drum
Anne Todd-Lambie
Barry O'Brien
Carolyn Savage

David Spriggs
Diane O'Brien
Faye Gardiner
Gwendolyn Needham
Irene Gardiner
Joan Bielby
Lesley Eley
Merle Oliver
Patrick Drum
Penny (Penelope) Stevens
Rachael Clarke
Sujatha Anthony

NIGERIA

Abiodun Obakin
Adedoyin Erinle
Modupe Onabanjo-Obazee
Oluyemisi Alukoolokun
Tiwalade Fapohunda
Tinuade Ihama

PAKISTAN

Aneez Siddiqui
Farhat Yezdani
Ghazala Shaheen
Irshad Ansari
Nadia Munawar
Nargis Tariq
Nasreen Mahdi
Nushra Ajmal
Nuzhat Ikramullah
Rooma Para
Rubyna Masood Noorani
Rukhsana Lakhwani
Safia Munawar
Saiyid Ahmed Ikramullah
Salima R. Ahmed
Shirin Farooqi

PANAMA

Clarissa Aguirre
Fracia Elena Caceres
Maria Cecilia Barcia

POLAND

Anna Wroblewska
Malgorzata Stas

SPAIN

Isabel Mañas
Lorena von Koschitzky
Luisa Bravo
M^a José Mainar

SUDAN

Able Mahdi
Ahaila Ibnouf
khadija Eltazi
Nadia Mahmoud A/Rahman
Saadia Ismail
Samirah Salih

SWEDEN

Agneta Öjersson
Amelie Hjelmstedt
Heidi Forbes Öste
Solveig Staffas

SWITZERLANDS

Antoinette Rüegg
Beatrice Luethi
Bettina Ramseier Rey
Chantal Bussmann
Elisabeth Sele
Erna Naegeli
Gabriella Canonica
Isabelle Mogliani
Liz Schürch-Peyer
Maja Radischewski
Margrit Wullschleger-Schmidlin
Marianne Verena Wildhaber
Marlis Segenreich
Michele H. Gerber
Monique Ryser
Plattner Marianne
Ralf Duempelmann
Sabine Schmelzer
Ursula K. Imhof
Vreny Fritsch

TAIWAN

Annette Hsiu-lien Lu
Cher-Jean Lee
Chien-Chiu Yang
Chun-Mei Chen Yeh
Christine T.Y Tsung
Hei-Chen Blanca Suen
Hung-Po Hsieh
Hsiu-Tung Chen
Hwei-ling Yang
Jung-Shu Hsu
Lucy Chen
Mei-Chin Lan
Mei-Ching Chiu
Mei-Nu Yu
Sue Lu
Tsui-Yuan Chen

Wei-Feng Hsiao –Ma
Wu-Lung Lee
Yen-Fei Su
Yu Chun Chien
Yu-Fen Chen

THAILAND

Asama Prachadetsuwat
Chonchanok Viravan
Chansamorn Wattanavekin
Panida Thepkanjana
Naphaphen Vejjajiva
Odomsi Bungbrakearti
Punika Kitaphanich
Surasavadee Varamali
Thanrawee Jirawatkanaporn
Thitinan Wattanavekin
Vachira Bungbrakearti

THE NETHERLANDS

Elke Wisseborn
Lesha Witmer (B.M.)
Margré Wiarda
Marie Antionette de Veth
Wikje Alink

TURKEY

Levent Ozyol
Hayriye Beart Arzu Ozyol

UNITED KINGDOM

Christine Nendick
Doreen Flanigan
Elizabeth Burden
Gillian Raw
Linda Poole
Robert Burden
Sylvia Perry

UNITED STATES

Alyce Daly
Amanda Ellis
Anne C. Parlapiano
Arnold Ferolito
Barbara K. Howie
Carolyn Grady
Claire Fulcher
Courtney Villani
Danielle Boehmcke
Dona M. Egli
Donald Howie
Eileen Brennan
Elizabeth Benham
Elizabeth Vanardenne
Eva Richter

Gayle Haines
Gul Lakhwani
Helen Long
Helen Swank
Hilda Kelley
Irene Natividad
Jody Davids
Juelle-Ann Boyer
Julieta Ayub
Kathleen A. Jordan
Kathleen Ray
Kavin Albert
Kenneth J. Herman
Linda Alexander
Margaret Eriksson
Marjory Hopper
Maryann Dorin
Mary Scott
Mary Ellen Weightman
Melissa Badlu
Michelle Husby
Natalie van Unen
Noreen Ryan
Olga Ferolito
Peer M. Schatz
Sally Cappitelli
Sandra Thompson
Sonia Wolf
Sujei Albert
Susan O'Malley
Susan Reed
Yasmin El Sayah



APPENDIX II: PLENARY PANELS

Women Power to Make a Difference through Leadership

Date: Saturday 25 October 2008

Time: 11:00 – 12:00 hrs.

Moderator: Fran Donaldson, BPW Canada

Speakers:

- H.E. Annette Lu, Vice President of Taiwan R.O.C 2000-2008, President of BPW Taiwan
- Elisa Pozza Tasca, BPW Italy, Winner of Power to Make a Difference, Excellence Business Leader

Women Power to Make a Difference through Advocacy

Date: Sunday 26 October 2008

Time: 11:00 – 12:00 hrs.

Moderator: Dr. Amany Asfour, BPW Egypt

Speakers:

- Dr. Blanca Heredia, Director, Organization for Economic Co-operation and Development (OECD), Mexico Centre for Latin America
- Maria Lucia Micher Camerena, Director, Mexico City Women's Institute
- Faye Gardiner, President, BPW New Zealand, Winner of Power to Make a Difference - Excellent Advocacy Award, First Prize

Women Power to Make a Difference through Action

Date: Monday 27 October 2008

Time: 11:00 – 12:00 hrs.

Moderator: Susan Jones, BPW Australia

Speakers:

- Hon. Patricia Espinosa Torres, Undersecretary of Labour, Ministry of Labour and Social Welfare
- Rocio Garcia Gaytan, President, National Institution of Women, Mexico
- Naphaphen Vejjajiva, Chair of Young BPW Bangkok and Head of Give Women a Second Chance projects – First prize winner of Power to Make a Difference, Excellent Project Award.

BPW and United Nations

Date: Tuesday 28 October 2008

Time: 11:00 – 12:00 hrs.

Moderator: Dr. Annarosa Colangelo, First Vice President and Chair of UN Status of Women Committee

Speakers:

- Diana Chavez, Country Coordinator of UN Global Compact Office, Mexico.
- Anne Todd-Lambie, Past President, BPW New Zealand
- Eva Richter, BPW permanent representative to United Nations, New York.

APPENDIX III: WORKSHOPS

TRACK I: Power to Make a Difference through Leadership

Lead by creating harmony in an organization

Speaker:

- Joaquin Borges, Principal Conductor of Euromericana Philharmonic Orchestra
-

Wealth Creation and Women CEOs

Moderator: Sandra Velez, BPW Mexico

Speakers:

- Amanda Ellis, Author of “Women Wealth, Women Business”
 - María Elena Arias de Correa, General Director of REKOA and Chair of Woman Commerce Bureau, State of Nayarit, Mexico.
 - Dr. Jeong-ok Hur, President of International Convention Center JeJu, Co. Ltd.
-

Intercultural Communication and Win-Win Negotiation Skills

Moderator: Nadia Munawar, young BPW Pakistan

Speakers:

- Işınay Kemmler, Kemmler Consulting, Germany and the author of a book on Intercultural communication.
 - Lourdes Suayfeta, Attorney at Law, founding partner and managing partner of Suayfeta Consultores, S.C.
 - Sylvia Perry, Past BPW International President
-

Conflict Resolution and Synergy Creation

Moderator: Magda Sosa, BPW Mexico

Speakers:

- Elizabeth Manning, author, “A Leader With a Sense of Humanity is Urgently Needed”, Mexico
 - Maria Cristina Cavalli, BPW Argentina
-

Overcoming Pitfalls in Performance Evaluation

Moderator: Amelie Leclercq, BPW France

Speakers:

- Marilyn Forsythe, Chair of UNIFEM Taskforce and President of BPW Australia.
 - Kellie Trantor, Attorney at Law and member, BPW Australia
-

Creative Marketing and Management Strategies

Speakers:

- Alfonso Vidales Vargas Ocha, General Director, “First be First,” Training Company, Mexico
 - Bridgette Engeler Newbury, BPW Australia
 - Sara Beatriz Lousan Rossi, BPW Argentina
-

Lead from the Inside Out! Discover the secret skills of authentic leadership

Speakers:

- Carolyn Grady, Co-owner, Oshkosh Office Systems, Inc.; Past President of BPW/USA.
-

Talent Development for women Executives

Moderator: Monica McNeil, NA & NSSC Regional Coordinator

Speakers:

- Gabriela Gutierrez, Merryl Lynch Human Resources Director.
 - Tuulikki Juusela, Past President, BPW International
 - Heidi Forbes Oste, CEO and founder of 2BalanceU
-

Communication and Leadership

Facilitators / Speakers of interactive sessions:

- Constanza Peñaflores, Cognitive Coach for Business Owners and Executives.
 - Roselena Sandoval Zuria, Human Development Consultant
-

Generation Y: The Role of ICT for Leadership

Moderator: Rooma Para, Young BPW Chair

Speakers:

- Guillermina Cabral Sudasky, Director of Software Development, Intranets Lab de Mexico
- Lorna Wright, Professor, York University, Canada
- Montserrat Fierro, Young BPW Mexico

TRACK II: Power to Make a Difference through Action

Mentoring for Success for Women of All Ages

Moderator: Işınay Kemmler, Kemmler Consulting

Speakers:

- Judith van Unen, Past President, BPW Australia.
 - Sun-Hwa Lee, President of BPW Jeju, Korea.
 - Adelina Fabiano, President of The Commission: Women and Equal Opportunities at the Faculty of Engineering, University of Calabria, Italy
-

Corporate Social Responsibility – To Empower Women Economically

Moderator: Beatriz Fett, BPW Brazil

Speakers:

- Gabriela Ugarte Esteva, Microsoft, Mexico
 - Lic. Gisela Noble Colin, CEO Wal-mart Foundation, Mexico
-

Women's Economic Empowerment – Leveling the Playing Field

Moderator: Susan Jones, Project Committee Chair

Speakers:

- Dra. Maria del Carmen Diaz Amador, General Coordinator of the National Program of Financing for the Micro Enterprises, National Economy Ministry, Mexico
 - Amanda Ellis, Lead Specialist, World Bank Group Gender Action Plan, World Bank
 - Amany Asfour, Africa Regional Coordinator and President, BPW Egypt
-

Success Strategies for Women Capacity-Building

Moderator: Doris Hall, 1st Vice President, BPW Canada

Speakers:

- Beatriz Fett, President, BPW Brazil.
 - Shanta Sharma, BPW Nepal
-

**Women & E-Business:
Entering the Seven
Trillion Dollar Market**

Moderator: Young Hai Park, BPW Korea

Speakers:

- E-Business Video presentation from Asia-Pacific Women Information Network Center (APWINC), Sookmyung Women University, Korea
- Lorna Wright, Professor, York University, Canada, Lead researcher and project coordinator of APEC project on women-owned businesses.
- Vladimir Zavala, Country Manager of Sonico.com
- Lic. José Luis Sánchez Morales, Commerce Director of Tuaviso e-marketing company

**The Challenges on the
Road to Success for
Women**

Moderator: Judith van Unen, Past President, BPW Australia

Speakers:

- Nora Villafuerte Garza, BANAMEX, Executive Director (2003-2008).
- Barbara K. Howie, Attorney, Howie & Howie Law Firm, New York.
- Linda Poole FCIH, Managing Director, Independent Social Enterprises, Ltd., and member of BPW UK

**Making a Difference
through BPW Projects**

Moderator: Megan Smith, Chair of Twinning Taskforce

Speakers:

- Susan Jones, Chair, Project Standing Committee, BPW Australia.
- Yasmin Darwich, Chair, Public Relations Committee, BPW Mexico
- Livia Ricci, Past International President, BPW Italy (FIDAPA)
- Ambica Shrestha, President, BPW Nepal, Power to Make a Difference, #2 Excellent Advocacy Award
- Lic. Lino Renan Villavicencio Garayzar, State Director of CONALEP in charge of Silvia Salazar Salazar Nursing School in La Paz, Mexico

**Business Incubation:
Policy & Good
Practices**

Moderator: Maria del Carmen Cabrera Cisneros, General Manager of Comercio Internacional Mexicano, S.A. de C.V.

Speakers:

- Semiramis Casasa Valazquez, BPW Mexico.
- Stalo Papaïonnou, BPW Cyprus
- Luiz Carlos Barboza, Director of SEBRAE, Brazil
- Rita Assogna, Patent Examiner, European Patent Office and member of BPW Germany

**Young BPW Projects –
Best Practices**

Moderator: Naphaphen Vejajiva, Young BPW Thailand

Speakers:

- Tulsi Bodden, Young BPW Chair, BPW Grand Cayman
 - Fabiola Kun, President, BPW Mexico
 - Moyra McMahon, President, BPW Ireland
 - Daniella Hodgson, Young BPW Australia
 - Maja Radischewski, Young BPW Basel, Switzerland
-

Track III: Power to Make a Difference through Advocacy

Equal Participation for Women and Men in Power and Decision-Making

Moderator: Semiramis Casas, BPW Mexico

Speakers:

- Martha Tagle, Member of Parliament, Mexico
- Kenneth J. Herman, President, Kenneth J. Herman Inc., USA, a member of the World Presidents Organization
- Liz Flatters, Manager, Staying in Touch (Australia) Pty Ltd.
- Liisa Kiiianlinna, BPW Finland

Testimonies of Work-Life Balance Success

Moderator: Ana Rosa Garcia de Alba, BPW Mexico

Speakers:

- Senator Maria Teresa Ortuño Gurza, Mexico
- Meisa Batayneh Maani, President of BPW Amman, Jordan
- Heidi Forbes Oste, CEO and founder of 2BalanceU, Ltd., Sweden
-

Closing the Gender Pay Gap

Moderator: Kellie Tranter, BPW Australia

Speakers:

- Blanca Judith Diaz Delgado, Senator, Mexico
- Bettina Schleicher, President, BPW Germany
- Masako Hiramatsu, Immediate Past President, BPW Japan
- Julie Ann Boyer, BPW California, USA

Advocacy at the UN to Improve the Status of Women

Moderator: Juliana Jasso, BPW Mexico

Speakers:

- Eva Richter, BPW Permanent Representative to UN DPI/ New York
- Michael Gerber, BPW Permanent Representative to World Health Organization
- Susan O'Malley, BPW Permanent Representative to UNICEF
- Elena Torres, BPW Permanent Representative to UNECLAC

Return on Investment When More Women Become Executives

Moderator: Panida Thepkanjana, President of Erawan Hotel Group

Speakers:

- Liliana Picallo, President, BPW Recoleta, Argentina.
- Jill Worabec, Past President, BPW Canada.
- Adriana Leon, Business Consultant, Mexico
- Pilar Galindo de Cordero, Centro Universitario Humanistico, A.C.

Say "NO" to Violence against Women

Moderator: Anne Todd-Lambie, BPW New Zealand

Speakers:

- "Violence against Women Law and Implementation", Dr. Hana Elroy, President, BPW Tel-Aviv, Israel.
- "Crisis Center and Shelter for Abused Women", Patricia Seale, Psychologist and Director of Shelter for Abused Women, Barbados (BPW Barbados is the winner of Gertrude Mongella Award)
- Marielena Morera, President of Mexico United Against Violence Foundation
- Christina Berton, Director and Founder of Amara Fundacion Pro Autoestima

The Challenges of International Migration and Employment Mobility

Moderator: Marta Solimano, Chair, Development, Training and Employment Committee

Speakers:

- Juan Artola, Chief of Mission, International Organization of Migration, Mexico.
- Sujatha Anthony, President, BPW Auckland, New Zealand
- Monica Catani, BPW Argentina
- Graciela de Oto, BPW Argentina

Women in Business and Environmental Responsibility

Moderator: Lesha Witmer, chair of Water Taskforce

Speakers:

- Kellie Trantor, Chair, Legislation Standing Committee.
- Lesha Witmer, Chair, Water Taskforce, the Netherlands.
- Arzu Ozyol, member of Environment Committee, President of BPW Ankara, Turkey

SPECIAL WORKSHOPS / FORUM:

**Orientation:
My First Congress**

Speaker:

- Sylvia Perry, Past International President

**Legacies of Women Forum –
Dare to Change: Step into
Leadership**

Moderator: Irene Natividad, President, Global Summit of Women

Speakers:

- Jody Davids, Executive Vice President and Chief Information Officer, Cardinal Health (USA)
- Patricia Diaz Dennis, Senior Vice President and Assistant General counsel, AT&T, Inc. (USA)
- Maria de Lourdes Sobrino, Founder and CEO, Lulu's Dessert Corp.
- Maria del Carmen Valencia Martinez, Corporate Vice President for Systems for Wal-Mart of Mexico

Testimonies: Individual Development Program (IDP) Leadership Training

Facilitator: Carolyn Grady, 2006-8 Chair, IDP Taskforce & Past President of BPW/USA

Speakers:

- Sabine Schmeltzer, President, BPW Switzerland
- Bridgette Engeler Newbury, BPW Australia
- Semiramis Casas, BPW Mexico
- Nadia Munawar, Young BPW Pakistan

World-Café for Ideas and Actions for “Power to Make a Difference”

Facilitator: Sabine Schmelzer, President, BPW Switzerland

Modernizing the BPW International Constitution

Moderator: Joan Bielby, BPW New Zealand

**Peace – An Important
Dimension of Leadership:
6 Rules for Organizations**

Speakers:

- Elisa Campos, Chair of Peace Taskforce.

**Women and Health: is Success
worth Dying for?**

Moderator: Faye Gardiner, Chair, Health Committee,
President, BPW New Zealand

Speakers:

- Mary Thompson, President, BPW Barbados.
- Jean Murray, BPW Australia.
- Luisa Monini Brunelli, BPW Italy.
- Peer M. Schatz, CEO of QIAGEN.



APPENDIX IV: Constitution XXVI

ARTICLE I

Title

The name of this organisation shall be the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN, hereinafter referred to as "BPW International".

ARTICLE II

Aims

Its aims shall be:

1. To organise business and professional women in all parts of the world to use their combined abilities and strengths for the attainment of the following objectives in line with gender sensitive perspectives and fundamental human rights.
 - i) to work for:
 - a) equal opportunities and status for women in the economic, civil and political life in all countries
 - b) the removal of discrimination
 - ii) to encourage women and girls to:
 - a) acquire education, occupational training and advanced education
 - b) use their occupational capacities and intelligence for the advantage of others as well as themselves
 - iii) to improve the position of women in business, trade and the professions, and in the economic life of their countries
 - iv) to stimulate and encourage in women a realisation and acceptance of their responsibilities to the community, locally, nationally and internationally
 - v) to work for high standards of service in business and the professions
 - vi) to promote world-wide friendship, co-operation and understanding between business and professional women
 - vii) to undertake projects, philanthropic in nature and not for profit, that meet the earlier objectives and help women to become economically independent.
2. To collect and present the views of business and professional women to world organisations and agencies.

ARTICLE III

Type of Organisation

BPW International shall be non-partisan. It shall promote its objectives and organise its operating structures and activities without distinction as to race, language or religion. Any profits or accretions to BPW International shall be used to promote its objectives.

ARTICLE IV

Membership

Section 1.

Membership of BPW International shall comprise Federations, State Federations and Associate Clubs, Individual Associates and Members At Large.

Section 2.

- a) Federations eligible for membership shall be composed of three or more clubs and organisations at least 75 per cent of the membership of each club or organisation being comprised of business or professional women or both. Membership is limited to one Federation in each country.
- b) To be eligible for membership, Federations must have a total membership of 100 or more based on actual dues paid.
- c) If the total membership of a Federation declines to less than 100 then that Federation shall be suspended from BPW International until such time as the number of members increases to 100 or more and the clubs, which make up that Federation shall become Associate Clubs.
- d) Federation status shall only be conferred on a country. For the purposes of this definition a country shall comprise a geopolitical unit, which has full sovereignty.

Section 3.

State Federations. Where there is no affiliated Federation and a country has a federal system, which comprises a secondary, semi-autonomous level of government called states, provinces or such other term to describe that entity, then such a state, province or entity may become a State Federation. A State Federation shall comprise a minimum of three individual clubs or associations with an aggregate membership of not less than 100 members,

75% of which members shall be business or professional women or both.

Section 4.

Associate Clubs. A club at least 75 per cent of whose membership is comprised of business or professional women or both existing in a country where there is no affiliated Federation or in a state, province or entity where there is no affiliated State Federation may become an Associate Club provided there are not more than four other Associate Clubs in that country, state, province or entity.

Section 5.

Individual Associates. Any business or professional woman residing in a country where there is no Federation, or who is residing outside the boundaries of a State Federation, shall be eligible for individual membership and may make application in writing and be accepted into membership by the Executive Board. These members, to be known as Individual Associates of BPW International, shall receive such information as determined by the Executive Board, and may attend Congresses but shall not have a vote thereat and shall not be eligible for election.

Section 6.

Members at Large. Any business or professional woman who, because of location and/or travel commitments, is unable to become a member of an affiliate, but is interested in BPW International shall be eligible for membership and may make application, in writing and be accepted into membership by the Executive Board. These members to be known as Members at Large of BPW International, shall receive such information as determined by the Executive Board, and may attend Congresses but shall not have a vote thereat and shall not be eligible for election.

Section 7.

Initial applications for membership by Federations, State Federations and Associate Clubs should be notified to the Board of Directors. Formal applications are subject to action by the Executive Board and must be submitted to the Executive Board within 30 days of completion. The Executive Board may approve or reject applications for membership at its discretion and may decide the effective date of admission. An organisation shall not be recognised as an

affiliate prior to the decision of the Executive Board.

Section 8.

The constitution and by-laws of a new Federation, new State Federation and of a new Associate Club or other organisation in a country where there is no Federation, shall be approved by the Executive Board of BPW International to whom they shall be submitted at the same time as the application for membership.

Section 9.

The Executive Secretary shall be notified of any amendment to the constitution or by-laws of a Federation, State Federation or Associate Club within one (1) month after its adoption.

Section 10.

- a) The Board of Directors of BPW International may, upon giving three (3) months' notice in writing to the President, or failing her, the Secretary of a Federation, State Federation or Associate Club, abrogate the membership in BPW International of a Federation, State Federation or Associate Club that is in arrears of dues for a period of one (1) year.
- b) The Board of Directors shall be entitled to abrogate the membership of any Affiliate if a complaint has been made to the Executive Board of misconduct relating to the affairs of BPW International on the part of that Affiliate or an allegation is made that the Affiliate is acting in a way likely to bring BPW International into disrepute. The Executive Board shall give the Affiliate concerned three months' notice upon receipt of such a complaint or allegation to enable that Affiliate to have the right to reply in writing or in person before a decision to abrogate the membership is made.
- c) An Affiliate abrogated under section 10 (b) shall have a right of appeal to Congress. Such an appeal must be lodged within three (3) months of the decision to abrogate. Upon the lodging of an appeal, the Affiliate shall be re-instated pending the hearing of the appeal at the following Congress.

Section 11.

Any member of BPW International including any Federation, State Federation, Associate Club or Individual Member or Member at Large shall cease holding itself

or herself out to be a member, and an organisation shall cease using the name BPW in its title, immediately upon cessation of membership of BPW International for whatever reason. BPW International shall be the sole arbiter on the question of who is or who is not deemed a member in whatever form.

ARTICLE V

Partner Organisations

Section 1.

- a) Any established or registered group or organisation which is actively engaged in activities related to the aims of BPW International may enter into a partnership agreement with BPW International on such terms and for such a period as are determined by the Executive Board.
- b) Partner Organisations shall exchange such information as laid out in the partnership agreement and representatives may attend Congresses, Regional and National events of the Partner Organisations as observers.
- c) Such Partnership Agreements are subject to a triennial review.

Section 2.

Partner Organisations shall use the style "in partnership with..." for the period for which the Partnership Agreement is operative.

Section 3.

Applications for Partnership are subject to action by the Executive Board and must be submitted to the Board of Directors in writing, for approval within 30 days, prior to action by the Executive Board. The Board of Directors may approve or reject applications for Partnership Agreements.

ARTICLE VI

Representation at International Congress

Section 1.

Each Federation shall be entitled to voting delegates as follows, with an equal number of alternates:

500 or fewer paid-up members	3 delegates
501 to 1,000 paid-up members	4 delegates
1,001 to 2,000 paid-up members	5 delegates

and one (1) additional delegate for every 3,000 paid-up members or fraction thereof in excess of 3,000 paid-up members to a maximum of 12 delegates.

Section 2.

Each State Federation shall be entitled to voting delegates, with an equal number of alternates as set out in Section 1 above, **PROVIDED THAT** where there is more than one State Federation within a country, the maximum number of aggregate votes that those States Federations jointly are entitled to do not exceed the numbers that those State Federations would be jointly entitled to as if they were a Federation in terms of Section 1 above.

Section 3.

Members of the Executive Board of BPW International shall have a vote at Congress.

Section 4.

Each country in which there is one or more Associate Club shall be entitled to one voting delegate and one alternate delegate at Congress.

Section 5.

Past Presidents of BPW International may take part in debate and shall have a vote at Congress, providing they do not already hold a vote in any other capacity.

Section 6.

Chairpersons of Standing Committees and Ad Hoc Committees may take part in debate at Congress, and the Chairpersons of Standing Committees shall be entitled to vote providing they do not already hold a vote in any other capacity.

Section 7.

Representation at a Congress shall consist of representatives of Federations, State Federations and Associate Clubs which have paid the dues for the twelve (12) month period ending on 31st March of the year in which Congress is held and are not in arrears of dues for any previous year.

ARTICLE VII

Regions

There shall be five (5) regions: Africa; Asia Pacific; Europe; Latin America and the Spanish-speaking countries of the Caribbean; North America and the non Spanish-speaking countries of the Caribbean. Each region may form geographical sub-regional groups as agreed by the Executive Board. Each region shall be composed of the Federations, State Federations, Associate Clubs, Individual Associate

members and Members at Large of that region as determined by the Executive Board.

ARTICLE VIII

Executive Board

Section 1.

The Executive Board of BPW International shall comprise the following members:

- President
- Immediate Past President for a period of twelve (12) months from the end of the Congress where her President-successor is elected
- two Vice Presidents
- Executive Secretary
- Finance Director
- Young BPW Representative
- Five Regional Co-ordinators - one from each of the regions specified in Article VII above.

Section 2.

Members of the Executive Board (other than the Immediate Past President) shall be elected at each triennial Congress in accordance with Article III of the By-laws of BPW International and shall hold office for a term of three (3) years, or until their successors are appointed or elected.

Section 3.

Should an office become vacant, the Executive Board shall have the power to appoint a successor to hold office until the next meeting of the Congress.

Section 4.

No member of the Executive Board shall serve for more than one (1) term in the same office consecutively.

Section 5.

The Executive Board may appoint an Assistant Executive Secretary and an Assistant Finance Director.

ARTICLE IX

Board of Directors

The Board of Directors shall consist of the Executive Board of BPW International, Past Presidents, the Chairpersons of Standing Committees, two (2) representatives from each Federation, two (2) representatives from each State Federation and one (1) representative from members in each country having one or more Associate Clubs, such

representation to be designated by the Federation, State Federation or Associate Clubs.

In the event that one (1) representative is present from a Federation or a State Federation, she may be authorised by BPW International to cast the two (2) votes to which it is entitled.

A Past President of BPW International shall have one (1) vote provided that she remains an active member of an affiliate of BPW International or pays in her own right as a Member at Large or Individual Associate member and does not hold a vote in any capacity other than as a representative of an affiliate.

A Chairperson of a Standing Committee who is also a member of the Executive Board shall have only one (1) vote in addition to any that she may be authorised to cast in a representative capacity.

Ad Hoc Committee Chairpersons may take part in the debate but hold no vote.

ARTICLE X

Fiscal Year

The fiscal year shall be from the first day of January to the last day of December inclusive.

Note: This will take effect from 1 January 2004.

ARTICLE XI

Meetings

Section 1.

A Congress shall be held triennially at a time and a place to be fixed by Congress. A call to such a meeting shall be mailed to all members not less than eight (8) months in advance of the first day of the Congress. Individual Associates, Members at Large and all members of Federations, State Federations and Associate Clubs may attend all sessions of Congress.

Section 2.

Meetings of the Board of Directors shall be held:

- a) immediately before and at the same place as the Congress
- b) immediately after and at the same place as the Congress.

Section 3.

Special meetings of the Board may be held at the call of the President and must be called by her upon the written request of one-third of the members of the Board of Directors.

ARTICLE XII

Trustees

Section 1.

There shall be not more than four (4) or less than two (2) trustees of BPW International.

Section 2.

The Trustees shall hold office until death or resignation and may be removed from office by a resolution passed by a majority of the Executive Board. Where by reason of any such death, resignation or removal, it shall appear necessary to the Executive Board that a new trustee or new trustees shall be appointed or if the Executive Board shall deem it expedient to appoint an additional trustee or additional trustees the Executive Board shall by resolution nominate the person or persons to be appointed the new trustee or trustees. For the purpose of giving effect to such nomination, the President is hereby nominated as the person to appoint new trustees of BPW International within the meaning of Section 36 of the UK Trustee Act 1925 and she shall by deed duly appoint the person or persons so nominated by the Executive Board as trustee or trustees of BPW International and the provisions of the UK Trustee Act 1925 shall apply to any such appointment. Any statement of fact in any such deed of appointment shall in favour of a person dealing bona fide and for value with BPW International or the Board of Directors or the Executive Board be conclusive evidence of the fact so stated.

Section 3.

Upon each appointment of a trustee and upon every retirement of a trustee all such deeds and other acts as the Executive Board may direct for the purpose of vesting all properties of BPW International then vested in any surviving or continuing or retiring trustee or trustees or the personal representatives of any last surviving trustee in the trustees for the time being shall be executed and done.

Section 4.

All the real and leasehold properties and all the investments belonging to BPW International shall be vested in the trustees and they shall have the custody of all deeds and documents of title related to the property of BPW International and shall be responsible for the same, and shall deal with and dispose of all the property of BPW

International whether real or personal, for the time vested in them, and the income thereof, in accordance with the directions of the Board of Directors or the Executive Board.

Section 5.

Any trustee may, at any time, with the consent of her co-trustees or co-trustee and of the Executive Board, delegate all or any of her duties or powers to any other co-trustee or co-trustees.

Section 6.

The trustees shall be indemnified against risk and expense out of BPW International property.

ARTICLE XIII

Amendments

Section 1.

The Constitution may be amended at any Congress of BPW International by a two-thirds vote of those voting, a quorum being present, provided that the proposed amendment shall have been received in writing at BPW International's Official Address at least six (6) months before the first day of the Congress at which it is to be presented.

Section 2.

The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.

Section 3.

Amendments may be proposed by Federations, by State Federations, by Associate Clubs, by members of the Executive Board and by the Chairpersons of Standing Committees.

BY-LAWS

ARTICLE I

Dues

Section 1.

Annual dues of Federations, State Federations and Associate Clubs shall be payable on a per member basis at a rate fixed for the triennium and determined by Congress.

Section 2.

a) Annual dues of Federations, State Federations and Associate Clubs shall be

paid within the first three (3) months of BPW International's fiscal year, calculated in accordance with the membership recorded in the accounts at the end of the last fiscal year of each Federation, State Federation and Associate Club. A copy of such accounts shall be forwarded to BPW International Headquarters with the dues to substantiate the dues being paid. Federations, State Federations and Associate Clubs which fail to pay dues calculated as above within three (3) months of 31st January each year may be liable to a penalty of 10% quarterly.

- b) A Federation, State Federation or Associate Club, which does not pay its membership fees before 30th June of that year may be suspended from membership of BPW International from 1st July. Federations, State Federations or Associate Clubs who pay their current dues within the period 1st July - 31st December shall be eligible for reinstatement to membership from the date of receipt of fees.

Section 3.

Annual dues of Individual Associates and Members at Large of BPW International shall be payable on acceptance of membership by the Executive Board and thereafter on 1st January each year at a rate determined by the Executive Board. Individual Associates and Members at Large who fail to pay annual dues within three (3) months of 1st January in any year may have their membership of BPW International suspended.

Section 4.

Dues shall be stated and paid in Euro, the currency of the European Union. Subject to the agreement of the Executive Board the equivalent monetary value in the convertible currency of other countries shall be acceptable in payment thereof.

Section 5.

For a Federation or State Federation that observes half-year dues: dues for members admitted to membership during the last six months of the fiscal year shall be one half of the prevailing international dues.

Section 6.

Federations, State Federations and Associate Clubs in countries with a per capita GNP less than one quarter of the highest per capita GNP of a country in which there is a

Federation, State Federation or Associate Club may apply for a reduction. The Board of Directors may grant a reduction of up to half the dues payable and shall report the matter to the next Congress.

ARTICLE II

Nominations

Section 1.

Nominations shall only be accepted as valid if, on the first day of Congress, the nominating affiliate, and the affiliate of which the nominee is a member, have paid their dues for the qualifying year and any outstanding prior years' dues so as to ensure that they will be eligible to vote at Congress for which the nominations are called, and provided the nomination complies with the other relevant sections of this Article.

Section 2.

An affiliated Federation, State Federation or Associate Club wishing to offer any candidate(s) for BPW International office shall, six (6) months prior to the date of the Congress, submit:

- a) a written nomination, signed by the President or the Secretary of the proposing Federation, State Federation or Associate Club, setting out the candidate's qualifications for office
- b) the signed consent of the nominee to serve in the particular office for which she is being nominated and
- c) the written consent of the nominee's own Federation, State Federation or Associate Club, signed by the President thereof, to the nomination, if not the proposing Federation, State Federation or Associate Club.

Such nominations shall be circulated to all Federations, State Federations and Associate Clubs not less than four (4) months prior to the opening of the Congress.

Section 3.

- a) Nominations for the election of the President, two Vice Presidents, Executive Secretary, Finance Director and Young BPW Representative may be submitted by any Federation, State Federation or Associate Club within BPW International.
- b) Nominations for the election of Standing Committee Chairpersons may be submitted by any Federation, State Federation or Associate Club within BPW International.
- c) Nominations for the election of a Regional Co-ordinator may only be submitted by a

Federation, State Federation or Associate Club within the region for which the nomination is made.

- d) A candidate for office shall not accept nomination for more than one office except as otherwise provided in Article III, Section 1, of the By-laws.

Section 4.

The Nominations Committee shall consist of one (1) representative from each region represented at Congress. During the first day of the Congress this Committee shall meet at the call of the President and elect its own chairperson. It shall report a ticket of at least one (1) candidate for each office on the day preceding the day designated for election, at which time further nominations may be made from the floor.

ARTICLE III

Elections

Section 1.

Members of the Executive Board shall be elected by secret ballot, regardless of the number of nominations for each office. The election shall take place during the last day of the Congress. The ballot for President shall take place and the result shall be announced before the ballot for the other members of the Executive Board takes place. The name(s) of the unsuccessful candidate(s) shall then be incorporated in the list of nominations for Vice Presidents, providing such candidate(s) shall not be precluded under Article VII, Section 4, of the Constitution.

Section 2.

Voting shall take place during such hours as may be determined by the Executive Board.

Section 3.

The person receiving the highest number of votes for any office shall be elected and the Vice Presidents shall rank as First and Second in accordance with the number of votes received. Where there are only two (2) nominations for Vice Presidents those entitled to vote shall have three (3) votes and the person receiving the highest number of votes shall be the First Vice President.

Section 4.

Standing Committee Chairpersons shall be elected by secret ballot, regardless of the number of nominations for each position. The elections shall take place during the last day of Congress. The person receiving the

highest number of votes for any office shall be elected.

Section 5.

The members of the Executive Board and Standing Committee Chairpersons shall take office at the close of the Congress at which they are elected.

ARTICLE IV

Duties and Powers of the Board of Directors and Executive Board

Section 1.

The Board of Directors shall transact such business as is required to be transacted by the Directors, at meetings held immediately after and immediately before a Congress, and shall transact such other duties as are required by the Constitution and By-laws, and by actions of Congresses.

Section 2.

The Executive Board shall transact the business of BPW International in the interim between Board Meetings and Congresses and shall report thereon to the Board and to the Congress.

Section 3.

Members of the Board of Directors may vote by mail, facsimile, electronic mail or such other means as will provide written evidence of the identity of the voter and their voting intention except when the Board is in session.

Section 4.

Special Committees may be created by the Executive Board.

Section 5.

The Board of Directors shall fill any vacancies in office except as otherwise provided.

Section 6.

- a) The President may submit questions to the Executive Board for vote by mail.
- b) The Executive Board shall meet at least annually and use electronic communication technology to transact the business of the Executive Board between meetings.
- c) The Executive Board shall meet on the call of the President or on the request of three (3) members.

Section 7.

- a) Subject to the approval of the Board of Directors, the Executive Board shall have the power to remove from office any member of the Executive Board, Standing

Committee Chairperson, Ad Hoc Committee Chairperson, Special Committee Person or members of such Committees and shall fill any vacancies thus created if it deems necessary to do so.

- b) An explanation of the reason for the removal from office shall be given by the Executive Board to the person involved. Within 30 days of receiving notification of the proposal removal, the person shall have the right to reply in writing or in person to the Board of Directors before a decision to remove is made.

ARTICLE V

Duties of members of the Executive Board

Section 1.

The duties of the members of the Executive Board shall be such as are generally prescribed by parliamentary usage.

Section 2.

The President shall be the Chief Executive Officer of BPW International and of the Board of Directors. She shall preside at the meetings of the Congress and the Board of Directors. The President shall appoint the Chairpersons and members of all Special Committees and Ad Hoc Committees, and shall be a member ex-officio of all Committees except the Nominations Committee. She shall have a casting vote at Congress save on the matter of the election of President, when in case of a tie the election shall be determined by lot.

Section 3.

- a) The First Vice President and Second Vice President shall be the Chairpersons of the Standing Committee on Membership and United Nations - Status of Women Committee. In the absence of the President, the First Vice President, or, in the absence of both of them, the Second Vice President, shall preside at the meetings of the Congress or of the Board of Directors or of the Executive Board.
- b) The Vice Presidents shall perform such other duties as are designated by the Board of Directors or the President.

Section 4.

The Executive Secretary shall perform the following duties:

- a) advise on constitutional and procedural matters
- b) credential compliance
- c) supervision of affiliation procedures

- d) monitoring of members services and quality assurance
- e) recording resolutions and their implications
- f) serve as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee
- g) other such duties as may be designated by the Executive Board, Board of Directors or the President.

Section 5.

The Executive Secretary on behalf of the Executive Board shall ensure that a permanent record is kept of all proceedings of Congress, the Executive Board and the decisions of the Board of Directors. The Executive Board at the start of each triennium shall approve arrangements for the custody of all records and official documents belonging to BPW International.

Section 6.

The Finance Director shall:

- a) determine the arrangements for maintaining the books and accounts in line with the criteria laid down by the Executive Board and submit them for approval by the Executive Board within 30 days of taking office
- b) be responsible for the supervision of income received and the allocation, control and monitoring of budgets, the authorisation, and where deemed necessary by the Executive Board, the pre-authorisation of expenses
- c) in conjunction with the Executive Board, ensure that BPW International's financial expenditure does not exceed its budgeted income and that any unbudgeted additional expenses are approved by a majority vote of the Board of Directors
- d) be available for consultation with the President and Executive Secretary for discussion of matters relating to financial matters of BPW International
- e) keep an account of all monies belonging or owing to BPW International ensuring that all monies be deposited in the name of and to the credit of BPW International, in such depositories as designated and be responsible for ensuring appropriate personnel prepare monthly financial statements
- f) be responsible for seeing that the books of BPW International are subject to independent examination at the close of each fiscal year by a Chartered or Certified Public Accountant engaged by the Executive Board and be responsible

- for seeing that the Annual Independent Examination Report is sent to all members of the Executive Board when prepared at the end of the financial year
- g) report at and submit to Congress the financial statements and financial accounts for the three (3) previous fiscal years and report thereon. For the years when there is no Congress a report and a copy of the financial statements and accounts should be circulated to members of the Board of Directors
 - h) be responsible for and submit, no later than twelve (12) months after the event, to the Executive Board, the Finance Committee and the Board of Directors, detailed accounts of the previous International Congress, separate and as part of the financial statement and account of the Federation for the fiscal year in which the Congress was held. These accounts should be accompanied by an evaluation of the budget against actual expenditure and the financial control exercised by the Congress organiser
 - i) ensure that the President and Finance Director who are in office in the year in which Congress has taken place are answerable for these accounts to Congress
 - j) propose rates of dues, and minimum fees for Individual Associate members, members at Large and Friends of BPW International for decision by the appropriate body
 - k) be responsible for the preparation annually of a planned budget covering requirements for BPW International and items specifically authorised for presentation to the Executive Board or the Board of Directors or Congress, and for making recommendations for the establishment of a sound and balanced financial policy
 - l) in conjunction with the Executive Board, ensure that the monies from the net proceeds of the sale of the Battersea building be placed in a separate account called THE BATTERSEA FUND (THE FUND) and shall not be used:
 - i) to meet overruns of the Annual Budget or the Congress Budget or
 - ii) for any other purpose without being approved by a majority vote of the Board of Directors
 - m) ensure that maximum efforts are made to maintain a general reserve fund at a level set to one year of BPW International

- expenditure to ensure the financial sustainability of BPW International
- n) ensure that the Congress Fund be maintained separately from other accounts and be put solely to reducing registration fees for Congress
- o) repay from any surplus made from International Congresses, starting with BPWI XXV Congress, monies borrowed from the Fund and elsewhere to pay the debts created by the BPWI Congresses XXIII and XXIV
- p) perform such other duties as may be designated by the Board of Directors or the President.

Section 7.

The duties of the Young BPW Representative are described in Article X.

Section 8.

At the expiration of her term of office, each member of the Executive Board shall deliver to her successor the books and records belonging to her office.

ARTICLE VI

Presidential Office And Official Address

Section 1

The Presidential Office shall be located and arranged in such a place as may be determined by the President and approved by the Executive Board within 45 days of taking office.

Section 2

The Official Address shall be at a place determined by the Executive Board, recognising the need for continuity to maintain effective communication.

Section 3

The Executive Board shall be responsible for approving the arrangements for delivery of Member Services to Affiliates, Friends and Fellows, and that the contractual requirements are fulfilled.

ARTICLE VII

Standing Committees

Section 1.

There shall be the following Standing Committees:

- Agriculture
- Arts and Culture

Business, Trade and Technology
Development, Training & Employment
Environment and Sustainable Development
Finance
Health
Legislation
Membership
Projects
Public Relations
Young BPW

Section 2.

Each Standing Committee, except the Finance Committee, in addition to the Chairperson shall consist of not less than four (4) and not more than six (6) members. The Finance Committee shall consist of the Finance Director who shall chair the Committee, and not less than two (2) and not more than three (3) members.

Section 3.

Standing Committee Chairpersons shall be elected by Congress, except that the First and Second Vice Presidents shall serve either as Chairpersons of the Standing Committees on Membership or the United Nations - Status of Women, and the Finance Director shall serve as Chairperson of the Standing Committee on Finance; and the Young BPW Representative shall serve as Chairperson of the Young BPW Standing Committee. The members of the Standing Committees shall be appointed by the President. No Standing Committee Chairperson or members shall serve for more than two (2) consecutive terms in the same capacity.

Section 4.

Each Federation, State Federation and Associate Club shall send to the Executive Secretary on or before the first day of 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 shall inform the Federation(s), State Federation(s), and/or Associate Club(s) whenever its nominees are appointed.

ARTICLE VIII

Duties of Standing Committees

Section 1.

Each Standing Committee Chairperson shall, after consultation with the members of her Committee, submit an outline of proposed activities to the Presidential Office within

two (2) months after her election and shall submit written reports to the Congress. She shall also inform the Presidential Office of action taken or contemplated and submit written reports to the Executive Board when requested to do so.

Section 2.

Each Standing Committee Chairperson shall submit an estimate of expenditures to the Finance Director for approval when requested to do so by the Finance Director.

Section 3.

Within thirty (30) days of the expiration of her term of office, each Standing Committee Chairperson, with the exception of the Finance Director and the two Vice Presidents, shall deliver to the Presidential Office, or where otherwise directed by the President, the books and records belonging to her office.

ARTICLE IX

Regional Co-ordinators

There shall be a Regional Co-ordinator in each region who shall be a member of the Executive Board. Each Regional Co-ordinator shall:

- a) represent the interests on, and report the work of her region to, the Executive Board
- b) be a direct link between the Executive Board and her region by disseminating information to the Federations, State Federations and Associate Clubs in her region
- c) stimulate and encourage the activities of membership, twinning, networking and mentoring in her region working in co-operation with Federation, State Federation and Associate Club Presidents
- d) co-operate with all Standing Committee members in her region in order to help promote the work of BPW International
- e) work in co-operation with United Nations representatives in her region
- f) be responsible for ensuring that regional meetings, seminars and other activities are organised in her region
- g) encourage affiliates within her region to implement the resolutions agreed at Congress
- h) work in co-operation with the Vice Presidents and with the Finance Director, assisting them as necessary with their particular responsibilities
- i) undertake any other issue determined from time to time by the Executive Board.

ARTICLE X

Young BPW Representative

There shall be a Young BPW Representative who shall be a member of the Executive Board. The Young BPW Representative shall:

- a) represent the interests of those members of any Federation, State Federation, Associate Club or Individual Associate Member at Large who are under the age of 35 years, on the Executive Board and report the work of Young BPW members to the Executive Board
- b) be a direct link between the Executive Board and members who form part of Young BPW by disseminating appropriate information to them
- c) stimulate and encourage the activities of members who form part of Young BPW
- d) be Chair of the Young BPW Standing Committee
- e) undertake any other issue as determined from time to time by the Executive Board.

ARTICLE XI

Documentation

The agenda for the meetings of the Board of Directors and Congress, and such relevant material as is possible, shall be circulated to all Federations, State Federations and Associate Clubs at least two (2) months before the date of such meetings.

ARTICLE XII

Resolutions

Section 1.

- a) The Executive Board at its post-Congress meeting shall appoint a Resolutions Committee for a full term.
- b) Resolutions for consideration at Congress shall be received in writing at the office of BPW International at least six (6) months before the first day of the Congress.
- c) It shall be the duty of the Resolutions Committee to:
 - i) edit the resolutions so received in consultation with the proposers
 - ii) co-ordinate the resolutions
 - iii) determine the resolutions to be accepted.
- d) The resolutions to be considered shall be circulated to all Federations, State Federations and Associate Clubs at least four (4) months before the date of the Congress.
- e) Resolutions may be submitted by Federations, State Federations, Associate Clubs, members of the Executive Board, and by Chairpersons

of Standing Committees and Ad Hoc Committees.

Section 2.

- a) Emergency resolutions of international importance may, at the discretion of the Resolutions Committee, be presented at Congresses without previous circulation.
- b) Resolutions resulting from United Nations meetings within six (6) months of Board and Congress meetings may be submitted by the appropriate Standing Committees immediately following such meetings and circulated to Federations, State Federations and Associate Clubs.
- c) Resolutions that have been considered and unfavourably voted upon at Congress shall not be accepted for consideration again at the next Congress.

ARTICLE XIII

Constitution Advisory Committee

The Executive Board shall appoint a Constitution Advisory Committee for a full term.

ARTICLE XIV

Quorum

Section 1.

A quorum for a Congress shall consist of one-third of the voting representation as defined by Article V of the Constitution.

Section 2.

A quorum for a meeting of the Board of Directors shall consist of one-fourth of the members of the Board.

Section 3.

Where the Board of Directors is asked to vote by mail, or by facsimile in accordance with Article IV Section 3 hereof, a decision shall be binding provided it is the majority decision of one-fourth of the Board.

Section 4.

A quorum for a meeting of the Executive Board shall consist of six (6).

Section 5.

Where the Executive Board is asked to vote by mail or by facsimile in accordance with Article IV Section 6 hereof, a decision shall be binding provided it is the majority decision of two-thirds of the Executive Board.

Section 6.

In the event of either the Executive Board or the Board of Directors being a tied vote, the President shall have a casting vote.

ARTICLE XV

Regional Meetings

Section 1.

Holding of Regional Meetings:
Regional Meetings may, with the knowledge of the Executive Board, be held among Federations, State Federations and Associate Clubs desiring to discuss matters of mutual interest. Minutes of Regional Meetings must be sent to the Executive Board immediately following a Regional Meeting.

Section 2.

Scope of Regional Meetings:
The business discussed at such meetings shall be such as would normally fall within the general aims of BPW International.

Section 3.

Power to Convene:
At least one Regional Meeting will be convened by the Regional Co-ordinator in co-operation with, and assisted by, the Federations, State Federations and Associate Clubs in her region during the triennium.

Any three Federations, State Federations or Associate Clubs can convene a Regional or Sub-Regional Meeting in consultation with the Regional Co-ordinator as to the date and agenda. The Regional Co-ordinator must let all Federations, State Federations and Associate Clubs in her region know about such a meeting.

Section 4.

Powers and duties:
a) Federations, State Federations and Associate Clubs meeting regionally shall have power to make recommendations to the Executive Board or Board of Directors
b) each such recommendation shall bear the names of those Federations, State Federations and Associate Clubs subscribing to it
c) any Federation, State Federation or Associate Club attending a Regional Meeting shall be free to refrain from endorsing a recommendation and no statement shall be made in the name of the Regional Meeting except where there is unanimous agreement among all

Federations, State Federations and Associate Clubs participating in the Regional Meeting. Failing such agreement, statements or recommendations may be made only in the names of the Federations, State Federations and Associate Club agreeing to them

d) Regional Meetings may not take executive action

e) all communications between Regional Meetings and organisations outside BPW International must be sent through either the Executive Board or Board of Directors of BPW International.

ARTICLE XVI

Amendments

Section 1.

These By-laws may be amended at any Congress by a two-thirds vote of those voting, a quorum being present, provided that the proposed amendment shall have been received in writing at the office of BPW International at least six (6) months before the first day of the Congress at which it is to be presented.

Section 2.

The proposed amendments shall be circulated at least four (4) months before the first day of the Congress at which such amendments are to be presented.

Section 3.

Amendments may be proposed by Federations, State Federations, Associate Clubs, members of the Executive Board, and Chairpersons of Standing Committees.

APPENDIX V: RESOLUTIONS ADOPTED AND IMPLEMENTATION

The following are Resolutions as adopted at the XXVI BPW International Congress and Implementations recommended in the XXVI BPWI Congress Workbook and recommendations proposed at Congress.

Resolution No. 1: EQUAL PARTICIPATION OF WOMEN AND MEN IN POWER AND DECISION MAKING

To support the Millennium Development Goal 3 to “Promote Gender Equality and Women’s Empowerment” and the Beijing Platform for Action from the Fourth Women World Conference in Beijing, BPW should strive toward “Equal Participation of Women and Men in Power and Decision Making”. BPW International and BPW Affiliates can support this by either:

1. *Making the benefits (or return on investment) when more women become top executives more visible to policy makers in public and private sectors,*
2. *Empowering women to undertake top executive positions in politics, public and private sectors,*
3. *Advocating to increase women’s participation in governments and company boards of directors, or*
4. *Taking action to address issues that obstruct women from achieving their full leadership potential.*

IMPLEMENTATION:

1. Vice President in charge of UN Status of Women Committee can form a team to
 - a. Prepare a lobbying kit for promoting equal participation of women and men in power and decision making roles.
 - b. Review other recommendations on implementation in Beijing Platform for Action, other UN documents, and other studies in order to make further recommendations for member countries.
2. BPW International / BPW affiliates should take one or more of the following action:
 - a. Disseminate information about return on investment when more women become top executives or hold seminar on this topic.
 - b. Collect case studies to illustrate return on investment when more women become top executives.
 - c. Advocate for the collection, analysis and dissemination of gender sensitive data and statistics on women participation in power and decision making roles.
 - d. Developing women leadership potential, recruiting them as members, mentoring them and promoting them to undertake top executive positions in politics, public and private sectors.

- e. Hold workshops or seminars at International, regional or national conferences to raise awareness about this issue and other problems that obstruct women from achieving their full potential.
- f. Conduct projects that address issues of equal participation of women and men in power and decision making, work-life balance, gender pay gap and other issues that obstruct women from achieving their full potential.
- g. Lobby for legislation or regulations to have at least 40% participation of women in board of directors of publicly listed companies.

Resolution No. 2: IMPROVE BUDGET ESTIMATE

Improving the budget estimate is crucial to financial sustainability of the organization in order to ensure that actual expenditure shall not exceed actual income. To budget expenditure that would not exceed actual income, BPW International’s Executive Board proposed the following.

- **Congress approved budget policy**, which specifies total budget expenditure as a percentage of income. The remainder becomes a reserve or a contingency to cover unexpected expenditure or cover fixed expenditure when actual income drops.
- **Triennium budget** (with figures in Euro) shall be proposed under the “congress approved budget policy” for approval at Congress. In between congresses, if actual income is significantly different from the estimated income, the Executive Board can adjust the budget according to the approved budget policy and request approval from the Board of Directors for the changes.
 - **Estimated Financial Impact:** Each proposed constitution amendment or resolution should come with an estimated financial impact. If passed, such estimates can be used to adjust the budget accordingly.

IMPLEMENTATION:

1. At International Congress, Finance Director will propose budget policy for the next triennium for discussion and approval:

- Percentage of actual income which should become a surplus each year.
 - Budget expenditure as percentage of actual income.
2. Finance Director will propose triennium budget (in Euro) in accordance with the “congress approved budget policy” for discussion and approval. The budget expenditure item should be identified as fixed or variable expense.
 3. In between Congress, if actual income is significantly different from the estimated income, the Executive Board can adjust the budget according to “congress approved budget policy” and inform the Board of Directors of the changes.
 4. For XXVII BPW International Congress in Finland and subsequent congress, all constitution amendments and resolution must be submitted with an estimated financial impact on BPW International budget.

Resolution No. 3: INCREASE INCOME AND DIVERSIFY ITS SOURCES

BPW International should aim to increase income, but its sources should be more diversified and less dependent on International dues by

1. *Increasing proportion of income from sources other than International Dues to 30% of total income by the year 2017.*
2. *Aiming to increase the income from dues by promoting and supporting BPW affiliates to enable them to increase total membership by 5% or more by the year 2011, whilst maintaining BPW International due rate of 10.50 Euro per person for year 2009-2011.*

IMPLEMENTATION:

1. BPW International Executive Board should continue to investigate reasons for membership decrease / increase in order to improve ways to increase overall membership and give incentive to BPW affiliates that can significantly increase membership.
2. To increase income from other sources, BPW International Executive Board should
 - (a) Continue to use traditional strategy to raise funds (e.g. donation, bank interest, sale of goods, Friends and fellows and the sale of BPW Business page).
 - (b) Continue to look into ways to improve benefits and services to members by applying for funding support for BPW

International projects or working in partnership with other organizations.

- (c) Explore varieties of fund raising strategies suggested in President’s Report on Organization Review and Reform Recommendations (e.g. BPW “listed” projects, web advertisement, reform friends program, apply for project funding from corporations, corporate cards for members).
- (d) Expand BPW Expert group on Fund Raising, which was initially formed in 2008, to include more resource people who can help BPW affiliates to apply for funding support for BPW projects / activities from government or other International agencies.
- (e) Investigate ways to change tax exemption status 501C4 in the USA (which exempts tax for BPW International, but not exempt tax for its donors) to 501C3 to improve BPW International viability to fund raise.

Resolution No. 5: ROTATION OF INTERNATIONAL CONGRESS

BPW International to consider rotation of International Congress through the different BPW regions, and

- *the BPW International Congress should visit at least 4 of the 5 regions within a 5 congress (15 year) cycle*
- *the BPW International Congress should not be held in the same BPW region within a 7 year period **beginning with the Congress scheduled for 2017***

IMPLEMENTATION:

A practical implementation of the motion would be that if a country from the region of Africa were to submit a fully funded nomination to hold an International Congress that they should be given a strong consideration. However, the nominating country must be able to demonstrate that the security of the Congress can be assured.

Resolution No. 6: GROW BPW

*The proposed strategy to grow BPW is the “**Strategy of Inclusion and Engagement**” where BPW shall offer benefits to attract a variety of women’s groups of all ages, nationalities, within business, professions and corporations. Benefits should be communicated via various channels and at the right time to encourage members to engage in BPW activities and take*

advantages of these benefits. Members must be financial to access the benefits.

IMPLEMENTATION:

1. Periodically assess why members join BPW and why they leave BPW to adjust the strategy to increase membership.
2. Review existing benefits listed in BPW brochures, web site and President's Report on Organization Review and Reform recommendations and publicize them at local level in order to recruit new members, engage members and enhance varieties in membership.
3. Review suggested benefits or suggested services presented in President's Report on Organization Review and Reform recommendations for various women groups and offer ones that are relevant to each country or region. Examples include "Member Relocation Service" and "Promotion of Women Entrepreneur".
4. Check to ensure that members who want to access the benefits are up-to-date with their dues.
5. Continue to improve communication in various channels, including the Internet. To reduce information overload, BPW should identify preference of members (e.g. to group e-mails by specific interest) and investigate usage of other technology platform such as "Face Book".

Resolution No. 7: STRENGTHEN BPW ADVOCACY

BPW International should strengthen BPW advocacy by

- (a) raising awareness on key women's issues,*
- (b) establishing BPW positions for advocacy,*
- (c) advocating in partnership with other women's organizations,*
- (d) expanding advocacy potential,*
- (e) coordinating and building professionalism of BPW advocacy at the UN and other international bodies,*
- (f) promoting advocacy training, and*
- (g) proposing BPW members for executive position in the United Nations and governments.*

IMPLEMENTATION:

- Raising awareness on women's issues through workshops at BPW conferences and congress and periodically distribute a short summary explaining the issues to members.
- Establishing BPW positions for advocacy by forming an ad hoc taskforce to translate

resolutions passed at previous Congresses into BPW positions for advocacy.

- Advocating in partnership by co-signing statements with other NGOs and formulating statements to ask other NGOs to co-sign.
- Advocating in partnership with other women's organizations by applying for consultative status at other regional bodies such as African Union and encouraging members to attend their conferences.
- Coordinating and building professionalism of BPW advocacy at the UN and other international bodies by expanding the role of vice president in charge of UN committee to support BPW representatives to lobby in "one voice" on key women's issues.
- Promoting advocacy training by making a lobbying kit available for women and encouraging members to attend UN advocacy training, such as training on the preparation of CEDAW alternative report. Also offer workshops to train members on advocacy at BPW conferences.
- Promoting BPW members for executive position in the UN and the government: Make the opportunities to run for executive positions at UN known to BPW members and identify potential candidate to be nominated for the post. BPW affiliates can encourage and support members to run for office.

Resolution No. 8: PROMOTING BPW ACCOMPLISHMENTS

BPW accomplishments are currently publicized through the web site, brochures and newsletters. To further strengthen BPW Brand, BPW International should publicize BPW accomplishments as follows:

- *Publish BPW International Annual report to present a summary of key BPW status on membership, finance and key accomplishments for public distribution.*
- *Publish BPW International History every four trienniums, e.g. 1996-2008, 2009-2021.*
- *Publish key accomplishments of BPW International / BPW affiliates on the web sites of the United Nations or other International Agencies' web site, where ever and when ever appropriate and possible.*

IMPLEMENTATION:

1. An annual report can be published as a soft file for downloading from web site. Limited number of hard copies needs to be printed to distribute to Board of Directors and for promotional purposes.
2. A taskforce should be set up to write BPW International History Volume III in consultation with Past International Presidents during year

1996-2008. From 2009 onward, each BPW International History book can be written based on a summary of annual reports and Congress proceedings.

3. Project Committee Chair / UN Status of Women Chair shall work together in posting BPW projects and accomplishments on UN-related web sites.

Resolution No. 9: DIGITAL ARCHIVE MANAGEMENT

BPW International should continue to develop and maintain Digital Archives of BPW International for public access, office access and executive access and enable authorized persons to access them at ease from any where in the world. For protection, Digital archive should have back up periodically. At the end of each triennium, digital archive of historical office information should be archived into external hard disks or CDs and kept in multiple locations for back up.

IMPLEMENTATION:

1. Web Archives: Member Services provider or President's Office should continue to collect information from BPW affiliates and prepare content for posting on BPW International web site.
2. Historical Document Archive: An ad hoc taskforce should be set up to review documents in the storage at Horsham, UK to identify documents that still need to be archived. BPW International should determine a cost effective approach to archive these documents.
3. Office Archive: BPW International's president office should properly organize the office files to be transferred to the new President's office and the transfer should complete within 3 months after Congress (which is the transition period between the two President's offices). Same condition applied if Member Service's provider changes at the end of a triennium.
4. Member Service Communication Archive & EXCO Archive: New information can be added to the Google Group e-mail archive when actual e-mail is sent at no cost.

Resolution No. 10: ARCHIVES

- *Considering the importance of having properly managed archives in terms of legal obligations as well as historical background*

- *Considering the need to find a long term solution for the maintenance and storage of the existing archives e.g. in Horsham, UK*
- *Considering the need and importance to be able to give easy access to (a selection) of historical material and documents of BPW to all members*
- *Considering the need and importance to be able to give access to (written / original) historical material and documents of BPW to young BPW members, scholars, researchers, etc.*
- *Recognizing the need for access to documents but also the necessity to protect the privacy of our members*

We therefore propose to Congress to endorse the following (mid-term) proposal:

1. *Congress to accept the principal that we need to establish a professional handling of the BPW archives and need to budget for that*
2. *Congress to accept and acknowledge criteria for privacy protection, including that requests for changes in or deletion of personal data, from BPW Members involved, will be executed as soon as possible, and the need to implement those in all procedures and ways of working of BPW.*
3. *Establish a taskforce to deal with:*
 - a. *selection of a professional institute for safe keeping and professional handling of the archives and have the Executive Board sign a (prepared) contract to that effect*
 - b. *selection of relevant material*
 - c. *design a (binding) procedure for managing and safekeeping of past, present and future archives of BPW international, be it on paper, electronically or otherwise*
 - d. *determine the conditions and criteria for proper long-term electronic safe keeping and accessibility*
 - e. *design a procedure for internal use at the office of BPW International, all federations etc. including all relevant officials on selection of documents and technical specifications for proper electronic storage.*
 - f. *design a procedure and rules for protection of the privacy of our members regarding posting, storing etc. of information*
 - g. *protect data with secure access on a professionally protected platform with no public access.*

4. *The Executive Board to appoint a volunteer "archive officer" and delegate to that officer, the responsibility of overseeing the enforcing of these procedures once established.*

the finance director to earmark budget for the taskforce expenses and the future services required by a third party.

IMPLEMENTATION:

- the Executive Board to establish the taskforce directly after Congress
- the Taskforce to perform the task as stated under item 3 (above) – where possible in cooperation with the staff at the BPW International office - and send a report to the Board of Directors for consideration at the latest by the end of 2009
- the Executive Board to appoint an “archive officer”
- the Office under the direction of this officer and the executive Secretary to implement the proposals and plan
- the finance director to earmark budget for the taskforce expenses and the future services required by a third party.

Resolution No. 11: REFORM RESOLUTIONS PROCESSING AT CONGRESS

As BPW International often runs out of time to deal with all resolutions submitted at Congress, the approach to processing resolutions needs to be reformed by

1. *Grouping the resolutions to solve the same problem together and voting to select the best solution, instead of voting on one solution at a time.*
2. *Grouping together resolutions related to women’s issues which are the mandate from the UN and voting to prioritize BPW International’s implementation.*

IMPLEMENTATION:

1. Prior to Congress, once resolutions are submitted, Resolutions Committee shall group resolutions that solve the same problem together and group resolutions that represent UN mandate together.
2. For resolutions that propose solutions to handle the same problem, Resolutions committee shall work with the proposers of the resolutions to possibly combine the solutions to reduce the number of resolutions to go to Congress floor, with the aim to combine existing solutions into a single solution.
3. At Congress, if a single combined resolution cannot be attained earlier, then Congress will discuss the problem, debate potential solutions and then vote to select the best solution. Resolutions regarding UN mandate / gender

issues are voted on individually first, then afterwards, there can be another vote to prioritize the approved resolutions.

Resolution No. 12: BUDGET FOR GENDER EQUALITY

Resolution: Inspecting the budget for gender equality and empowerment, and ask governments to increase the amount/ratio

*Recognizing the importance of the macro finance to progress gender equality and gender empowerment; = Recognizing the purport of the priority theme of 52nd UNCSW; “Financing for gender equality and the empowerment of women; Recognizing that the importance of **national** budgets by the government and other organizations like UNIFEM as the direction of discussion at NGO workshop at 52nd CSW;*

Each affiliate should inspect their country’s national budget from the standpoint for gender equality and empowerment, and should ask for their government to annually increase 1% of the amount and/or ratio to total budgets, and appeal and suggest the appropriateness of the gender equality budget.

BPW International encourages affiliates to lobby their National Governments to increase the amount/ ration for gender equality and empowerment.

IMPLEMENTATION:

Each federation checks their national budget focusing on gender related items and amount, and the categories divided as gender budget by their government. For this activity, explanatory meetings by government officials must be organized. Each federation proposes the increase of amount and the amendment of items after exchanging ideas and data among other federations. Analyzing the budget focused on gender equality in ODA will be also included.

Resolution No. 13: CAPACITY BUILDING FOR STRESS AND POST DISASTER ACTION

Acknowledging that earthquakes, wars, tornados, catastrophes and other disasters have a devastating effect on women and children.

BPW Argentina urges affiliates to encourage their governments and voluntary agencies to give special emphasis to helping and rehabilitating women and children following such major catastrophes. It is further requested that affiliates make urgent representation to their governments and local voluntary agencies to assure that this happens as soon

as disasters occur and that special emphasis be placed on the needs of women and children.

And resolve that BPW International make a difference by promoting this action and by encouraging post traumatic stress counselling as well as physical assistance.

IMPLEMENTATION:

IF BPW members obtain funds to pay for this training by obtaining sponsors to provide this service and offer help and assistance in countries where it is needed.

Women have the power to make a difference.

We need health professionals, and others to undertake this action and make it possible for groups of professionals to visit countries where this service is required with a view to training more professionals to cope with handling such crises.

To be referred to incoming Health Committee for implementation.

Saving lives, and taking care of the entorne of our planet , the financial impact increased too.

Resolution No. 14 HUMAN TRAFFICKING

“Human trafficking is modern-day slave trade. It violates fundamental human rights and exploits innocent people.”

*Sheikha Haya Rashed Al Khalifa
President of United Nations General Assembly
From U.S. Trafficking in Persons Report 2007*

Recognising that human trafficking, sex slavery and forced labour have become a global scourge. It is a profitable business worth billions of dollars annually which is affecting thousands of women and children every year. To date efforts made around the world to curb the sex trade and forced labour industry have failed and the industry is growing daily.

Understanding that trafficked victims are primarily women and children who are exploited into the sex trade industry and forced labour, where they suffer continuous physical and emotional violence, compounded by poor living and working conditions.

The physical and emotional abuse has a devastating impact on the victims who endure rape and threats of torture and death against their person and their families.

Referencing a resolution passed at XXIVth Congress in Melbourne, Australia titled “Sexual slavery and trafficking of women and girls, submitted by New

Zealand which urged affiliates to lobby their governments:

- 1. To sign and ratify international conventions and protocols against the sale and trafficking of women and children*
- 2. To protect victims of trafficking by incorporating into their domestic legislation measures such as providing social, medical and psychological care; granting victims temporary or permanent residency permits and compensation for the damage suffered.*

Be it resolved that BPW International urge all affiliates to lobby their government to strengthen legislation within each country to address the issue of trafficking and sex trade:

- (a) To provide tough penalties for the users of the sex trade and forced labour in order to curb the market for the victims of trafficking;*
- (b) To make it illegal to have sex with someone forced into the sex trade;*
- (c) To make it illegal to employ victims of any type of forced labour;*
- (d) To work with the United Nations to convict citizens who travel to other countries to participate in sex with children under the age of 18 (i.e. tourist sex).*

Further be it resolved that BPW International encourage all affiliates to lobby their governments to eradicate trafficking of humans around the world by:

- (a) Systematically collecting sex-disaggregated data on the incidence of exploitation of prostitution and trafficking.*
- (b) Incorporating and implementing legislative measures and comprehensive strategies to prevent trafficking and to prosecute and penalize traffickers.*
- (c) Increasing measures to improve the economic situation of women so as to eliminate their vulnerability to trafficking.*
- (d) Increasing international, regional, and bilateral cooperation with countries of origin, transit and destination for trafficked women and children.*
- (e) Providing comprehensive rehabilitative, social reintegration and victim assistance programs for trafficked women and children.*
- (f) Providing health programs to assist women affected by trafficking.*

Further be it resolved that BPW International urge all affiliates to familiarize themselves with the document A Toolkit to Combat Trafficking in Persons which was prepared by the United Nations in 2006 and take steps to support organizations within their country that work to educate the public about this scourge of humankind. Affiliates to report to the VP United Nations within 2 years.

IMPLEMENTATION:

1. Affiliates to review the United Nations Toolkit to Combat Trafficking in Persons;
2. Affiliates source our organizations within their country that are working to eliminate human trafficking, such as for example, the International Labour Organization, (http://www.ilo.org/wow/Articles/lang--en/WCMS_090028/index.htm); The Future Group (<http://www.thefuturegroup.org>); Persons Against Ritual Abuse-Torture (<http://www.ritualabusetorture.org>), to provide them with support and obtain speakers for meetings and workshops to education the public.
3. Affiliates to lobby your government to strengthen their laws as set out in the resolution.

Resolution No. 15

FETAL ALCOHOL SYNDROME DISORDERS

FETAL ALCOHOL SPECTRUM DISORDERS (FASD)

Considering the documented harm to unborn children when pregnant women consume alcohol three months prior to pregnancy and during pregnancy, and the fact that prenatal alcohol exposure has been linked to neurological damage, birth defects and disabilities; and

Recognizing that older, affluent women are drinking while pregnant in developed countries around the world, as they have children later in life and have entrenched patterns of alcohol consumption; and

Recognizing that FASD is 100% preventable,

Be it resolved that BPW International urge all affiliates to lobby their government and Health agencies to:

- (a) educate physicians and other health professionals to screen, diagnose and treat FASD;
- (b) prevent FASD by providing funding for addiction intervention and rehabilitative programs;
- (c) increase public awareness designed to change attitudes and behaviours among women towards alcohol abuse during pregnancy among all age groups;.
- (d) legislate warning labels on alcoholic beverage containers with regard to the dangers to the foetus prior to and during pregnancy, and lobby governments to use the tax collected on alcohol to subsidize programs to prevent FASD;

- (e) develop a co-ordinated comprehensive FASD strategy involving all levels of government, health care providers and substance abuse agencies.

IMPLEMENTATION:

- (a) Affiliates to source their health care programs within their countries and lobby their health ministries to institute a strategic plan to educate and work together to eradicate FASD.
- (b) Affiliates to review the WHO survey on health problems related to alcohol consumption and make submissions to the World Health Organization to lobby for a global mandate to address FASD world wide.
http://www.who.int/substance_abuse/activities/gad/en/index.html
- (c) Affiliates to undertake their own initiatives to educate their members and other women about FASD.

Amendment from BPW Australia and accepted by BPW Canada

The BPW International Health Chair shall report back to the International Board on the actions of affiliates within 2 years of this Congress.

Resolution No. 16:

ERADICATION OF CERVICAL CANCER

RECOGNISING THAT cervical cancer is the 5th most common cancer in women worldwide with approximately 471,000 new cases diagnosed each year, the majority being younger women, and UNDERSTANDING THAT cervical cancer is a fully preventable disease and can be eradicated and

BEING AWARE THAT human papilloma virus (HPV) screening helps to identify persistent infections allowing for appropriate treatment to reduce the risk of cervical cancer and

KNOWING THAT vaccines are now available that can prevent infection from human papilloma virus (HPV)

BE IT RESOLVED THAT the International Federation of Business and Professional Women meeting at it's 26th Congress in Mexico City , Mexico in October 2008

URGES all National Federations and Associate Clubs to support the campaign to eradicate cervical cancer.

IMPLEMENTATION:

National Federations and BPW Affiliates to –

1. Act affirmatively and lobby their National Governments in accord with this Resolution.
2. Collect, analyse and disseminate data and information about cervical cancer for their clubs to use in educating their members about prevention strategies and early detection and treatment.
3. Continue to identify and advocate for ready access to cervical cancer prevention, diagnosis and treatment services for all women in their community.

The BPW International Chair of Standing Committee on Health to report to the BPW International Board on affiliates actions within 2 years of this Congress.

**Resolution No. 17:
OSTEOPOROSIS IN WOMEN**

Proposed by BPW New Zealand

*RECOGNISING THAT Osteoporosis is a major health issue for women and
KNOWING THAT although osteoporosis can be easily diagnosed and treated, studies have shown that it remains seriously under diagnosed and under treated and
BEING AWARE THAT osteoporosis has enormous social and economic impact, particularly on women as both sufferers and care givers of those affected by it
BE IT RESOLVED THAT the International Federation of Business and Professional Women meeting at it's 26th Congress in Mexico City, Mexico in October 2008*

URGES all National Federations and Associate Clubs to educate their members about the problems, prevention and treatment of osteoporosis.

IMPLEMENTATION:

- National Federations and BPW Affiliates to –
- (i) Identify the information, diagnosis and treatment services, support, and assistance available in their communities for the prevention and alleviation of this condition.
 - (ii) Educate their members about the impact of osteoporosis on women's lives and ensure they are aware of (i).
 - (iii) Where resources are found to be inadequate, to lobby their national governments and health services for the provision of sufficient screening, diagnosis, treatment and support resources to address osteoporosis in their communities.

Resolution No. 18: COMPLIANCE WITH THE ILO MATERNITY PROTECTION CONVENTION 2000

RECOGNISING THAT BPW works to promote equality of all women in the workforce and the health and safety of the mother and child and

KNOWING THAT the protection of maternity in national law and practice is not equally developed in all countries and

BEING AWARE THAT maternity is a major factor compromising the equality of economic and social rights and well being of women who need, or wish, to work

BE IT RESOLVED THAT the International Federation of Business and Professional Women meeting at its 26th Congress in Mexico City, Mexico in October 2008

URGES all National Federations and Associate Clubs to use their influence to bring about full compliance with the minimum requirements of the ILO Maternity Protection Convention 2000 in their countries.:

IMPLEMENTATION:

- National Federations and BPW Affiliates to –
1. Ascertain the stance of their National Government in relation to compliance with the minimum requirements of the ILO Maternity Protection Convention 2000
 2. Act affirmatively and lobby their National Governments in accord with this Resolution.
 3. Ensure that members are aware of their rights relating to Maternity and their employment.

Vice President United Nations to report on the action of affiliates within 2 years of this Congress to BPW International Board of Directors

Resolution No. 19: TAKING INITIATIVE IN ENVIRONMENT CHALLENGES

Proposed by BPW Japan

Recognizing the importance of the emergency challenge to climate change including the global warming, disappearing islands underwater, and so on; Recognizing the weight of women's role to challenge the climate change;

Recognizing the influence and management of climate change varies according to countries and areas;

We, BPW, must immediately be engaged in the positive challenge in each community, examining the challenge of climate change in detail, from the standpoint of

women, who have tendencies in managing their family life, and appealing to the government.

IMPLEMENTATION:

The exact goal and method for this matter, e.g., reducing greenhouse gas emissions should be decided and should be taken. The goals of the activity will be set in each club, gathered in each federation, then will be evaluated annually. At the level of community, members of BPW must analyze and suggest to the community's countermeasure towards environmental issue.

Resolution No. 20: ENVIRONMENT - WATER

BPW International

- **Shares** the worldwide concern about the consequences of the rapid climate change, especially causing more problems with flooding, droughts, desertification and influencing the water quantity and quality in a negative way in general all over the world

- **Notes** that especially women, older people and children carry the burden of these developments, their specific needs often not being recognized

- **supports** the willingness and capacity of women working for achieving the Millennium Goals, especially on water, sanitation, emancipation and habitat world-wide

- **Shares** the concern of women about the water quality, looking e.g. the growing amount of pharmaceuticals in the drinking water

- **submits** that women have proven their capacity to be actors and leaders in Integrated Water Resource Management, supplying safe, affordable drinking water and gender sensitive sanitation facilities and help prevent conflicts about water by peaceful means such as dialogue, reconciliation and negotiations

- **regrets** that despite the number of knowledgeable and capable women, they are still underrepresented in negotiations and (project)teams and that women do not fully (can) participate on those levels where important decisions about services in this field are taken

- **promotes** involvement and support of all relevant actors including the equal participation of women, consideration of (cultural) diversity and gender, link up of agreed objectives and programmes with local (financing) structures, using local capacities, set up and implementation of integrated projects (not within separate sectors), policy formulation and implementation procedures and processes become less bureaucratic and more transparent and involve monitoring and/ or evaluation of the outcomes

- **notes** that 2008 is the international UN Year of Sanitation and 2009 of Integrated Water Resource management

- **urges and promotes** to adapt and take measures to mitigate the consequences of climate change by (integrated) water resource management and river-basin, transboundary cooperation, involving all stakeholders in planning, decision-making and implementation

- **promotes that** water must be identified by all governments, private sector and all other stakeholders as a public good and human right and not a commodity to be traded on the open market. Water management must be for social needs and environmental sustainability rather than for short-term profit

- **beliefs and supports** that implementation of access to all basic services including energy, safe drinking water and appropriate sanitation is a human right, having a positive impact on the lives of women and therefore

- **requests** the creation of national frameworks (e.g. Constitutional, legislative, regulatory) in such a way that women's rights to land, water and other natural resources are incorporated into the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and above all implemented

- **requests that-** particularly in situations of armed conflicts and disaster - women's safe access to water, housing, sanitation and energy should be ensured e.g. by making funds available to women to participate and take leadership in (re)constructing infrastructure such as water supply, sanitation facilities etc. and to participate in decision-making at local, regional and national levels

- **promotes and assists** in the strengthening of institutional (local) capacity, stimulating the exchange and development of knowledge, aimed at changing the mindset by education and public information in order to enlarge the support base, problem-solving focussed training and integral process and project support, facilitating and (where needed) creating vocational training / schooling and job oriented training programmes, particularly for young people and women, including non-traditional professions and strengthening and optimising the use of the local knowledge and practical experience of the local community and local knowledge institutions.

IMPLEMENTATION:

- ask the President to forward this declaration to the UN Secretary General, The of, Commission on sustainable development, the Security Council, the European Parliament, the EU Commission and the Council
- publish this declaration on the website and regularly publish news and progress reports about current developments, actions and ideas of BPW members
- urge the Presidents of BPW affiliates to forward this resolution to their National Parliaments and government and international organisations their country is a member of

- instruct the Representatives of BPW to lobby for the goals as mentioned in this motion where and whenever possible and supply them with support to do this,
- support affiliates and other women's organizations get active e.g. by
- continuing the Taskforce "women for water" for at least three years, appoint a Chair, assist in getting them funding and encourage them to assist in implementing the actions and projects mentioned below
- urging all members of BPW affiliates to implement projects and other actions as appropriate in their respective countries to further the goals of this motion
- making more use of funds (Five-O) and knowledge available within BPW to assist in developing small scale projects to enhance the availability of safe, affordable drinking water and gender sensitive sanitation services
- supporting the Taskforce in applying for project funding
- request the Chairs of Taskforce and the Standing Committees, specifically on environment and sustainable development, on the UN (advocacy) and on agriculture to work closely together on these subjects
- participate in the World Water Forum in 2009 and play a active role in supporting equity mainstreaming in this Forum

Resolution No. 22 USAGE OF BPW LOGO

1st Vice President and Chair of UN Status of Women Committee, Finance Director, North America Regional Coordinator, Africa Regional Coordinator, Young BPW Representative

At the XXIII BPW International Congress in Vancouver 1999, a resolution was passed that all affiliates use the BPW International logo, yet, nearly a decade later several of BPW affiliates still do not use either the BPW logo or BPW name correctly. To reinforce correct usage of BPW logo: BPW affiliates have an option of using

(a) only BPW International official logo with name of BPW club / federation underneath or

(b) use this logo together with its own local logo.

IMPLEMENTATION:

The suggest implementation is to reinforce correct usage of logo / BPW name.

1. Member Service should send the correct logo and guideline for logo usage to all BPW affiliates.
2. Executive Secretary should assess the usage of logo and names of BPW affiliates to ensure compliance and send reminder to countries that do not comply.

Resolution No. 24 BPW INTERNATIONAL COLLECT

Adopted the following as an alternative version of the International Collect:

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.

Text by Suzanne Garant, BPW Québec Métropolitain (Canada)

Translation by Leslie West, BPW Montréal (Canada)

IMPLEMENTATION:

Suggestions for a practical action plan to be implemented by BPW International and its affiliates. Publish and distribute the text to all BPW clubs and federations, along with a message from the BPWI president explaining the reasons for the change, and encourage its use, for example, in the Candle-lighting Ceremony.

Resolution No 25a: ESTABLISH CONGRESS FUND

Be it resolved that BPW International establish a Congress Fund to be designated for reducing Congress registration fees for members, and that this Fund

- 1 Be maintained separately from other accounts
- 2 Be financed through an annual contribution from Federations, State Federations and Associate Clubs and fixed for the triennium, with the exception of low income countries that are designated to receive a 50% dues reduction which will be exempted from the levy

**Resolution No 25b:
LEVY FOR CONGRESS FUND**

Be it further resolved that for the 2008 – 2011 triennium, the Congress levy be set at a rate of **0.5 Euro per member per annum**. This will take effect from 2010 based on membership numbers in December 2009.

Resolution No 26: MODERNISING THE BPW INTERNATIONAL CONSTITUTION

At the workshop on Modernising the BPW International Constitution during the XXVI BPW International Congress, there was consensus that the following agreed outcomes be submitted to the Congress and referred to the Constitution Reform Taskforce:

1. The current Constitution and By-laws constrain BPW and need revision – ‘we need running shoes not concrete boots’.
2. The 3 year plan proposed in the workshop paper should be implemented, with a focus on discussing concepts and ideas, consulting widely, agreeing a framework, and then drafting a new simpler streamlined Constitution, supported by By-laws, Policies and Procedures, for presentation at Congress in Finland.
3. Commitment should be sought from this Congress for the constitutional reform process and timeline.
4. The workshop paper should be translated and disseminated in the first instance, and a project budget should be set aside for translations, a web page and some travel, and to support effective communication.
5. A Constitution Review Taskforce should be formed soon after Congress, supported by the CAC with wide but balanced representation.
6. The number of members of the Taskforce should not be limited to five, but it should comprise at least one member from each region, a range of ages including Young BPW, and a range of languages and cultures.
7. The Taskforce should have within or available to its membership members with expertise in

different legal systems including Westminster, Roman, French and German systems.

8. Taskforce members should consult widely in providing feedback, a consultation paper with options should be prepared, and documentation for consultation should be written, translated and released to coincide with regional meetings to facilitate consultation and feedback.
9. Drafting a constitution and by-laws from an agreed framework requires expertise, so should be undertaken by a small dedicated team with advice from native speakers of English, French, Spanish and Italian to ensure they can be readily translated and applied and be sufficiently broad to permit affiliates to operate within their own cultures.
10. The Constitution should enable rather than constrain; be slim, simple, relevant, modern and high level; and include organizational values, a mission statement, simplified objectives and definitions, and appropriate goal statements that enable sponsorship funds to be sought.
11. An analysis of federation constitutions that have been recently revised and modernized should be undertaken, and existing reports and documentation collated and reviewed – learning from our history.
12. The organizational structure and decision-making needs to be reviewed.
13. Standing Committees should be reviewed and restructured, taking account of the need for governance committees to support Executives for their term, triennium policy committees, and ad hoc short-term action groups to address emerging issues.
14. A database of member interests, expertise, experience and skills should be established to support ad hoc issues-based action groups, and members should be able to be approached without formal processes through affiliate preside