



FULFILLING THE LEGACY



2011-2014 Sustainability Report



BPW International

Fulfilling the legacy

In 1951 BPW International came of age and its founder, Dr Lena Medesin Phillips, looking back to 1930, made this appraisal:

“Common danger had not then, as it has now, taught the peoples of all nations the necessity of international understanding and cooperation... To be world minded, then, made one seem to be slightly odd... But we had enthusiasm and faith, youthful energy, and most important, a cause whose hour had struck. With such equipment, meagre to those who value only material things, sufficient for dreamers such as find castles in the clouds, we organised.”

Quite unconsciously, with these words, Dr Lena Medesin Phillips has also appraised herself. She was a dreamer who found castles in the clouds yet kept her feet firmly on the ground.

BPW International dedicates its first Sustainability Report to our Founder, Past International Presidents and the many pioneers that have followed, for we have seen further by standing on the shoulders of giants.

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EMPOWERING WOMEN INTO THE FUTURE

“Our organisation could disband when there is perfect equality between men and women in every country in the world, that is: shared responsibilities within the family unit, equal pay for work of equal value, equal access to training and education, equal opportunities for the advancement in business, professional and public life, and equal opportunities to be appointed or elected to public office in the local, national and international level.”

- International President, Nazla Dane Wasln, 1971

The vision of BPW International is to achieve a just and equal status for women where decisions are taken in true partnership with men, based on mutual respect, for a more balanced and peaceful world. However, my vision for what BPW International can be, goes beyond that. I see a BPW International of members as gender specialists – in advocacy and business. This is aspirational as much as it is achievable. The change is ours to make.

BPW International was built on the premise of achieving the right for women to vote, equal pay and equality in the workplace. Eighty-four years later - the issues are still the same, but the armoury is different. Today, we have a

particular focus on business because we are already advocacy specialists and now we are equipped with the vital piece that has been missing for decades - the business case. And the business case is the reason why the business world is ready to act and listen to us - because they realise that it is not only the right thing to do but also the smart thing to do.

Our aim over this triennium has been to take action and work strategically to increase women's participation in the economy and professions, and in power and decision-making roles.

We have done this through three core policy-based initiatives: expanding women's representation and leadership, achieving equal pay for work of equal value and advancing women's economic empowerment through the Women's Empowerment Principles. Our Affiliates all work differently at the grassroots level to deliver on the objectives of BPW International and now we have a unified online framework that sees Affiliates reporting on progress.

Over the course of this triennium, BPW International has influenced officials and decision makers about the significant role that women play in the economy. We have been invited to present our views at high-level meetings and in many nations. Each of our Affiliates is also creating lasting changes in their workplaces, marketplaces and communities.

The dream of allowing everyone equal opportunity to participate in economic life can only be realised by a fundamental transformation, a paradigm shift, in how governments make and enforce laws and policies, how businesses invest and operate and how people make choices in the marketplace. It requires the voice of civil society to lead the change.

All of our members have a passion for BPW International. It is illustrated in their work, increased profile and the enthusiastic reception that I have received when attending conferences, meetings and forums throughout the world.

We recognise that BPW International is just one organisation among many trying to change the world. To this end, we have built partnerships that have increased our outreach and strengthened our advocacy efforts through sharing platforms. This has seen an increase in oral interventions and written statements led by our UN team. We have taken up the once-in-a-lifetime opportunity to shape our future; driving transformative change through our strong call for the economic empowerment of women to be included in the language and goals of the Post-2015 Development Agenda.

Member-based organisations all over the world struggle with a lack of resources; human, financial and time. BPW International is no stranger to this. For some Affiliates, there is not the capacity to be involved with all of our initiatives, be it because of geography, dropping membership or lack of funds. However, our membership team and Executive have worked hard on bringing together a unified vision and we have seen encouraging signs across the regions particularly in the least-developed countries and transitioning economies.

Executive has identified that there is a gap in the mitigation of risk due to behaviour or actions that might damage the reputation and/or credibility of BPW International. Even though there is an expectation that members behave ethically, a code of ethics and/or code of conduct were identified as being a solution to close that gap and a strategy is also being developed to reduce de-motivational behaviour and increase that which is motivational.

The foundation for our work during this triennium has been the Emergency Resolution arising from the 27th BPW International Congress in Helsinki, Finland, which called for a strategic framework to guide our endeavours.

Best practice tools and strategies developed by Affiliates

were considered for implementing an integrated strategy framework, to empower and support Affiliates to become experts in a limited number of areas. The detail of progress is listed in the Progress of the Triennium page.

The broad value that sustainability brings to our organisation is as a focus and constant reminder to create the future that we want for the betterment of all of humankind.

There is a new level of vibrancy and excitement that is starting to take shape underpinned by BPW International's growing influence. Today, we are called upon for our informed opinion; from local newspapers to the President's General Assembly at the United Nations.

BPW International is in pioneering mode again; after 80-plus years of working to empower women, we now have the business case to back up our claims that gender equality is good for everyone. This is uncharted territory for us and brings us in to the 21st century – the Women's Century!

In order for us to stay relevant and sustain our membership and vision, we need this change. We need to be ensuring our language, messages, behaviour and partnerships are sustainable so that we can achieve our vision.

We have achieved so much during this triennium, and there is still much more to be done. Our continued success is contingent on us working together for the economic empowerment of women. The world needs this...and now.

Freda Miriklis
International President
2011-2014



PROGRESS OF THE 2011-2014 TRIENNIUM

Goal	Progress
Membership dues increase	Dues were increased for the first time since 2005. Dues were increased by €5 with an annual cost of living adjustment of €1 to accommodate rising operational expenses
Communications strategy - A clear policy and action plan be developed with the primary goals of: <ul style="list-style-type: none"> • Branding consistency • Public Relations management • Media Relations management 	A policy framework was proposed and accepted. However, it has yet to be implemented. All communications from the President's Office have been penned using consistent language and branding. Public Relations and Media Relations management are ongoing, some of which is included in the Communications Strategy. This work is being completed alongside the Branding Taskforce
Extending the Friends category - Category to be inclusive of women who support BPW International but do not want to become members and also include men who wish to support BPW International.	The Friends category was extended, and although uptake has been slow, it is encouraging
Selection of Congress - BPW International Executive will be responsible for selecting Congress for 2020	The location of Congress 2020 will be chosen following the procedure for selection of the host for Congress, including that it is to be rotated through the regions
BPW International branding - Establish a branding taskforce to consult on the development and implementation of an integrated brand strategy	A branding taskforce was convened and is still developing guidelines. This requires further attention in the 2014-2017 triennium
Emergency Resolution: Strategy Framework - a three year plan focusing on empowering women through participation in the economy and in leadership roles	

FIRST YEAR

Develop an integrated strategy roadmap that includes consideration of Equal Pay Day, Women's Empowerment Principles, Advocacy for legislative change and Mentoring and sponsorship of women

A roadmap was developed that considered all of these issues and how they relate to one another. Of particular importance is the role the Women's Empowerment Principles has in reaching across the triennium agenda, pulling together the strands

Equal Pay Day – launched by BPW International in 2009, this campaign is now a feature of many BPW International Affiliates

BPW International is unique in its advocacy role and its consultative status with the United Nations. To this end a campaign was launched in 2013 called *Why Change?* This is aimed at gathering the views of people across the globe on what needs to change in their region in order to see men and women be treated equally

SECOND YEAR

Design a reporting tool for Affiliates that will capture the activities of the roadmap

This took longer than expected, but is now in place and used by Affiliates to report during 2013 and 2014

THIRD YEAR

Develop tools that empower and support Affiliates to become experts in areas as defined by the roadmap

Project WEPs was launched in 2013. The project has been devised in collaboration with the IOE and UNGC Local Networks. It is a pilot project designed to test how best to introduce business to the WEPs

ThinkTank is related to Project WEPs in that it identifies BPW International members with the appropriate experience to advise business on how to implement the WEPs in their business

Resource Sheets, Position Statements and Surveys have been implemented over the triennium and available to members via the website



OUR SUSTAINABILITY REPORT

“If you really think that I did this all alone, then you are telling me I am a failure, for I have striven all my life to bring about co-operation between people ... to promote a common cause into fruition.”

This is the first sustainability report for BPW International. In thinking about the theme of this Triennium 2011-2014 – *Empowered Women Leading Business* – it was realised that without looking at our own sustainability and the impact we have on the sustainability of the planet – we were not going to be able to deliver on our immediate goal or that of our founder, Lena Madesin Phillips.

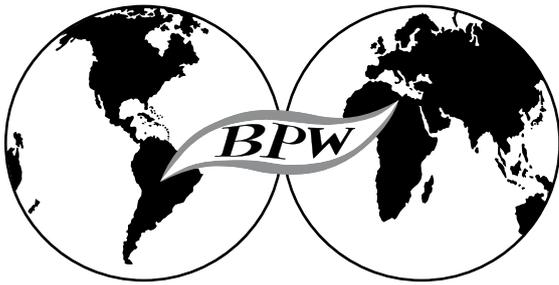
It was Madesin’s, as she was known, view that equality could not be realised and endure – be sustainable – without a sound economic base. She spoke of, “the long vision of the future without which ‘the people perish’”. These 84 year old words speak to the sustainability not just of BPW International but the longevity of, and approach to, our work to economically empower women.

The Executive of BPW International agreed that it was time to look at the organisation through the lens of sustainability and look at how we perform and what we are doing for BPW International. Thus, this report was born.

Covering the activities of the current Presidency 2011-2014, this report is based on the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. This is the recognised global standard. Organisations and business around the world use these to examine and guide their practices.

The mission of the organisation has been used to determine the materiality of this report. While external stakeholders have not been consulted specifically on materiality, the mission is understood by BPW International’s partners, is transparent and the basis for strategic priorities. The previous NGO supplement has yet to be updated by GRI to reflect G4 but has been incorporated into the body of the text where possible and the next BPW International Sustainability report will make this explicit. The full table of G4 indicators is available at the back of this report. As this is our first report, except for the auditing of financials, no material has been externally assured.

For more information on this report or to provide feedback contact: policy@bpw-international.org



“... the purpose of this Convention is the formation of a national federation of business and professional women’s clubs, which shall ... attempt to place women where they should be, secure for them what they should have, and enable them to concentrate on making the world the kind of place it ought to be. Such an organisation must be self-governing, non-sectarian and self-supporting”

– Lena Madesin Phillips

Overview

In 1930 Lena Madesin Phillips challenged leading women of Europe to join and create an international organisation to support and promote women in business and the professions. Women from 16 countries answered the call and came together in Geneva, forming the International Federation of Business & Professional Women. Princess Radziwill of Poland, representative of the Secretary-General of the League of Nations, as the United Nations (UN) was then known, addressed the meeting.

Geneva was our birthplace. This city was deliberately chosen so that the fledgling organisation could enlist the support and cooperation of prominent women government officials working at the League of Nations. Through 80 years of its existence though, BPW International had no formal registration status, except for tax purposes. In the year of our 80th anniversary, we celebrated our formal registration in Geneva, Switzerland. Our registration in Switzerland gives formal recognition of our non-profit status needed to meet the requirements of some UN agencies and supports our international corporate fundraising efforts.



**Miss Lena Madesin Phillips at Inaugural Meeting, Geneva, August 24, 1930.
Photo J. H. Ju/lien**

BPW International was founded as the International Federation of Business and Professional Women and remains its official name at the UN. The organisation is registered in Geneva, Switzerland. BPW International is a non-government organisation (NGO) that is non-partisan, non-profit organisation of unlimited duration with voluntary membership and leadership.

Mission

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

- BPW International constitution June 2011

Our members are our greatest stakeholder. The organisation is run to serve their interests within the bounds of our mission to economically empower women for equality and prosperity.

Our membership reaches into some 100 countries. Constitutionally, BPW International consists of five regions Africa, Asia Pacific, Europe, Latin America and the Spanish-speaking Caribbean, North America and the non Spanish-speaking Caribbean.



Our Aim

BPW International aims to unite business and professional women in all parts of the world to:

Work for women's:

- economic independence
- equal opportunity and representation in economic, civil and political life

Encourage and support women and girls to:

- develop their professional and leadership potential
- undertake lifelong education and training
- use their abilities for the benefit of others, locally, nationally and internationally.

Advocate:

- for the elimination of all discrimination against women
- for human rights and the use of gender-sensitive perspectives.

Undertake:

- world-wide networking and co-operation between business and professional women
- non-profit projects that help women gain economic independence
- to present the views of business and professional women to international organisations and agencies, and to business, governments and civil society.

BPW International Affiliates contribute to society by enabling women to sustain themselves economically. In addition, BPW International offers personal development programs for members such as mentoring, leadership training and e-Business training. Since 1996, BPW International Affiliates worldwide have helped over 45,000 women to become economically empowered.

BPW International projects assist women to:

- Enter and re-enter the workforce
- Start up and advance their business or profession
- Protect their rights
- Overcome their limitations
- Create a nurturing environment in work, education and health for women's development.

BPW International Affiliates also collaborate with governments and other NGOs. BPW International has founded partnerships with NGOs and other organisations such as Project Five-O, Conference of NGOs (CoNGO), the ITC Global Platform for Action on Sourcing from Women Vendors, Commonwealth Business Women (CBW), Water for Women Partnership and is a member of several UN International NGO Committees such as the NGO Committee on the Status of Women, NY and Vienna, FAO INGO, NGO Committee on Migration and others.

Our advocacy: *Why Change?*

BPW International is passionate about the wave of enthusiasm that now exists around women and their contribution to society and economies – both current and untapped. In many countries the business case is already fully understood, while in others the connection between

a healthy society and the economic empowerment of women is only beginning to be seen. In this context, BPW International is calling the 21st century the Women's Century – the time for change is now.

BPW International has been working with the Business School Lausanne and devised a short survey that asks the what, why and how of change to create gender equality. The results of the survey will be collated into a report – a compilation of responses on what needs to change to address the behaviours, attitudes and cultural barriers affecting women's participation in society and the economy. The report will be a compilation of regional responses within a global context. We call this initiative *Why Change?*

Importantly, BPW International is advocating for gender equality and the economic empowerment of women to be a central pillar of the UN's Post-2015 Development Agenda. *Why Change?* will provide regional evidence to the UN on the state of the empowerment of women.

Why Change? will be available for:

- BPW International members for the purpose of advocacy
- the general public as it will be freely available on the BPW International website
- relevant governments for policy guidance. BPW International will distribute the information to those governments implicated in the responses
- the UN Secretary General's High-level Panel of Eminent Persons
- BPW International in their role as an advocate for gender equality and the economic empowerment of women in the Post-2015 Development Agenda.

Values

BPW International procedures are democratic and inclusive of all members, and our actions honour our history and protect our reputation.

BPW International members value:

- equity and justice, building harmony, applying rules fairly to everyone
- honesty and integrity, being professional, meeting our obligations and taking responsibility
- transparency and accountability, building trust, making decisions based upon facts
- kindness and respect, being inclusive, acknowledging and respecting our differences
- teamwork and cooperation, encouraging discussion and debate but seeking agreement.

These values guide actions and decision-making by BPW International, BPW International Affiliates and all BPW International committees and keep us in good stead as we develop a Code of Conduct.

BPW International is inspiring businesses, empowering communities and creating opportunities around the world. We are *Empowered Women Leading Business* and the driving force behind lasting changes in your workplaces, marketplaces and communities. We advocate for the empowerment of women at all levels, from the top and in the communities in which we serve and live.



OUR ROOTS

“Let us no longer wonder or weep. Rather let us rejoice. For these heroic deeds are humanity’s testimony of Faith in the Brotherhood of Man, in something more precious than life itself. And a bright legacy, a reprieve and a command to us, the living.”

- Lena Madesin Phillips

Honouring our Founders

The International Federation of Business and Professional Women (BPW International) was founded by Dr. Lena Madesin Phillips in 1930. Since then, BPW International has become one of the most influential international networks for advocacy with Affiliates in some 100 countries and six continents.

The root of BPW International’s advocacy is embedded in the work with the UN. BPW International lobbied for the formation of the Commission on the Status of Women

(CSW) and supported many women’s issues. In 1987, BPW International was awarded a Peace Messenger Certificate from UN Secretary-General Javier Perez de Cuellar. In 1997, Esther Hymer, BPW International representative at the UN, was named as one of three women who played a significant role in the work of the UN Commission by Secretary-General Kofi Annan.

BPW International has consultative status with the United Nations Economic and Social Council (ECOSOC) and participatory status with the Council of Europe. Its members include influential women leaders, entrepreneurs, business owners, executives, professionals and young career women.

Our Founder: Dr Lena Madesin Phillips

Admitted to the bar in 1917, the first woman to earn a law degree from the University of Kentucky, Dr Lena Madesin Phillips practised first in her hometown, then in New York City where she came face to face with the injustice, despair and social ills that had never touched her sheltered youth.

Madesin, as she was known, sensed the power that could be generated by a national movement that organised all women in business or a profession. They could mould public opinion, set new working standards, improve economic and industrial conditions, and lay enduring foundations for peace for the benefit of all mankind. To get such an organisation on its feet became her consuming passion.

In the late 1920s, she crossed and re-crossed the Atlantic finding like-minded European leaders, and inspiring them to give their all for the same cause. She did not know the meaning of the word barrier. In 1955, (having founded the International Federation of Business and Professional Women in 1930), while on her way to the Middle East – the meeting point of three continents – to ignite more fires for the cause of women’s equality, the end suddenly overtook her.

Once in Holland, she had said to women younger than herself: “You are now pioneers in the dream of peace and social justice, of international understanding and goodwill. This dream will come to pass. It matters little whether you or I live to see the day. It is only important that each of us struggle without pause towards that day.” She enriched us with a legacy and pledged us to fulfil a mandate.



Our founder’s legacy

Profile: Adenike Osadolor, BPW Africa Regional Co-ordinator

In Nigeria, as in most African countries, the journey to gender parity is a long and often tortuous one with the end not near in sight, especially when compared to some of the developed world. The challenges posed by culture and tradition are enormous, but the good news is that many of our Affiliates are not relenting in their efforts to make a difference in their communities through their various projects that improve the lives of women and prepare them for active participation in society.

I became actively involved in women issues after a personal experience. Nothing in life had prepared me for the hostile cultural and traditional practices associated with widowhood. You could say that I had a head start in life because both my parents were educators and my father could not afford to be gender biased because he had five girls, so not educating us was not an option for him. While pursuing my career, I had a male mentor who treated me no differently from all my male colleagues. All that was to change when I was widowed. For the first time in my life, I was made to feel different because I was a woman. Of course, I had been following quite keenly global developments on women’s issues but my personal experience was the push I needed to launch me into action.

Good education certainly helps me to be able to make a difference, and I’m grateful for that. It gives you voice. Status also opens doors and opportunities that otherwise would have been elusive, and being regional coordinator for Africa certainly does that for me. And of course, that drive, that compulsion, that resolve to want to change the status quo is very important too. It is what keeps you going no matter what.

Milestones

Significant milestones over the decades have shaped BPW International into the organisation that it is today.

Our founders realised early on the value of NGOs and the meaningful role they might take in helping to influence the policies of the time. An international movement to organise women who had a business or a profession was born. Together they could mould public opinion, set new working standards, improve economic and industrial conditions, and lay enduring foundations for peace for the benefit of all mankind.

They called for the establishment of an international federation of business and professional women to speak out for the rights of women in the workplace and this is just as important today as it was in 1930.

After all, if not incumbent on the women in the business and professions to change the discriminatory behaviours, cultures and attitudes that have persisted over the years – then, whose role will it be?

The debate about the role of women in the business life of the 21st century has quite rapidly transformed itself. We have seen the transformation of the discourse from a discussion on the basis of equity and human rights, via bottom line correlations to a question of profitability and productivity.

During the last century, arguments for gender equality in the workplace were largely based on the concept of equality of opportunity and promotion on merit; it was argued it was the 'right thing to do', but the actual participation rate of women at the top of corporate structures remained largely unchanged.

Over the past few years, a number of studies were carried out to see if there was evidence that more women on boards or in senior roles actually increased the bottom line. The extensive research showed a correlation between the financial bottom line and the proportion of women on boards or in senior management. Even though there is a realisation that gender diversity is not only 'the right thing to do' but 'the smart thing to do' change is still moving slowly.

For BPW International, a defining moment in 2008 would shape a new and welcome direction that would see BPW International bring the voice of women to business. Ironically, the Global Financial Crisis (GFC) and the subsequent austerity measures that followed – from soaring capital flows, a debt-based consumer culture and unbalanced trade between countries all contributed to the worst financial crisis since the Great Depression – were our clarion call for renewed focus and urgent application of principles that show that gender balance in the workplace is a business imperative. Increasingly, gender balance is being seen as an important element in good corporate governance and is increasingly important in international competitiveness.

The question now is whether governments and business follow a 'business as usual' model based on self-interest and inequality, or one that promotes equitable development based on moral and social principles.

This is the new business of BPW International and the Executive has taken steps to reposition ourselves as Gender Specialists to lead the 'business case' discussions for why it makes good business sense to empower women in the workplace and marketplace.

Gender Specialists advocate for economic change by assisting companies to tap into emerging best practices in gender reporting, achieve bottom-line benefits, and creating better quality choices, by better understanding and managing gender perspectives in a sustainable way for their businesses.

Together, we can better leverage the untapped potential of women, promote their participation, and fuel development throughout the world.

BPW INTERNATIONAL TIMELINE:



Women in World War 1

1914-1918

WWI the First World War, was a global war centered in Europe that began on 28 July 1914 and lasted until 11 November 1918



Lena Madisen Phillips

1919

Lena Madisen Phillips established National Federation of Business and Professional Women's Clubs (BPW USA), Missouri, USA

- Setting up of the League of Nations; peace settlement of the first world war, Geneva, Switzerland



League of Nations

1930

International Federation of Business and Professional Women established; Geneva, Switzerland



Miss Lena Madisen Phillips at Inaugural Meeting, Geneva, August 24, 1930. Photo J. H. Jullien

Inaugural General Assembly

1934

The **League of Nations** was an intergovernmental organisation founded at the end of the First World War. It was the first international organisation whose principal mission was to maintain world peace

1939

World War II was a global war that was considered to have lasted from 1939 to 1945



Eleanor Roosevelt

1945

United Nations established on 24 October 1945 to promote international co-operation.



1946

First meeting to establish United Nations, London, UK



Esther Hymer

1947

BPW International becomes one of the first organisations to be granted Consultative Status to the UN (through ECOSOC)



1950

Esther Hymer becomes main UN Representative, NY; world peace her prime motive for continuing her volunteer work



Minister Helvi Sipilä

1972

NGO Committee on the Status of Women established by Esther Hymer; holding this position for 10 years;

- Helvi Sipilä, appointed Assistant UN Secretary General and facilitated the establishment of the Division for the Advancement of Women (DAW);

- first UN Conference on the Human Environment and establishment of UN Environment Programme (UNEP)



Esther Hymer present Helvi Sipilä with a book of letters from NGOs describing their activities during International Women's Year





Executive Officers



BPW Club of New York State, Hotel Astor N.Y.



1975

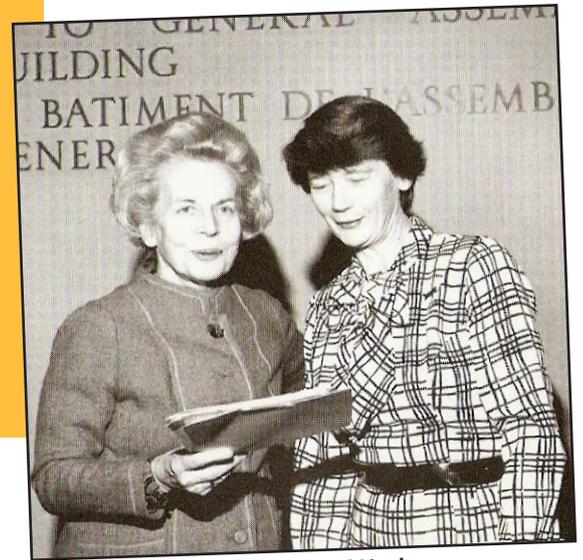
First World Women's Conference, Mexico City

- BPW International Members, Marcelle Devaud and Nobuko Takahashi founding trustees of the UN International Research and Training Institute for the Advancement of Women (INSTRAW)

1979

Adoption of CEDAW; UN Commission on the Status of Women responsible for drafting the convention. Helvi Sipila, key adviser during the drafting process and BPW International worked for years towards its adoption by submitting statements to CSW.

- Esther Ocloo, (member of BPW Ghana and former Vice President, BPW International) becomes founder and inaugural chairperson of Women's World Banking – organisation dedicated to advancing and promoting the full economic participation of women.



Helvi Sipila with President Beryl Nasher



1980

Second World Women's Conference, Copenhagen



President Hays with President Reagan

1981

Wangari Maathai, BPW International member chairs UN Conference on New and Renewable Sources of Energy Nairobi, Kenya



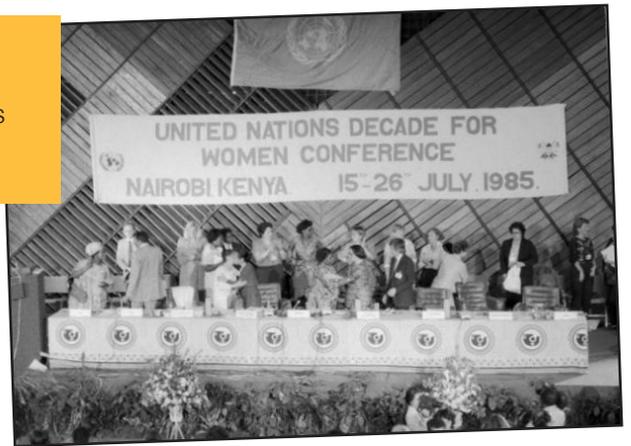
Wangari Maathai

1984

Rename of the Voluntary Fund for the UN Decade for Women to UNIFEM

1985

Third World Women's Conference, Nairobi



1988

Project Five-O established



1987

BPW International conferred the UN Peace Messenger Award

Esther Hymer founding Chair of NGO Committee on the Status of Women, NY



1988

Helvi Sipilä inaugural chair, World Federation of National Committees for UNIFEM; Dr Claire Fulcher convenor, NGO Committee on UNIFEM

1990

BPW International becomes a member of The European Women's Lobby (EWL) and the largest umbrella organisation of women's associations in the European Union (EU), working to promote women's rights and equality between women and men.



Members at European Women's Lobby Seminar

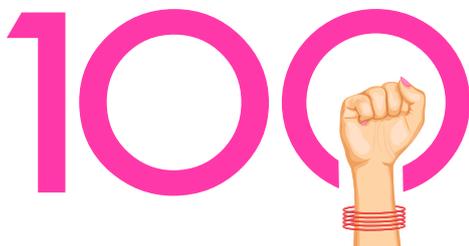
1995

Fourth World Women's Conference, Beijing – outcome document: Beijing Platform for Action



1998

Esther Hymer turns 100: honoured by Secretary General Kofi Annan for devotion and dedication to women's equality



2000

The Millennium Development Goals (MDGs) established following UN Millennium Summit and adoption of the United Nations Millennium Declaration

- The UN Global Compact officially launched



2003

The Quota Law approved by the Norwegian Parliament

Young BPW Internationals on Boards campaign launched



Young BPW 'I Want To Achieve' Campaign

2004

Wangari Maathai, BPW International member, awarded Nobel Prize for her work on the environment

2008

Global Financial Crisis and beginning of austerity measures throughout Europe

- BPW Germany establishes EPD campaign in Germany and this campaign grows throughout Europe



**equal
pay
day .-**



BPW International joins multi stakeholder consultation process to establish UN WEPs

2009

BPW International accepted as a civil society by the Organisation of American States (OAS)

BPW International joins multi stakeholder consultation process to establish UN WEPs



BPW International speaks at UN WEPs event

2010

UN Secretary General launches the UN Women's Empowerment Principles (WEPs) to global community on International Women's Day

- BPW International joins WECconnect International and ITC as founding members of Global Platform for Action



BPW International launches worldwide EPD campaign at Permanent German Mission in New York and the campaign becomes worldwide



2011 General Assembly

2011

UN General Assembly renews the UN Global Compact's mandate and places special emphasis on promoting a gender perspective in global partnerships, and welcomes the Women's Empowerment Principles, requesting Global Compact Local Networks to promote them widely.

- BPW International joins WEPs Leadership Group in New York;

- BPW International joins with the Commonwealth Business Council and British Association of Women Entrepreneurs to create Commonwealth Business Women (CBW)



BPW International speaks at Commonwealth Business Forum in 2011



Diamond Jubilee Commonwealth Economic Forum in London



2012

RIO+20 Conference - The United Nations Conference on Sustainable Development (UNCSD) takes place in Brazil to mark the 20th anniversary of the 1992 United Nations Conference on Environment and Development (UNCED), in Rio de Janeiro. BPW International forges collaboration with International Organisation of Employers (IOE)

- Agreement by Member States to launch a process to develop a set of Sustainable Development Goals (SDGs), which will build upon the Millennium Development Goals and converge with the post 2015 development agenda

- BPW International attends Diamond Jubilee Commonwealth Economic Forum in London

- BPW International honoured by UN Women National Committee USA for making a difference towards the advancement of women around the world



BPW International forges collaboration with International Organisation of Employers (IOE)



BPW International at RIO+20





10th Commonwealth Women's Machinery Ministers Meeting

2013

European Parliament overwhelmingly approves proposals to make large companies fill 40 per cent of their non-executive board posts with women by 2020.

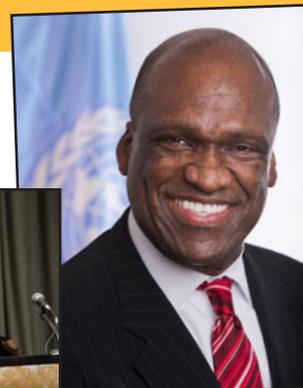
- BPW International presents newly appointed Executive Director, with Certificate of Honour at BPW Africa Regional Meeting
- BPW International joins WEPs Award Committee
- Project WEPs launched at 4th UN Global Compact Leaders Summit, New York
- Commonwealth Secretary General invites BPW International to deliver keynote at 10th Commonwealth Women's Machinery Ministers Meeting;
- BPW International at CHOGM and Commonwealth Business Forum, Colombo, Sri Lanka; invited to attend The Heads of Government Roundtable and Business Reception with His Royal Highness, The Prince of Wales
- 5th Annual WEPs event, New York: BPW International gives closing remarks to UN Secretary General Ban Ki Moon



6th Annual WEPs

2014

BPW International's work in the promotion and development of women's empowerment, equality and entrepreneurship recognised by UN: President of the General Assembly invites BPW International to discuss Contributions of Women, the Young and Civil Society to the Post-2015 Development Agenda.



**President of the General Assembly:
Dr. John William Ashe**



Presentation of WEPs Award that BPW International helped adjudicate





THE FUTURE WE WANT

2015

BPW International instrumental in creating a stand alone goal on women's economic empowerment in the Post-2015 Development Agenda

2016

Project WEPs delivers a working model that is rolled out and down to Affiliates worldwide

2017

BPW International recognised by stakeholders as Advocacy & Business Gender Specialists



Photo Sourced: UN Global Compact

OUR WORK: GENDER SPECIALISTS

DRIVING THE WORK OF THE TRIENNIUM

There are three core policy themes that have driven the work of BPW International over this triennium: the Women's Empowerment Principles, Equal Pay Day and supporting Women Entrepreneurs.

LEADING EMPOWERMENT Women's Empowerment Principles: Equality Means Business.

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance for business on how to empower women in the workplace, marketplace and community. They are the result of a partnership between UN Women and the United Nations Global Compact (UNGC). The WEPs provide guidance on best practice in good corporate citizenship and the role of business in sustainable development.



BPW International supports the WEPs because they speak to the interests of all our members. The WEPs bring the case to the private sector that Equality Means Business and echoes our theme of *Empowered Women Leading Business*.

The WEPs are an instrument to bring equality, not only into the workplace, but also into the practices of organisations that effect communities on the ground with over twenty BPW International Affiliates promoting WEPs at all levels.

The WEPs in Brief

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



Photo Sourced: UN Global Compact

UN Secretary General addresses the 4th Annual WEPs event in New York



Photo Sourced: UN Global Compact

Participants at the 4th Annual WEPs event in New York

Project WEPs

Project WEPs was launched at the UN Global Compact Leader's Summit 2013 in New York. Since then, BPW International has been working with the International Organisation of Employers (IOE) and UN Global Compact (UNGC) Local Networks to deliver pilot projects with Affiliates and business networks at the national level.

Project WEPs has the support of the IOE and UNGC Local Networks to facilitate the relationships needed and to bring our networks together. The initial stage of the project is a pilot of 13 countries developing 2014-2016 Project WEPs Action Plans.

Project WEPs seeks to establish a working model to bring Affiliates closer to business communities in their countries. The result will be a working model, which will be rolled out to BPW International Affiliates.

ThinkTank

BPW International, as one of the main stakeholders, provided input into the development of the WEPs during 2009. We believe that because of our unique position as business and professional women to provide advice to assist business on gender equality and the empowerment of women.

The ThinkTank creates a platform for members to be recognised as BPW International Gender Specialists, a pool of experts that we can draw from to access expertise on an as-needs basis. The model allows for all members to potentially play a role. Gender Specialist criteria is being developed to define the expertise needed. Such criteria will include evidence of familiarity with key statistical information, key reports and the business case for why women mean business.

Since their inception, Affiliates have embraced the WEPs and have raised awareness of the WEPs through joint consultations and events with other stakeholders.

After the launch of the WEPs Toolkit in Helsinki, Finland in 2011, BPW Johannesburg held its first WEPs event in 2012. Since then, over 20 BPW Affiliates have been actively engaged with WEPs events and consultations around the world.

BPW New Zealand, in a coalition with the Human Rights Commission and Equal Employment Opportunities Trust and led by the UN Women Aotearoa New Zealand National Committee launched the WEPs at Government House in February 2013 with eight signatories. There are now over 35 signatories in New Zealand.

In 2013, BPW Taiwan launched the WEPs and organised 100 signatures of leading entrepreneurs, presenting them during the Asia Pacific Regional Conference.

For about two years, BPW France worked with executives from the LVMH Group and Carrefour to have their CEOs sign the CEO Statement of Support for the WEPs in 2013. In the case of the luxury goods group, LVMH, over 30 of their subsidiaries that manage their own prestigious brands (like

Christian Dior, Givenchy, Fendi, Sephora, Veuve Clicquot and others) also signed the CEO Statement of Support.

In 2014, BPW Korea worked with BPW Goodwill Ambassador Dr Dong Sung Cho to include the WEPs in a signing ceremony with the Best Forum, where CEOs committed to the WEPs as part of their business ethics and sustainability management for top performance. Over 80 CEOs signed the Statement of Support.

BPW Johannesburg WEPs #1 Establish high-level corporate leadership for gender equality

BPW Johannesburg together with the Department of Trade and Industry, hosted a breakfast event to raise awareness of the WEPs. Over 400 corporate guests attended the WEPs Breakfast, including CEO's of some of South Africa's leading companies. Fifty nine CEO's signed the CEO Statement of Support for the WEPs and companies have already started enrolling their senior female directors for the Women on Boards training. The CEO's of Deloitte, PricewaterhouseCoopers, MTN and the Estate Agencies Affairs Board have all contacted BPW for inclusion in the programmes.

CEO's who signed the CEO Statement of Support were also asked to sign a banner unveiled by the Minister as an additional show of support and also to ensure photo opportunities for the media present. This turned out to be a very successful part of the launch as CEO's lined up to join the Minister on stage and show support of this initiative.

In 2013 a follow up event was organised with additional CEOs signing the Statement of Support bringing the total number of signatories to over 90.

BPW Canada WEPs : Building capacity so that members can sign up more CEOs

BPW Canada has trained members across the country to be capable of approaching prospects to become signatories to the WEPs. The training is done electronically at no expense using a powerpoint training and coaching program. In addition, we have a presentation on the WEPs to educate both clubs and the public.

Results to date are that BPW Canada has the following signatories to the WEPs:

- 7 Members of National Parliament
- 4 Members of Provincial Parliaments
- 4 Municipal Councils
- 11 Private Company CEOs
- 3 Public Company CEOs

BPW Switzerland WEPs #1 Establish high-level corporate leadership for gender equality

The BPW Switzerland Autumn Conference was held in Davos-Klosters, Switzerland, home to the World Economic Forum. President BPW Switzerland, Monique Ryser presented a very clear vision of how BPW Switzerland needs to be positioned in support of "the quota". BPW Switzerland has been quick to establish a position statement in relation to their support of "quotas" and this has given them first mover advantage in the national debate. President Monique urged members to embrace the bold stance as the Federation made this their top organisational priority.

Already BPW Switzerland have received national recognition on the issue of quotas with the President regularly



BPW Switzerland General Assembly



BPW Switzerland General Assembly



BPW Switzerland General Assembly



BPW Switzerland General Assembly

interviewed, by radio, TV and newsprint media. She has become a well sort after commentator on the subject raising BPW Switzerland's profile.

BPW Australia WEPs #2 Treat all women and men fairly at work – respect and support human rights and non-discrimination

Paid Parental Leave Legislation

On the 1st January 2011, Paid Parental Leave became law for all women in Australia. Since then BPW Australia has maintained a watching brief to ensure the Australian Government did not minimise the benefits available to women and men under the scheme.

The BPW Australia developed a Paid Parental Leave Policy Statement in 2000, which was regularly revised, that informed many speeches and reports, and submissions made to inquiries. When the legislation was passed in 2011, it was in line with our policy statement.

Since then, a revised paid parental leave scheme has been proposed by the current Australian Government, thus the BPW Australia policy statement is being reviewed and updated to ensure the views of our members can again influence policy that impacts on women's working lives.

BPW St Andrews, Jamaica WEPs #4 Promote education, training and professional development for women

BPW St. Andrew's will celebrate its 40th Anniversary in June 2014. Their activities include the Elsie Bemand Home, a temporary shelter for Girls referred by the Court. This program is 34 years old, and has helped over 600 girls and most of them remain there until they are 18 years old. They are working on expanding the facility to offer vocational training programs in cooking/baking and cosmetology.

21 years ago BPW St. Andrew formed the Jamaica Women's Political Caucus to encourage and support women to take part in the political life of the country.

BPW Bahry, Sudan WEPs #4 Promote education, training and professional development for women

BPW Bahry, working in the field of the capabilities of women affected by the war in Darfur, carried out a project of Livelihoods and Sources of Income Diversification for Returnees focused on gender equality, women's development and upgrading economic growth, and rights.

Achievements:

- Established a women's centre that serves all the community offering life skills courses and new job creation
- Conducting shared management of Natural Resources workshops which promotes peace & peaceful existence amongst host and returnee communities
- Conducting peace building workshops focused on growing women in decision making roles and processes.

BPW Bahry have also been working on capacity and skill building through three training centres in different States.

Achievements:

- Governance – 200 women trained
- Managerial Skills – 150 community women trained
- Access to microfinance – 123 women trained
- General English Language – 50 girls trained
- Program and Assurance – 28 women trained
- Teaching of Trainers – 18 women from Darfur trained
- Health education in the field of reproductive health – childhood diseases – chronic diseases and HIV/AIDS
- Workshops of Social Responsibility attended by Minister of Social Affairs

- Technical agreement with Volontariato Internazionale Don Bosco for Women Vocational Training & Apprenticeship

LEADING EQUALITY

Equal Pay Day. Building a Global Awareness Campaign and Taking Action.

In countries across the world and at all stages of economic development and prosperity, women are still paid less to do the same work as a man. Regardless of a nation's history, economic position or its efforts to address other areas of gender inequality... there is NO country in the world where women receive equal pay for work of equal value.

**equal
pay**

day .-

BPW International launched Equal Pay Day (EPD) in 2010 during the United Nations Fifty sixth session of the Commission on the Status of Women (CSW56) to highlight the issue of the gender pay gap and to drive for solutions. EPD marks how far into the next year a woman would need to work before she would earn the same amount as a man earns in the previous year. EPD supports WEPs #2 - Treat all women and men fairly at work – respect and support human rights and non-discrimination.

Empowering women through economic security is central to a sustainable economy. The economic empowerment of women addresses not only poverty but family security, education and health issues. It also has an impact on welfare in retirement and/or old age. There is no sound reason why women should not be paid at the same rate as men.

EPD dates are different for each country because the gender pay gap is different. A shift in the gender pay gap would move the Equal Pay Day further away, or closer to, the end of year.

BPW Germany

On 15 April 2008, BPW Germany organised the first EPD in Germany and created the EPD logo that is used by BPW Affiliates. In 2009 BPW International launched the worldwide campaign in New York.

The campaign was endorsed by the German National Council of Women and numerous women's associations. Its aim was to disseminate information on the gender pay gap and to encourage women to take the initiative and address

the issue of unequal pay in a more proactive way. With the second Equal Pay Day on 20 March 2009 a National Action Alliance for Pay Equality was implemented on the initiative of BPW Germany for three years, with financial, conceptual and research support of the BMFSFJ. Members at this time were the Federal Association of municipal offices for women and gender equality bodies, the Federal Association of German employers, the German women's Council and the Association of German entrepreneurs. The Alliance could mobilise nationwide about 60,000 citizens and recorded approximately 180 actions in the first year. 2010, there were already 259 actions in 173 towns and cities with at least 70,000 activists. The figures rise yearly and in 2013 nationwide over 1000 actions have been reported.

The National Alliance could only take unanimous decisions. The result was a lack of flexibility often due to the different attitudes, especially of the employers. BMFSFJ and BPW Germany, as the responsible partners, agreed on a new structure of Cooperation for the on-going second phase of the project funding. A steering committee was put in place, consisting of BMFSFJ and BPW Germany plus a representative of the National Working Group of Local Government Officers for Equal Opportunities, the Trade Union and the Organisation of Women in rural areas.

BPW Poland

BPW Poland's voice in state consultations is heard, and our opinions on women's topics are taken seriously. The Equal Pay Day campaign conducted by BPW Poland has a great impact on Polish decision maker's awareness on the EPD issue. Our success will be visible the moment when the Polish Parliament announces National Equal Pay Day for Poland, which we expect to happen in 2014.

BPW Estonia

A seminar held in Tallinn on the 18-19th of June 2013 focused on different approaches to organising Equal Pay Days with the aim to raise awareness of the gender pay gap.

Estonia described the Equal Pay Day Campaign "Tilliga ja tillita", promoted and funded by the Estonian Association of Business and Professional Women (BPW Estonia). The main goal of the national campaign is to initiate public discussions about the gender pay gap and its impact on Estonian society



Equal Pay Day Singapore

on the basis of a humorous wordplay and the involvement of restaurants and coffee shops. The good practice underlines the important role of NGOs in raising public awareness, changing attitudes and attracting the media.

BPW Belgium

In Belgium the three largest trade unions have been organising Equal Pay Days for several years. They use humorous poster campaigns, radio and TV commercials, banners, buttons, flyers, a dedicated website, the use of social media, video clips, etc. The content and means used vary according to the union's perspectives and in some cases the campaigns are quite provocative. The aim is to raise awareness, initiate change and to mobilise and inform a large number of target groups: trade union members, politicians, employer organisations as well as the general public.



BPW Belgium Equal Pay Day Campaign

BPW Australia

BPW Australia holds Equal Pay Day events each year to raise awareness of the 17.1% pay gap that persists in Australia. In support of the pursuit for pay equity, in 2009 BPW Australia founded the [Equal Pay Alliance](#), a national lobby group of over 150 academic and not for profit organisations. The Alliance has continued to grow and now represents over one hundred thousand women.

BPW Sweden

One of BPW Sweden's main activities in 2014 is our participation at Nordic Forum – New Action on Women's Rights taking place in Malmö, 12-15 June. Approximately 15 000 women are expected from the Nordic countries and Europe. Our seminar is called, "Low-paid female-dominated occupations – Why and what can we do?"

BPW Singapore

Don't Discount Our Pay – We Are Worth It. Salary Negotiations, the Law and the Practice event.

About 55 attended a half-day seminar on 1 June 2013 to listen to several speakers discuss and debate the existing pay wage gap between men and women in many countries including Singapore.

The event, which was organised by Young BPW Singapore and supported by Women's Register, saw a mix of entry and mid-level corporate executives, business owners, students and some men, who were keen to find out the reasons and contributing factors behind income inequality between men and women and what could be done.

BPW Chicago

Four years ago BPW LaGrange - Chicago LO, came up

with the idea of inviting all of the women's organisations in the Chicago area to participate in a rally in the heart of downtown Chicago on Equal Pay Day. The purpose of the rally was to bring greater awareness to the wage gap and to bring together all of the women's groups who are working independently to eliminate it. This sparked an ever growing coalition of women's groups and government agencies, and four successful rallies. Our region couldn't be prouder of their success.

A tool kit is provided to everyone who attends the rally. It includes a list of the sponsoring organisations, facts on the wage gap, a list of action steps to help eliminate the wage gap and a description of pending equal pay legislation.

BPW Canada

BPW Canada has been raising awareness around equal pay for equal work since 2009. More recently they have collaborated with the Pay Equity Ministry from the Province of Ontario, Canada, to produce a "You are Worth It" Equal Pay Day module that is available on their web site in English and French.

LEADING ENTREPRENEURSHIP Procurement: The case for sourcing from Women-owned Businesses.

Every day of the week all over the world, Governments at all levels, and businesses and companies of all sizes buy products and services. They buy products to manufacture new products for sale; they buy products to use in their offices and factories; they buy services to assist them in carrying on with their own businesses. The global economy exists through a complex network of supply chain, each business created to service the need of another business, or to provide products and services direct to consumers.

Women-owned Businesses (WoBs) are part of this global supply chain. However, while acknowledging the efforts of pioneering women business owners, it is the case that business is dominated by men. Therefore, it stands to reason that businesses owned by men have long standing relationships within the global supply chain and greater opportunity to be the preferred suppliers of goods and

services to businesses around the world and in local economies. BPW International, and a number of its global partners, want this to change.



International
Trade
Centre

WEConnect
INTERNATIONAL
Connecting Women's Enterprises with Market Opportunity

BPW International is a founding partner of the ITC Global Platform for Action on Sourcing from Women Vendors and has partnerships with WEConnect, International Trade Centre (ITC) and Commonwealth Business Women (CBW), all of which work in different and complementary ways to increase the profile of WoBs and challenge procurement practices to support gender diversity in the supply chain.

WEConnect. Certification.

Within the services WEConnect offer is a certification program to assure corporations that they are purchasing goods and/or services from WoBs.

ITC. Global value chains.

Global Platform for Action on Sourcing from Women connects women business owners in developing countries to global value chains. The Platform is open to corporations, women business owners, governments and institutions.

CBW. Finance and skills. Access to markets.

CBW features both access to Finance and Skills and Access to Markets in their 2014-2020 Road Map (See Resources). While the initiatives to fully realise these goals are still being developed, through BPW International's relationship with CBW members from all countries have access to the Commonwealth Business Forum which takes place during the Commonwealth Heads of Government Meeting (CHOGM) – the next one is in 2015 – to access markets.

As corporations are increasingly looking for ways to diversify their supply chain and assist local communities, these partnerships also become increasingly important to BPW International. BPW International members, as *Empowered Women Leading Business*, are showing the way with their involvement in programs that increase access to markets.

Leading Entrepreneurship supports WEPs # 5: Implement enterprise development, supply chain and marketing practices that empower women.

BPW Affiliates continue to support women entrepreneurs through national initiatives that have been developed over the years.

BPW Nepal

BPW Nepal is working to promote and ensure the sustainability of women entrepreneurs through its Business Service Centre (BSC) program. In the 2011-2014 triennium, the program has reached more than 1000 women entrepreneurs at different level of enterprise, enabling women to protect their rights and become self-sustaining.

Among the successful trainees, Ms. Shanti Shakya Dolma is one who received training on Natural Dyeing/Color, Fixation/ Shade and sustainable collection of natural dye yielding plants, business management, accounting, market/financial linkage. She established an enterprise involving five women with BSC mentorship. She is contributing in natural resource preservation and providing employment to 13 women. She initiated her work from identifying plants to make natural dyes and currently produces various colouring and dyeing methods for different types of fabrics including cotton, silk, bamboo and felt. Her creativity and the quality of her product has won the trust of buyers. In 2012, she was awarded the national Surya Nepal Asha Social Entrepreneurship Award for creating value for People, Planet and Profit. She also established the BPW Kakani Chapter.

BPW Poland

The outcome of our efforts is that BPW Poland is recognised by the Prime Minister's Office as an expert on gender issues. We invite influential people to our meetings and also participate in many conferences all over Poland.

BPW Poland Federation has organised a lot of conferences, meetings, discussions about entrepreneurship in Poland focusing on women's issues, legal aspects of labour law and direct lobbying.

BPW Makati

The BPW Makati innovates a new financial product-service specific to BPW Makati members in partnership with the Rizal Commercial Banking Corporation or RCBC, through its E-WMN Financial Loan Program. This program is in partnership with the International Finance Corporation (IFC) whose Gender Entrepreneurship Markets program in various parts of the world has helped to promote women's access to finance. The uniqueness of this partnership is that RCBC is the first bank in the Philippines that has a financial program specifically designed for women entrepreneurs in the growth phase.

BPW Makati was challenged to answer the need to help young women entrepreneurs' start-up businesses (capital) and professional women (funds for higher education or professional trainings) have access to loans with no collateral. BPW Makati will be allowed by RCBC to administer the loans to deserving and requesting members. This is a first for the Philippines.

Young BPW Jordan

Young BPW Jordan has organised a "How to Start Your Own Business" program, whereby young women between the ages 18-24, are taught how to help start their own businesses which will open doors for them to increase their participation in the economic market and positively contribute to society.



BPW Makati aligns with RCBC's E-Woman Financial Program

**Seated L-R: Jeannie Javelosa, BPW Makati PH Founding President, Angie Tinio RCBC SME group, Carlota Tan BPW Makati PH Treasurer
Standing behind L-R: Arlene Leyco, RCBC and Paula Felipe, IFC Operations Officer-Access to Finance**

OUR WORK BEING RECOGNISED

UN Women National Committee USA

Metro New York Chapter's 25th Anniversary Celebration.

The New York chapter celebrated its 25th anniversary on October 24, 2012, at a cocktail reception at the National Arts Club in NYC. The event, honouring women and organisations making a difference towards the advancement of women around the world, recognised BPW International.

POST-2015 DEVELOPMENT AGENDA

Millennium Development Goals

In September 2000, building upon a decade of major United Nations conferences and summits, world leaders came together at UN Headquarters in New York to adopt the UN Millennium Declaration, committing their nations to a new global partnership to reduce extreme poverty and setting out a series of time-bound targets – with a deadline of 2015 – that have become known as the Millennium Development Goals (MDGs).

In 2002, the Millennium Project was commissioned by the UN Secretary-General to develop a concrete action plan for the world to achieve the Millennium Development Goals and

to reverse the grinding poverty, hunger and disease affecting billions of people. In 2005, the independent advisory body headed by Professor Jeffrey Sachs, presented its final recommendations to the Secretary-General in a synthesis volume “Investing in Development: A Practical Plan to Achieve the Millennium Development Goals.”

The eight MDGs below, form a blueprint agreed to by all the world’s countries and all the world’s leading development institutions. They have galvanised unprecedented efforts to meet the needs of the world’s poorest.

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental sustainability
8. Global partnership for development

The outcome document of the 2010 High-level Plenary Meeting of the General Assembly on the Millennium Development Goals, requested the Secretary-General to initiate thinking on a Post-2015 Development Agenda. In addition, an outcome of the Rio+20 Conference on Sustainable Development is an inclusive intergovernmental process to prepare a set of post MDGs called the Sustainable Development Goals (SDGs). There is broad agreement on

the need for close linkages between these two processes to arrive at one post 2015 global sustainable development agenda.

BPW International is a contributor to the Post-2015 Development Agenda and SDGs on the issue of gender equality and the economic empowerment of women. The *Why Change?* report based on the international survey conducted by BPW International will be presented to UN Secretary General's High-level Panel of Eminent Persons to provide guidance and recommendations on the Post-2015 Development Agenda.

In addition, BPW International UN Representatives are advocating for gender equality and the economic empowerment of women in the Post-2015 Sustainable Development Agenda review.

Our work with the UN and the initiatives of our Affiliates that manifest our advocacy support.

WEPs # 6: Promote equality through community initiatives and advocacy.

BPW Australia

Australian members support financially the La Paz Nursing School in Mexico (see Project 5-0 in Partnerships) and the BPW Australia Port Moresby Education Fund for students in Papua New Guinea. Australian clubs also supported the start of BPW Ormoc in the Philippines and supplied equipment and funding for a Sewing Project to help local women.

BPW Nigeria

Our greatest achievement is the adoption of a rural community called Pyakasa in Abuja, the Federal Capital of Nigeria, where after a needs assessment, we started training the women through a two pronged approach:

1. Literacy and Numeracy classes
2. Skills Training in the following areas:
 - Tie & Dye
 - Bead Work
 - Sewing
 - Shea butter processing and packaging.

A total of one hundred women have benefitted.

Another group was trained in the production of 15 household products including custard, beverage, liquid soap, insecticide, germicide, odour control etc. In the area of education, we have also given over 500 girls' revision books to assist them in their final school examinations.



A wide view of the Trusteeship Council Chamber as John Ashe, President of the sixty-eighth session of the General Assembly, opens the General Assembly's thematic debate, on the post 2015 development agenda. UN Photo/Paulo Filgueiras

Profile: Sabine Kone Dossongui, Sub-regional coordinator West and Central Africa

As a woman, I am concerned about issues affecting women since I live them on a daily basis. As a grandmother, a professional and a business woman, I cannot help but notice the opportunities that are offered nowadays to African women; and I want not only to take an active part in this process but also to make sure that African women will use these opportunities for the development of our continent.

In Francophone West Africa, the other countries looked to Côte d'Ivoire for leadership, but the civil strife of 2002-2003, and of 2011 brought a lot of setback, with many people, mostly women, leaving the country. Now that many are returning, rebuilding of the country is in process, and all other French-speaking countries are looking up to her actions for inspiration. More importantly, women participation in public spaces is improving.

I hope through the work of BPW International there will one day be many successful and accomplished professional and business African women mentored for a developed Africa!

BPW International and the Post-2015 Development Agenda

With less than two years left until 2015 for achieving the Millennium Development Goals, ending gender-based injustices that create barriers to women's and girls' opportunities must be the centrepiece of further action. BPW International has provided this information in oral, written and position statements.

BPW International recommendations for the Post-2015 Development Agenda:

1. the Goals must go beyond numbers, consider substance and quality and ensure full integration of the different pillars of sustainable development, avoiding a "silo" approach and connecting the various targets with other goals;

2. BPW International urges member states to adopt dedicated goals for water and sanitation and equality and non-discrimination;
3. universal ratification and implementation of the Convention for the Elimination of All Discrimination Against Women and the Beijing Platform for Action must be part of the Goals, since they underlie and connect all the different areas of concern;
4. all goals must be considered equally important, be underpinned by a human rights framework and guarantee a full range of connected services;
5. governments must translate the globally agreed goals and targets into national frameworks, investing where resources are most needed;
6. clear language concerning women's equality and economic empowerment must be included throughout.

Some practical approaches to putting women's rights at the heart of the new goals include:

- increasing the rate of access to services for women (including reproductive health);
- continuing **girls education for the critical secondary years and delaying marriage;**
- amplifying women's voices in decision-making, from the household up to local and national levels;
- **enhancing women's ability to accumulate assets** including through laws;
- increasing women's voice in society by introducing quotas;
- fostering women's leadership and ensuring that policies reflect the realities of women's lives;
- mobilising communities to raise awareness of discrimination, pinpoint harmful cultural and social behaviours, and develop alternative models;
- developing the programmes to increase women's self-confidence, competent social interaction, participation, negotiation skills, capacity for decision-making and problem-solving, and democratic citizenship awareness.

The Post-2015 Development Agenda provides opportunities for a new commitment to equality in the economic advancement and empowerment of women. They should lead to sufficient health care, education and water, food and energy security. Research shows that when women earn equally to men, enjoy full access and management of land, water, food and all basic services, control the means of production and (natural) resources and have the opportunity to engage in income generating activities, the development impact on society is socially and statistically significant.

BPW International was invited by the President of the General Assembly to address a high level event as a discussant on the Contributions of Women, the Young and Civil Society to the Post-2015 Development Agenda. BPW argued for the economic empowerment of women to be a standalone goal of the post 2015 framework and that the overarching goal of poverty eradication is by addressing critical cross-cutting rights-based issues relevant to women and inclusive of adolescents and children.



Photo Sourced: United Nations
President Freda addresses the thematic debate on the Post 2015 development agenda at ECOSOC Chamber, UN Headquarters New York



Photo Sourced: United Nations
Mrs Tarja Halonen, former President of Finland greets Secretary General Ban Ki-moon; Mr John Ashe, President of the General Assembly in background



Photo Sourced: United Nations
Discussants during the thematic debate on the Post-2015 development agenda at ECOSOC Chamber



OUR FUNDING

“...the fixing of dues brought forth a blaze of disagreement. Much was said about the poor working girl who might forever be denied the joys and benefits of federation if dues were fixed at twenty-five cents annually. But fixed they were.”

- Lena Madesin Phillips

Overview

BPW International is a not-for profit organisation that relies on membership dues for funding.

Membership dues are set by members during Congress which is held every three years. As we are an International organisation we realise that not all of the countries that we have a presence in are in developed economies. Countries that are defined by the World Bank <http://data.worldbank.org/country> as emerging economies can apply for a 50 % reduction in membership dues.

Membership dues are overseen by BPW International with budgets set by Congress ensuring members have a say in how funds are directed. It is constitutionally bound to use funds to promote and achieve its aims.

Affiliates are self-funded through membership fees which cover the amount needed for BPW International membership dues. These are dispersed at the discretion of the Affiliate's governance – and in accordance with their priorities to make a difference.

BPW International is non-partisan and does not receive funding from political parties or any other entity.

Finances are overseen by the Financial Management Team that includes: the Finance Director, the President, a member who is a qualified accountant and two others to ensure a regional mix. Accounts are independently audited at the end of each financial year, 31 December, and circulated by the following 30 June. BPW International is registered in Geneva, Switzerland and dues are paid and reported in Euro.

These figures are for BPW International only and do not reflect Affiliate finances.

The 2011–13 annual financial statements report the following operating results:

Euros	2011	2012	2013
Revenue	307,426	327,083	365,059
Expense	282,926	322,401	364,115
Net Result	24,500	4,682	944

The organisations revenue is mainly derived from membership dues. Even though there are additional revenue items, they are not as significant. Below is the split of revenue for the past 3 years:

Revenue	2013	2012	2011
Dues:			
<i>Federation</i>	315,641	263,782	250,443
<i>Associate club</i>	28,160	19,074	18,361
<i>Individual associates</i>	1,216	100	345
<i>Other</i>		30	7,902
Bank interest	31	-	2,277
Inventory sales	4,089	26,988	15,277
Friends	990	1,379	3,772
Other income	1,606	-	642
Leadership summit	13,326	15,505	8,307
Business pages	-	225	100
Total Revenue	365,059	327,083	307,426

Donors and legacy funds

Members generously donating and bequeathing money and products, supports the development of funds for various projects and to allows financial assistance to our Young BPW International members and those members who have been affected by natural disasters.



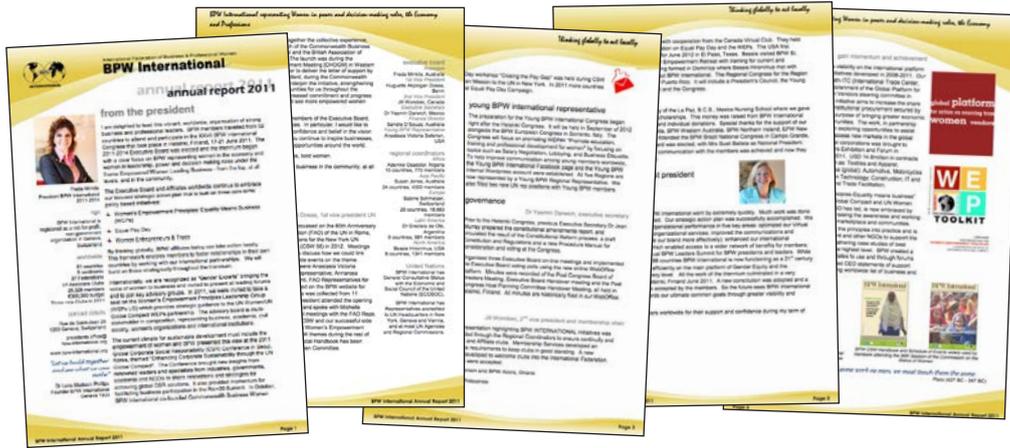
Finance Director, Sandra D'Souza presenting at the 6th Annual BPW Leadership Summit

OUR FUNDING AT WORK

Members are what make our organisation. The more we can invest in their development and make better quality resources available to them to communicate our policies and key messages, the more united we will be. The power of members working together makes for better messages, better outcomes and better performance.

The Executive understands that the sustainability of BPW International is driven and influenced by the work of our members. We see that delivering on our commitment to be a sustainable organisation requires significant investment in a range of strategic and operational initiatives.

We have created value for our members over the triennium through the design and production of new resources which communicate the potential of the organisation to empower women at all levels. This potential is highlighted in the re-designed website, marketing collateral, resource sheets and toolkits which capture best-case examples of what is working for Affiliates in empowering women around the world. We have invested members' funds in building these key resources, which focus on our key asset – our members – so that they can be regularly updated and maintained.



Our monies have been used to fund resources that can make best use of technology to achieve online reporting and surveys as well as joining the 'clouds'. We have invested in various repository, archive and communication platforms to increase efficiency.

We contribute member subscriptions to UN agencies and NGO committees where BPW International has a representative. BPW International has global membership with other groups such as the Global Summit of Women and annual fees are paid to Project Five-O.

As a founding supporter of the Centre for Emerging Women Leaders in Pakistan, BPW International donated £1,000 to invest in programmes and activities to train more women for boards and in senior management positions. This is the first centre of its kind in Pakistan.

In memory of Dr Claire Fulcher, BPW International donated \$US1,000.00 to the Secretary General's Unite to End Violence Campaign.



VP Huguette and President Freda present Ms. Aldijana Susic, Campaign Manager, United Nations Secretary-General's Campaign UNiTE to End Violence against Women with a donation to the Secretary-General's UNiTE to End Violence against Women campaign



OUR GOVERNANCE

Overview

As BPW International is a member-run organisation, it has no direct authority over Affiliates that populate its membership. However, Affiliates commit to abide by BPW International aims and must comply with BPW International requirements before affiliation is granted. Affiliates fall into three categories:

- Affiliate Federations – collections of clubs within a country
- Affiliate Clubs – clubs in countries which there is no Affiliate Federation
- Individual Affiliate Members – members who do not belong to either a Club or Federation.

All Affiliates are encouraged to develop a relationship with their Regional Coordinator.

Affiliates form the General Assembly and are the highest authority in BPW International. Without members, BPW International does not exist.

BPW International is guided by its Constitution and Regulations, Procedure Manual and Organisational Guidelines.

BPW International Board and Executive

The International Board consists of Affiliate Federations, Affiliate Clubs, members of Executive, Past Presidents and Standing Committee Chairs. The role of the International Board is to transact the business raised at Congress and provide Executive with guidance on serious matters that need addressing between meetings of the General Assembly. It also meets immediately before and after Congress. Affiliates can attend International Board meetings as Observers. The International Board provides guidance to Executive on matters deemed serious.

BPW International Executive have collective responsibility for operational and management matters. They are nominated prior to Congress and are elected by secret ballot at the General Assembly. The term of tenure is generally one three year period with only the positions of Executive Secretary, Finance Officer and Regional Coordinators being able to serve for two consecutive terms. Executive are governed by the Constitution & Regulations and Procedure Manual. The International Board may remove a member of Executive.



2012 Executive Board Face to Face Meeting, Melbourne Australia

Executive consists of:

- President
- Vice President - Membership
- Vice President- UN
- Executive Secretary
- Finance Officer
- Young BPW Representative
- A Regional Coordinator from each region
- Immediate Past President for the first 12 months of the new Executive.

Congress and General Assembly

The BPW International Congress is the forum that all BPW International members are encouraged to attend; it is held every three years. Information about Congress is disseminated through the BPW International website, in printed materials and through email. A Call to Congress must be made eight months prior to the proposed date.

The General Assembly is held during Congress and is the highest governing body of the organisation. It is the platform through which the leadership group is accountable to members and is where all Executive positions and Standing Committee Chairpersons, are elected. It is also the forum where Executive, Standing Committees, Taskforces, any Ad hoc committees that have been formed and BPW International UN Representatives provide their reports to members.

Any resolutions put forward by BPW International members are voted on by the General Assembly and must be submitted six months prior to Congress. These can include topics relating to internal issues such as membership dues, brand and constitutional amendments, but also be advocacy and policy issues such as sexual exploitation and public health.

At Congress in 2011 an emergency resolution was passed that set the priorities for the 2011-2014 triennium with a timeline for delivery. Priorities for the 2014-2017 triennium will be set by the General Assembly at Congress in May 2014.

A Congress handbook is provided in advance to members and contains detail of nominations, reports, resolutions, proposed constitutional reforms and is provided in the four languages of BPW International: English, French, Spanish and Italian.

A flag ceremony is held at the opening of Congress to honour the BPW International flag as the symbol of our organisation – the aims, objectives, aspirations and worldwide membership.

Congress Ambassadors

Attendance by members is vital to the direction and governance of BPW International.

In order to encourage the attendance and maximum participation of members, a Congress Ambassadors Taskforce was established in September 2012. Membership

representation is from each of BPW International's five regions and Congress Ambassadors were announced during Regional Conferences.

Congress Ambassadors promote the BPW International triennial Congress in their regions as direct support to the Regional Coordinators and aim to bridge cultural differences regarding the needs and expectations of Congress attendees.

The importance of the Congress Ambassadors is such that the taskforce is co-Chaired by the International President.

The following new initiatives are being introduced during the 28th BPW International Congress in Jeju, Republic of Korea.

Declaration

To honour the contribution that is made by members and others to Congress, in 2014, the Executive is introducing the BPW International Declaration. On Day 5 of the congress, working groups will compile the recommendations from our plenary and workshop sessions to create the declaration. It will consist of input and ideas from all who attend and participate in Congress and will provide Affiliates with a strategic reference document for advocacy activities.

President's Gold Award

In line with our focus over this triennium, we believe that men have a critical role to play in gender diversity and inclusion efforts, especially initiatives that eliminate gender bias. We are seeking to acknowledge Male Champions of Change who influence a shift in thinking in workplace behaviours, attitudes and cultures and recognise male advocates for women who are committed to promoting strategies and actions that elevate women's representation in positions of decision-making.

Executive are introducing this award, named after BPW Korea's Gold Award, which celebrates its 20th anniversary in 2014. The BPW Gold Award in Korea has become an honorable and renowned prize over the years. It is awarded to Korean men with outstanding leadership and principle of equality. Past recipients have contributed significantly to improve the status of women and increase female employment or had made a breakthrough in the recruitment structure (without sexual discrimination) and by granting equal opportunity to women.

In commemoration of the host country, a Male Champion will be acknowledged at the XXVIII BPW International Congress, in Jeju Island, Republic of Korea.

BPW Kim Man-Deok Award

Kim Man-Deok, is the first female CEO in South Korea. She became legendary when the island of Jeju was plagued by famine and she saved the lives of her fellow citizens by donating all her assets to save the citizens of Jeju. Her philanthropic efforts have been celebrated since and Kim Man-Deok has become a national heroine and prized treasure.

In keeping with BPW International's theme of "*Empowered Women Leading Business*", in 2014 the Kim Man-Deok Award will be given to a BPW International member who is a successful female CEO and contributing to regional and national communities through charity work.

Jeju Province South Korea, has given annual Kim Man-Deok Awards to Korean business women since 1980. BPW Korea will be the adjudicators of this award and will confer the award during the 28th BPW International Congress in Jeju, May 2014. This will be the first Award to a foreign businesswoman at Congress.



BPW International Goodwill Ambassadors, HRH Princess Fay Jahan Ara & Alison Hinds



OUR PEOPLE: GETTING IT DONE

“The fair and peaceful world for which countless men and women have died can be delayed ... but come it must ... It matters little whether or not we live to see it. It is only important that each struggle for it.”

- Lena Madesin Phillips

Overview

As a member run organisation that seeks to maximise its impacts by investing in achieving its aim to empower women, BPW International does not have paid employees. However, in order to achieve its goals, from time to time contract consultants are sought to perform work. Contracts are negotiated with the various consultants and Executive vote on the consultant and their fees. There are six volunteer positions that receive an honorarium. Honorariums are approved through the usual budgeting process.

Our people are predominately women though we have come to recognise that men too are interested in supporting our aims. At Congress held in Helsinki in 2011, the General Assembly passed a resolution to allow men to become a Friend of BPW International. The Friends category was conceived in 1985 by then Finance Committee Chair, Ursula Schulthess, and raises money directed at funding Young BPW International members and members from disadvantaged backgrounds to attend the International Congress, thus giving them an important voice.

MANAGEMENT: EXECUTIVE PROFILES



International President

Freda Miriklis

Australia

19 years in BPW International

Previous positions held

Vice President, United Nations; Executive Secretary; Business and Trade Committee member (2002-2005); held various positions at club, state and federation level including Young BPW International Representative; Vice President Communications; Australia and board member and Founding member of BPW Melbourne.

I am a Fellow, Financial Services Institute of Australasia; Master Stockbroker, Stockbrokers Association of Australia; Accredited Derivatives Adviser.

As President, it is my role to lead BPW International in to the future, based on the lessons of the past and ability to take us where we haven't been before; to identify emerging trends and position BPW International strategically to lead the global solution of the economic empowerment of women. My position contributes to the sustainability of BPW International because I am passionate about what can be achieved. We have the opportunity to lead by applying a universal framework in our workplaces, marketplaces and communities. In order to be sustainable and to meet our goal of *Empowered Women Leading Business*, BPW International has made the Women's Empowerment Principles (WEPs) a top organisational priority because it is an effective framework to tackle deeply entrenched cultures and social norms, discriminatory laws and practices, and policies that prevent women and girls reaching their full potential.

The world is reaching a tipping point where there is a convergence of thought about the important role that women play in society, the economy and in the private sector. Our contributions are being recognised because there is no question that women are having a profound effect on global business and taking their rightful place in the world – not only as mothers, wives, or caregivers but as producers, consumers, employees, entrepreneurs, suppliers and investors.

The 21st century needs *Empowered Women Leading Business* – leading the business of government, of corporations and of society. This is the mission that I have set for my term as BPW International President so that we can continue the legacy of our founder, build on past efforts and leap in to the future. We don't have time or people (or a gender) to waste and we don't need any more reports, analysis or evidence to indicate the need and urgency for action. What we need are people with purpose, faith, vision and courage to complete this largely unfinished business.

I became a member of BPW International because I was inspired by the achievements of those that helped shape BPW International and those that make the organisation what it is today. Giants that had the desire "to share, to learn, to find completeness in world fellowship" and together they created an international organisation that to this day is the only NGO with consultative status at the UN, representing the interests of working women in both business and the professions. Over eighty years ago, our founder and those that came to her calling brought about its existence and I am privileged to stand on the shoulders of giants like her.

Above all, the lasting friendships, lifelong learning, intercultural understanding and the ability to shape and contribute to the change we need to see in the world have been enriching experiences. This is empowerment and this is what we can do for others so that every woman is treated with dignity, respect and fairness.



1st Vice President United Nations

Huguette Aurore
Akplogan Dossa
Republic of Benin
10 years in BPW International

Previous positions held

Africa Regional Coordinator, BPW International; President of BPW Cotonou, Benin

I have a Master of Business Management (Speciality, Project and Organisational Management), a Bachelor of Arts in Adult Education and Certificate of Training of Trainers in Human Rights.

As a civil society member, human rights defender and business woman, BPW International attracts me because it addresses concerns of professional women, including traders, handworkers, business owners, and women committed to volunteer work.

I am passionate about BPW International's objectives that promote women in the economy by advocating for their rights as business and professional women, support lifelong learning opportunities, and undertake worldwide networking to maximise women's empowerment at all levels including at the United Nations.

I became a BPW International member because it gathers a large panel of Professional and Business Women committed in citizen life and volunteer work.

I am passionate about its mission, vision and objectives with consultative status with ECOSOC and all UN Agencies.

I believe in this method and experiences leaders to empower women in all levels by sharing the same ideals and rules, and the mentoring process with young leaders, increasing visibility for the organisation in countries and with UN Agencies.

As a lobby group, we will continue to fight against discrimination in economic, social and political areas for a better life for underprivileged women.



2nd Vice President Membership Chair

Jill Worobec
Canada
27 years in BPW International

Previous positions held

President – BPW Surrey, BC, President - BPW & Yukon; President - BPW Canada; Regional Coordinator North America.

I am a Certified Financial Planner and have been a self-employed business consultant for 22 years including controller of medium sized business. I previously served on the management team of a public company.

In addition, I have served on Western Economic Diversification panel representing BPW British Columbia (BC) & Yukon (only woman) as well as the President's Advisory Council for the Insurance Corporation of BC. I have attended the UN Commission on the Status of Women since I was 1st VP for BPW Canada in 2000.

I believe in BPW International because it works! I went back to university as a mature student and was in third year psychology and economics, when I took a women's literature course. It really was the turning point for me. After my subsequent divorce, I basically started again as I was bought out of the business. Instead of completing my education I went to work for a large company and had to enrol in computer courses associated with my job.

The first time I attended a BPW International meeting I was so impressed that I joined immediately. For me, it was an epiphany. I really understood the significance and was amazed that this had all been so carefully thought out before 1930 and that I had been so unaware.

More than that, I had promised myself that if there was anything I could do, once I got back on my feet, to make a difference for working women, I would do it. I also realised that if women do not advocate for themselves nobody else will do it for them and nothing will ever change.

I am passionate about the members. It has been an incredibly rewarding experience for me to meet and work with quality women from all over the world who are also committed to the same goals. I have heard so many stories of what other members have gone through in their lives that I know we have share more similarities than differences no matter where we live. I now have dear friends all over the world. I have experienced their cultures and shared mine with some of them.

Since BPW International is a member based organisation, the Membership Chair has an extremely important role. It is an unbelievably complex job communicating, along with the Regional Coordinators, with new members in bringing new members and clubs into the organisation as well as supporting existing members. The upside is that we have email and virtual conferencing facilities now – the downside is that everyone expects an immediate reply. It is exciting that BPW International will be represented in 100 countries during my term.

So, to me, BPW International works. When you reach out and invest in women the rewards are great and with positive feedback and collaboration the process continues. If you attend an International Congress you see that BPW International is a very powerful force. It is an unbelievable International network and together we are making a difference for women.



Executive Secretary
Dr. Yasmin Darwich
Mexico
35 years in BPW International

Previous positions held

Regional Coordinator Latin America & Spanish Speaking Caribbean Countries; Chair of the International Public Relations Committee; BPW International Project 5-O liaison in Latin America; Chair of the International Health Committee; BPW Mexico National President; Chair of the International Committee of Education and Culture for Latin America and the Spanish Caribbean; Young BPW Mexico

I am a Medical Doctor in Obstetrics & Gynecology Surgeon with additional interests in orthomolecular nutrition and complementary medicine and co-owner of the Hospital and Medical Centre of Torreon, Mexico.

Since 1985, I have worked in the BPW International Nursing School project and thereafter participated in all the relevant events of this project. The construction of the Nursing school's "Dr. Yvette Swan Auditorium" started in 2003, and I am still working in all related issues of the school and expecting to accomplish the goal of celebrating the opening of the Auditorium in 2014.

I joined BPW International in 1978 because I realised the importance of women working as a team and how, united, we have incredible power to make a difference at all levels.

In 1985, I had the opportunity to represent BPW Mexico as its Young BPW International representative at the New Zealand International Congress which was an experience that changed my life forever.

Now, after holding various positions in BPW International, I strongly believe, that the BPW International success keyword is "members" and that it is only with knowledge, hard work, love and passion that we can accomplish our goals.



Finance Director

Sandra D'Souza

Australia

12 years in BPW International

Previous positions held

BPW State President, NSW; BPW VP-Membership, Sydney

I have a BA in Management, MPActg, MBA (MGSM), ASA, CMA, and am a NSW Justice of the Peace, ASSOBA Accredited Sponsor and the CEO of Curate Bee Digital.

The role of Finance Director is crucial to ensuring the financial and governance sustainability of BPW International. Through BPW International, I am an advocate for women issues and through this role, I am an advocate of sustainability. My responsibilities is to ensure that the organisation is supported by a foundation of systems and processes to safeguard the organisation from unforeseen and unmanageable risks and to continue its sustainability regardless of staff turnover, changes in economy and variations in memberships.



Young BPW International Representative

Anastasia Victoria

Safarian

USA, currently lives in Italy

7 years in BPW International

Previous positions held

Served on the Committees, EPW New York State Internet Communication Chair

Young BPW International Representative is crucial role in assuring sustainability of BPW International as an organisation. To preserve the history and contributions of BPW International and at the same time respond accordingly to the changes of today, the organisation must not only include young women in the dialog, it must bring young women up to date to ensure the work that was done will not only go on, but will see the light at the end of the tunnel. At the same time, in order to keep up with the power of innovation and technology that is changing this world rapidly and to reach gender equality, to find a new life-work balance and to adopt to all the necessary changes, more than ever we should encourage inter-generational exchange of knowledge and ideas.

My interest in world peace through business relationships and extensive travel allowed me to brand myself into who I am today. My passion for photography landed my photo on the cover of my University's newsletter, numerous articles and magazines. I often called upon by my colleagues, friends, family and associates for advice because of my ability to have a fresh, intuitive knack for interesting branding ideas that enables "standing out in the crowd" whether as an individual, an organisation or a business. Currently I am rebranding the Young BPW International through Social Media and I recently launched 'I Want To Achieve' Campaign that invites women to submit their photos with their personal goals written on paper to promote women's empowerment worldwide.



Regional Coordinator - Africa

Adenike Adeyanju-
Osador

Nigeria

9 years in BPW International

Previous positions held

Executive Board member, BPW Abuja; Projects Coordinator, BPW Abuja; LOC Chair, Africa Regional Congress, 2009; Executive Board Member, BPW Nigeria.

I trained both at the University of Ife, Nigeria and Radcliffe College, Harvard, USA, and have experience over the past three decades plus that straddles academia, book publishing and development work. I currently provide consultancy services to national and international organisations including the UN system in Nigeria in different capacities.

As regional coordinator for Africa these past three years, I have worked to ensure sustainability of BPW Africa in the following ways: increasing the membership of BPW Africa through creation of more clubs but more importantly, scaling up the quality of membership of these clubs; establishing a structure for Africa by initiating a By Laws for Africa which is in progress; increasing the visibility of members through active participation of qualified members on international standing Committees and Taskforces; encouraging involved participation at BPW International meetings and conferences; and deliberately growing Young BPW International members in all the clubs in Africa and encouraging them to serve on Boards of their clubs.

I am passionate about BPW International and all that it stands for in empowering women. Since I joined, and committed to service and active participation in the organisation, the benefits I have gained far outweigh what I have invested in it. In addition to personal and professional development, I have gained a whole new global family and friends – beyond borders – and an appreciation of cultural differences; a wide professional network; and international dimension to my business. More importantly, through the activities of my club, BPW International has sensitised me to my social responsibility to give back to my community.



Regional Coordinator - Asia Pacific

Susan Jones

Australia

25 years in BPW International

Previous positions held

Executive Director Project Five-0; Oceania Sub-Regional Co-ordinator; Chair, BPW International Projects Standing Committee; BPW International Project Five- O Liaison; Chair, BPW International Mentoring Task Committee; National Vice President BPW Australia.

I have a Bachelor of Economics and owner of three businesses as well as being a director of three diverse Australian companies with a background in tax accounting, economics and corporate governance.

Asia Pacific is one of the fastest growing regions of BPW International. During the last triennium we have seen new Affiliates in Malaysia, Philippines, India, Kuwait, UAE and Bahrain. As coordinator I have travelled extensively, attending and presenting the work of BPW International to the region and the work of the region internationally. Regional Coordinators are the direct link between international and the region. I believe membership growth and communication is essential and I am committed to ensure as a region we support and learn from each other.

I have travelled extensively, attending and presenting at BPW International events throughout the five regions and I have seen first-hand how BPW International develops the potential of women through our programs and projects world-wide.

I joined BPW International because I believe as a member of this organisation I can help make a difference. BPW International empowers members. I am passionate and committed to BPW International's aims and objectives.



Regional Coordinator - Europe

Sabine Schmelzer
Switzerland
12 years in BPW International

Previous positions held

2nd Vice-President BPW Germany; President BPW Switzerland; IDP Chair Europe; Member Taskforce Lifelong Learning.

In my professional life I am a consultant and trainer having worked in the IT area for more than 20 years as project manager, senior consultant, key account manager and sales director in several software companies and international projects. I have since founded my own business and created a new documentation service for large events and workshops called "Fast Transcriptions".

BPW International is an organisation for change. It changes not only your individual life through the learnings that you experience during the BPW International journey, it changes the lives of many women through empowerment programs like PEP, mentoring and success teams. BPW International changes communities and society through its advocacy and initiatives like Equal Pay Day, the Women's Empowerment Principles and women entrepreneurs. It changed my life through the first train-the-trainer in 2006 in New York. And through my trainings I empowered many other women.

BPW International gives me the opportunity to develop my leadership skills and to become a leader and a role model for other women. I really encourage all women to get involved, to become leaders, to make the change for a better world for women and men.



Regional Coordinator - Latin America and Spanish-Speaking Caribbean

Marta Susana
Solimano
Argentina
35 years in BPW International

Previous positions held

President BPW Buenos Aires Vice President BPW Argentina; BPW International Development, Chair Training and Employment Committee; Twinning taskforce member.

I am an architect designing and constructing office and residential buildings.

In the position of Regional Coordinator, I have contributed to the sustainability of BPW International through supporting and guiding the activities of the region. These include:

- Preparing a new generation of women leaders with vision and courage, who will participate effectively in the decision making spheres in business, politics and professions.
- To help in Latin America to achieve competitive advantage by expanding their leadership capacity
- Establishing teamwork on specific issues in order to create belonging and commitment to the organisation
- Improving gender equality through training systems and integrating skills development with sustainable job creation
- Creating synergy between skills development and training programs to facilitate women's access to knowledge
- Partnering with other actors and agencies in each region to promote projects
- Facilitating networking opportunities all over the world
- Empowering women to build organisations that can overcome significant challenges and achieve business goals through change
- Acquiring new knowledge and innovate practices that can be put into action
- Helping Affiliates to obtain Government recognition. This support could help us in influencing new or updated laws and the enforcement of existing legislation; help women to stop gender violence and to achieve Equal Gender labor conditions. In connection with the last item of improvements in labor conditions, we believe it will be conducive to better jobs for women in companies.
- Supporting mentoring programs

In the interest of promoting BPW International, I think all the above has contributed to making a stronger connection between the organisation and Latin American women to help her to make a real difference.



**Regional Coordinator
- North America and
the non Spanish-
speaking Caribbean**

Bessie R. Hironimus
USA

40 years in BPW International

Previous positions held

Club President, District President, President of the California Federation, Board of Directors of BPW USA; Founding President of EPW-USA, Member of Executive. Have been a Chair or member of several committees at all levels of the organisation.

I have a background in business, government and the education sector. I am a certified advanced real estate appraiser in California and own my own business. I am also an interpreter/translator of English-Spanish/Spanish-English and Founder of the Dollars for Scholars Foundation.

To my position of Regional Coordinator, I bring a long experience and dedication to BPW International. I am an active member of Executive and during my three year term, have attended and participated at every meeting of the Executive and Board of Directors, attended the Leadership Summits and many other BPW International events. I have visited several of the Affiliates in the Region, and organised and started the new National Federation in the USA, as well starting several Affiliates. I have brought in three new countries to BPW International and am working on starting clubs in two others.

I keep in close contact with the Affiliates in the Region and represent them at the International level. To this end, have presented workshops, training sessions, conferences and two Regional Congresses.

During my tenure we have implemented innovative programs at the national level such as a Virtual Affiliate, advocacy programs, collaborative events with other women's organisations, and initiated University Campus chapters for Young BPW International members, among others.

BPW International is a very important part of my life. Since I joined I have held numerous elected and appointed positions at all levels, many times serving in more than one capacity simultaneously. I am a strong advocate for our members and a firm believer that those who have been elected or appointed to a leadership position in the organisation, should do their best to serve the members, our stakeholders. By working together as a team, in collaboration with our Affiliates we can empower ourselves to achieve our goals and reach equality for all.

Operations: Office of the President

The Office of the President acts as a central point of management of BPW International business. As a new president is appointed every three years, the Office of the President and the jurisdiction in which it operates may change. This has implications for governance as operational matters fall under the authority of the country in which the Office of the President is located. Legal advice on these matters is provided to BPW International on a pro-bono basis.

Standing Committees

Chairs of the Standing Committees are also elected at Congress and report to Executive although they also are members of the International Board. The program of work for each triennium is determined in consultation with the President. They are required to report annually and to the General Assembly at Congress.

The Standing Committees are:

- Agriculture
- Arts and Culture
- Business, Trade and Technology
- Development, Training and Employment
- Environment and Sustainable Development
- Health
- Legislation
- Projects
- Public Relations
- Finance – Chaired by the Finance Officer
- Membership – Chaired by Vice President Membership
- Young BPW International – Chaired by the Young BPW International representative
- United Nations Status of Women – Chaired by Vice President United Nations.

The work of the Standing Committees is in keeping with the mission and aims of BPW International. However, due to the small size of the Standing Committees and the reach of BPW International in some 100 countries, it is not always possible for the work of the Standing Committee to represent the breadth of BPW International's geographic reach. Therefore, Affiliates may also replicate the themes of the Standing Committees in total or part according to the interests of their membership.

The work of the Environment and Sustainable Development Standing Committee

The theme of this triennium is Enabling Women's Development and Empowerment through access to clean, safe water while promoting green employment to accelerate economic growth with sustainable economic development.

Women with improved health can work to develop communities by building their own future along with the future of their children. For women, development and empowerment brings employment opportunities that can lead to better access to medical facilities, education and nutrition.

A total of 40 million working hours every year are lost to water collection and purification. The responsibility of this usually falls to women and girls. Ill health along with access to clean and safe drinking water hampers both economic growth and development.

Clean, safe drinking water can help to bring communities out of the poverty trap. Methods for easy collection and purification can be a step forward giving women more time for other pursuits such as education and employment which then affects economies through productivity and growth.

Projects of the committee have been focused in the countries of the members of the committee: Pakistan, Nigeria and Brazil.

The Tree of Life

The "Plant a Tree and Pick-a Diamond" project was first presented at the BPW congress in 1992, Nagoya. Since then, BPW International have been actively developing and participating in the "Tree of Life" project, aiming to plant trees globally to restore environmental quality.

In 2011 at the XXVII BPW International congress in Helsinki, Finland the "Tree is Life" project received an award acknowledging the importance and necessity of the project.

In 2012, the "Tree is life" project was included in the campaign "Stop Talking Start Planting" as part of the United Nations Plant-for-the-Plant program. This was developed in conglomeration with the UN Ambassadors of Climate Justice and BPW International. In 2012/13 two academies were made Ambassadors of Climate Justice in four southern cities in Brazil (Ibiruba, Tapera, Lagoa dos Tres Cantos and Ijuí), enabling 262 students to successfully graduate as ambassadors. The aim of the academies is to engage students 8 to 16 years of age to take part in the worldwide vision of climate justice.

In 2013/14 the "Tree is Life" project was launched in partnership with Maria Elvira Ferreira Sales, the President of Acer and with support from the Minas Gerais government. The aim of the project is to plant one million trees across the state of Minas Gerais, Brazil. Educational seminars were held in fourteen cities and trees have since been planted across forty five states.

In March 2014 an agreement was made with the Brazilian Lawyers Association of Piau, the Secretary of Environment and President of the Forum of Women of MERCOSUL to support the planting of 300,000 trees in Teresina, Brazil. BPW International supports the aim to plant forty thousand trees by 2015, to recover the environmental quality of Teresina City/Piau, Brazil.

The Environment and BPW Italy

In addition to the work done by the Environment and Sustainable Development Standing Committee BPW Italy has contributed to the Environment and Sustainable Development agenda.

BPW Italy has done a great work on environmental sustainability, through its 297 Clubs coordinated by a dedicated National Committee "Environment and Tourism".

The guidelines for this triennium were:

- Organising conferences on environmental sustainability
- Meetings at schools to encourage respectful awareness of the environment
- Organising conferences on sustainable utilisation of reservoirs for drinking water, irrigation and industrial use
- Study of the relationship between brownfield sites, environmental restoration, sustainability and respect for the environment with particular reference to sustainable tourism and the activities of the women's entrepreneurship.

Club activities in the last three years have dealt the following themes:

- Making energy environmentally friendly
- Female Entrepreneurship, Environment and Green Tourism
- Respect for the environment and its conservation

- When nature returns to herself
- Nature as friend
- From the aesthetic to the possible redevelopment of territory
- Beach Clean Operation
- Europe's role in environmental policy
- The lagoons of Sardinia
- BPW Italy for culture and the environment
- Initiatives of awareness-raising and optimisation of waste disposal through reuse practices.

In particular, the Clubs of the Sicily District have done environmental education projects in schools to educate young people about reducing the amount of waste disposed in landfills and enhance waste through the recovery of energy and alternative materials.

The project of BPW Orvieto Club, "Eco-Orvieto Woman and Society", was organised as meetings on the development of cultural heritage in the context of environmental sustainability and the role of women in society, with particular reference to entrepreneurship issues related to environmental challenges.

Health Standing Committee

In 2012, BPW International met with WHO officers at the UN Headquarters in Geneva, Switzerland, to better understand the way WHO works and what it delivers to maintain good standing.



9th October 2012: President Freda with Arzu Ozyol, UN Representative, Vienna, and Dr Luisa Monini, Chair Health Standing Committee, and officials at the WHO Headquarters in Geneva, Dr Islene Araujo de Carvalho, Office of the Assistant Director-General Family, Women's & Children's Health and Annemiek van Bolhuis, Senior Adviser Family, Women's & Children's Health.

As part of the current reform process, the World Health Organisation (WHO) promotes and facilitates the institutional mainstreaming of gender, equity and human rights, building on the progress that has already been made in these areas at all three levels of WHO. Their coherent approach to mainstreaming gender is reflected in the way WHO works and what it delivers – through technical cooperation, policy advice and dialogue, setting norms and standards, knowledge generation and sharing, convening stakeholders, and other enabling functions.

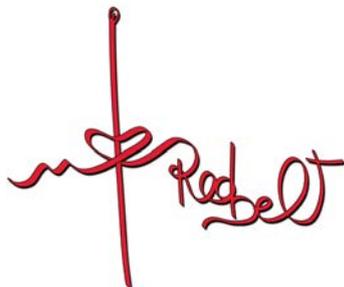
All the clusters in WHO Headquarters, Regional and Country Offices carry out the mainstreaming process jointly. To facilitate this, a new Gender, Equity and Human Rights (GER) team has been created, bringing together previous teams on gender, equity and human rights.

The BPW International Health Committee has worked in partnership with the NFI (Nutrition Foundation of Italy) and has developed projects in line with the WHO global Action Plan for the prevention and control of non-communicable Diseases 2013–2020 and various European policy frameworks for health and well-being.

The WEPs were discussed in detail with particular focus on the BPW International Health Standing Committee's work in relation to WEP #3 - *Ensuring the health, safety and well-being of all women and men workers.*

The Red Belt project,

was launched at the European Regional Congress in Sorrento, Italy, for the prevention of cardiovascular diseases with a focus on women. Cardiovascular disease is typically considered to be a 'male problem.' However, the data tells us that cardiovascular disease accounts for 46% of deaths among women in Europe, as compared to only 39% in men. The Red Belt Project raises awareness around a women's height, waist and weight proportions to ensure she is healthy.



Several studies have now confirmed that women are increasingly at risk of cardiovascular disease and prone to stress related illness. The Red Belt initiative considers indicators for women to assess their risk to cardiovascular disease by taking into consideration the following proportions: height, waist and weight. In practice if your height is shorter than double your abdominal circumference then this can mean increased cardiovascular risk.

During the information campaign data will be collected on: age, weight, and lifestyle of women, which will be processed by NFI for statistical analysis. The data collected will be used to evaluate the distribution of two cardio-metabolic risk factors (waist circumference and waist-height ratio) of recognised importance for the female population allowing for the planning and implementation of targeted intervention projects of National and International Institutions.

Profile: Adanna Ifeoma Egwuatu Young, BPW Nigeria

I joined the Young BPW Nigeria in February 2012 and was elected as one of the coordinators for our clubs in Abuja, the Federal Capital Territory and eventually, the National Young BPW International coordinator and member of the National Executive. In this position, I have had the opportunity to encourage Young BPW International women to participate in administering breast and cervical cancer screening to women in local communities amongst other BPW Nigeria projects and activities.

In 2013, I was encouraged to initiate a child abuse campaign. The campaign educated primary and secondary school students in sexual and reproductive education to help address the issue of child abuse within the society, and to guide young girls on sexuality and how to identify sexual predators.

The success of this campaign and all that the Young BPW Nigeria has been involved in, with the support of BPW Nigeria, has enabled me to serve, positively change the lives of people within the society and to encourage young professional women like myself to selflessly carry out the mandate of BPW International.

BPW Nigeria

BPW Nigeria does Breast and Cervical Cancer advocacy and screening all over the country and has till date carried out for over 7000 women.

Sex Education, Self Esteem and Child Abuse sensitisation was carried out for over 3000 girls across 14 Schools in Nigeria.

BPW Nigeria regularly partners with the National Blood Transfusion and goes with a minimum of 40 volunteers annually to donate blood specifically for the use of women in dire need in hospitals to mark the World Blood Donor Day. We have also dewormed 500 children.

BPW Cyprus

BPW Nicosia.

Following the success of the program for the prevention of cervical cancer has enjoyed for three years, the club is extending this pilot program to new rural areas of Cyprus. The aim is to enlighten and educate women on ways to prevent cervical cancer and continue to offer free Pap tests to these women undertaking the full cost of the medical practitioner who carries them out while medical members of the club continue visiting these areas.

BPW Limassol.

Organised gatherings of women in remote villages and in towns where oncologists, surgeons and radiotherapists

especially invited from abroad and within Cyprus, spoke of the latest tests, findings, treatments and prevention of both cervical and breast cancer.

Both of the above programs being delivered by BPW Cyprus Federation clubs are offered free of charge and inform and advise women about the female cancers and, in many cases, save women from death.

Taskforces and Ad Hoc Committees

The Chairs of these two categories of committee are appointed by Executive and not voted on by the General Assembly. The Chairs are appointed according to their expertise in the given area and liaise with a designated member of Executive.

Ad Hoc Committees are formed during the term of the President in the lead up to Congress to take responsibility for such things as Resolutions and Constitutional Amendments. Taskforces include Archives and History, Friends and Fellows, Fundraising, Mentoring, Twinning, Constitutional Advice and Resolutions.

Peace & Intercultural Understanding Taskforce

The Peace & Intercultural Understanding Taskforce was very active during the triennium promoting intercultural peace amongst Affiliates. Its objective is to develop ways of expression in order to get a better understanding among races, cultures, through shapes, beliefs, different emotions, attitudes and habits. The Chair of the taskforce has worked with the Lifelong Learning taskforce, travelled extensively promoting educational, training activities and the development of members with a focus on WEPs #4 and promotes the importance of peace through community initiatives and advocacy – WEPs #6.

For 2014 Congress in Jeju, the taskforce created a youth art project with students around the world drawing or painting their impression of peace. The Peace & Intercultural Understanding Taskforce prepared the “You Give Light to Peace” in collaboration with BPW Jeju Club and Jeju Office of Education.

Goodwill Ambassadors

The Goodwill Ambassadors were introduced in 2012 and were chosen for their profile and individual standing. They serve to deliver goodwill and promote the aims and objectives of the organisation.

The ambassadors work closely with the President and can attend goodwill missions to promote BPW International programs and outreach. All nominees are selected by Executive and appointed by the President for the triennium. The 2011-2014 BPW International Goodwill Ambassadors include:

Ms Annette Lu Hsiu-lien
HRH Princess Fay Jahan Ara
HE Delia Domingo Albert
Professor Dong-Sung Cho
Ms Ann Sherry AO
Ms Alison Hinds

During the triennium, Goodwill Ambassadors arranged many high level meetings to increase BPW International’s visibility. These included meetings with Her Imperial Majesty, former Queen and Empress of Iran, Farah Pahlavi; HRH Khalifa bin Salman Al Khalifa, The Prime Minister of Bahrain and Dr. Woodrow Clark, co-recipient of the 2007 Nobel Prize, along with former Vice President Al Gore, for his work as a co-author and co-editor of the United Nations Intergovernmental Panel on Climate Change Third Report.

The Goodwill Ambassadors have been critical to BPW International at this juncture because they have assisted us in raising our profile and standing in the international community. We have found that BPW International is well known within our circles but tends to be a well-kept secret. The Ambassadors are chosen because of their standing, sphere of influence and ability to bring BPW International into new countries. For me, they have been a great source of inspiration.

- International President, Freda Miriklis



OUR MEMBERS

“Let there be no uncertain note concerning the following things: 1) Any federation or local club we attempt to create must be non-sectarian...2) Any federation or club must be self-governing – women must get together, decide what they believe should be done, and try to get things done by their own efforts. 3) Any federation or club must be self-supporting”

– Lena Madesin Phillips

Working toward a common goal.

BPW International is a member based organisation with individual affiliate members, affiliate clubs of at least 20 members and federations with at least 3 clubs and members, represented in some 100 countries in the world with 30,000 members. Our members tell us that they are empowered by being part of a global network working towards a common goal. As the officers, at all levels, serve in a voluntary capacity it is very important that they see the value in providing their time and energy to ensure that the organisation remains vibrant and sustainable.

Communication within the members is vital. When elected Vice President and Membership Chair, I sent a letter to the country and federation Presidents telling them that first I wanted to listen. I believe that communication must go both ways.

They were asked to send any membership information they were using in hopes of sharing best practices. From there a uniform power point presentation was developed and shared with the Regional Coordinators and Presidents of new clubs. This supports the Regional Coordinators and ensures that each region has the same information available.

In response to questions of ‘What’s in it for me?’, a “Benefits of Membership” document was produced. This gives an overview of the organisation, a brief history and information on where we have permanent UN representation in the world etc. Also available on the web site are Initiative Sheets, outlining our three core initiatives for this triennium.

To comply with the request at the last International Congress, an online reporting system has been developed and disseminated to members. The new system is more in depth than the previous system and will collect more information from the federations and clubs regarding their activities and successes. For example, space to honour members who have been recognised in their own countries is now included. A “Woman of the Week”, alternating by region, is showcased on our web site, including picture and biography, to recognise achievements. An online roster is maintained from the information provided by members.

In this triennium, a mini-leadership summit is now held before each Regional Conference. Officers attending present a power point presentation to the members. This is very important because only a few members are able to attend our annual Leadership Summit in New York to learn about the structure, initiatives and latest activities of BPW International. It is also easier for young members to attend a regional conference than International Congress as we recognise the expense associated with travel. Fortunately, I have been able to attend all the regional conferences and give a membership presentation at each. In my opinion it is critical that the Membership Chair attends all regional conferences in order to meet as many members as possible. It is extremely motivational for everyone.

We are often told that BPW International is “the best kept secret” by people who haven’t heard of the organisation. As a promotional tool, a set of five bookmarks have been developed and were launched at the Leadership Summit in New York in 2014. The topics are; Benefits of Membership, Initiatives, Friends, Fellows and Mentoring and Twinning. The Affiliate Guide has been updated to be sent to new Affiliate members with the welcome package from member services. It provides a wealth of information on how to run a club and keep it in good standing with BPW International. Included in the guide is information about the Candlelight

Ceremony. This is such a moving and meaningful connection for members worldwide, as we realise that, as we proudly light a candle for our Federations, countries and individual members around the world that those members are lighting a candle for us. While each year the message is new and sent from the President’s office, the procedure remains constant. Members describe feelings of connection and peace and this reaffirms their commitment to this incredible organisation.

Affiliates appearing on the UN list of least developed countries receive a discount on membership dues provided that they keep their clubs in good standing and send a report on their activities.

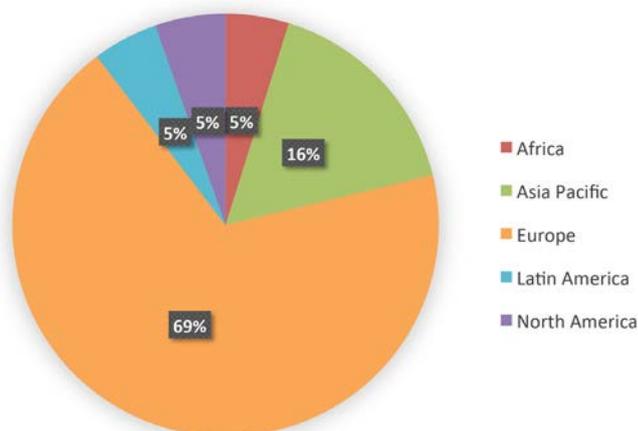
In this triennium a special dinner was launched that will be held annually on the first day of the Leadership Summit in New York. This dinner is all about membership. The members discuss how to gain new members, support existing members and what motivates them as members of BPW International. Feedback from the dinner is given to the members to make them aware of what is meaningful. We have learned that our diversity and positive energy in empowering women is very motivational. Friendships, networking, and our UN accreditation and representation are also high on the list of why members belong to this organisation.

Our web site has been recently updated to make more user friendly for members. We encourage members to visit the site often, participate in forums and sign up for e-news which is available to each member rather than relying on someone from their club to pass on the latest information.

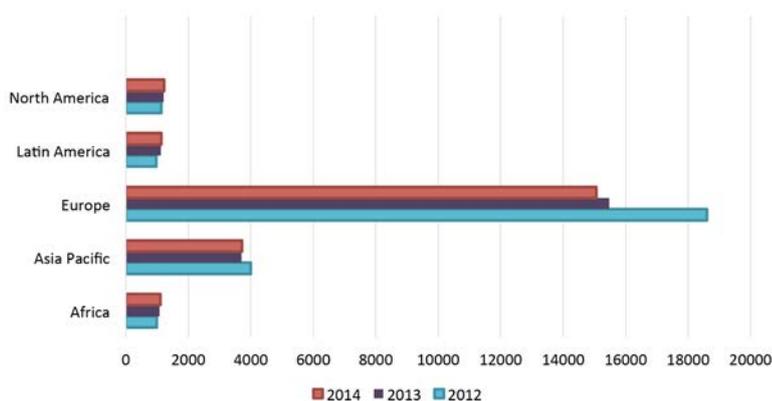
It is obvious that we are more effective working together and speaking with one voice to address issues that affect women around the world. We have learned that we have more similarities than differences and that our diversity is our strength. We truly appreciate that we are like minded women always inspiring each other to keep advocating for the empowerment of women at all levels worldwide.

Jill Worobec
Vice President Membership
BPW International 2011-2014

MEMBERS: 30,000



Regional Membership 2012-2014.



FOUNDING FEDERATIONS

Austria	France	United Kingdom
Canada	Italy	United States of America

AFFILIATE FEDERATIONS

Argentina	Germany	Pakistan
Australia	Indonesia	Poland
Bangladesh	Ireland	Singapore
Belgium	Japan	Spain
Brazil	Jordan	Sudan
Chile	Korea	Sweden
Cyprus	Mexico	Switzerland
Ecuador	Nepal	Taiwan
Egypt	Netherlands	Thailand
Estonia	New Zealand	Turkey
Finland	Nigeria	

AFFILIATE CLUBS

American Samoa	Greece	Norway
Bahrain	Haiti	Palestine State
Barbados	Hungary	Panama
Benin	Iceland	Papua New Guinea
Bermuda	India	Romania
Bolivia	Indonesia	Russian Federation
Bulgaria	Israel	Serbia
Burkina Faso	Jamaica	Senegal
Cambodia	Kenya	Slovakia
Cameroon	Kuwait	South Africa
Cayman Islands	Latvia	Sri Lanka
Cook Islands	Malaysia	St Kitts & Nevis
Costa Rica	Mali	The Philippines
Côte d' Ivoire	Malta	Togo
Croatia	Moldova	Uganda
Czech Republic	Mongolia	Ukraine
Democratic Republic of Congo	Netherlands Antilles	United Arab Emirates
El Salvador	Niger	Zambia

INDIVIDUAL MEMBERS

Botswana	Monaco	United Arab Emirates
India	Namibia	
Malaysia	Tunisia	

VOICES FROM OUR REGIONS

BPW East Africa

Uganda has joined BPW Nakuru in Kenya as the second East African Community branch of the International Federation of BPW. The Minister of Trade, Industry and Cooperatives Hon Amelia Kyambadde graced the function and welcomed BPW International to Uganda.

The infant BPW Kampala had 20 members and our strategy is to grow to 100 members by end 2014. We aim to build the capacity of our members to grow their businesses and prepare them to sit on boards. Partnering with ITC, BPW Kampala will support our members to become vendors to government and corporates. Young BPW International will be supported and encouraged to come up with their own ideas and projects.

BPW Kampala will be represented at the Congress in Jeju to learn and network with our peers

EPW' USA

The newly formed EPW USA has two State Federations and five Affiliate Clubs, and has many Individual Members in about 20 states. A Virtual Affiliate was created to group the Individual Members until there are enough members in one area to form their own affiliate. The Virtual Club offers webinars that are attended by members and non-members from the USA and the Region. The webinars offered by the Virtual Club include subjects such as the WEPs, Equal Pay Day, the Commission on the Status of Women activities and the Equal Rights Amendment (ERA) which is a proposed amendment to the US Constitution, which would give equal rights to men and women under the law. The Virtual Club also works in collaboration with its counterpart, the Virtual Club in Canada.

The main objectives of EPW-USA are membership, training and advocacy. They are pioneers in establishing Affiliates in university campuses for Young BPW Internationals. Many Affiliates have educational foundations or programs to provide grants and loans to university students, especially re-entry women. Recently, the Paso Del Norte Club in Texas awarded 13 scholarships of US \$1,000 each to female university students. EPW-USA's advocacy efforts include many activities during International Women's Day, the Equal Pay Day, and National Businesswomen's Month. In California, the members' actions contributed to the reinstatement of the Commission of Status of women in the Governor's Budget. The California Federation also works in collaboration with the Rudgers Institute in an effort to get more qualified women to run for public office.

BPW Bermuda

The past 3 years have been ones of exciting change for BPW Bermuda. While our membership base remains small, the profile of our members is changing. In 2013 we elected a new executive mostly under the age of forty. We see this as a positive outcome and one that will allow the organisation to thrive in a dynamic future.

BPW West & Central Africa

There have been challenges in this area that have required extra effort in the area of membership. The support BPW Affiliates have been able to provide each other has been very helpful in this regard.

Two highlights have been:

- a sub-regional meeting was held in Abidjan attended by 10 presidents from the sub region, the regional coordinator, the 1st Vice President and past regional coordinator Africa, Mrs Yemisi Coker and several other Executives and members of the two BPW International clubs in Abidjan. It was an opportunity for leadership training and sharing of ideas among Presidents on moving BPW Africa forward.
- Visiting clubs to address challenges faced and look for opportunities to open new clubs.

BPW Hatay, Turkey

"The new President of BPW Hatay had commented on the importance for the women forming BPW Hatay at this time of war as many of them felt that they are the breadwinners, home builders and peacekeepers of their province. She explained that the local economy of Hatay is dependent on its trade with Syria and most of the women running their SME's are feeling the effects of the recent war with business activity slowing completely. I am deeply encouraged by the committed women that have come together to form this newly created club at a time and place that is pivotal to their city's history. The women here are incredibly strong, tenacious and hard working and have borne the brunt of the economic fallout of the Syrian conflict." International President, Freda Miriklis.

BPW Makati

The GREAT Women Platform



Led by BPW Makati Founding President Jeannie Javelosa (also President of the ECHOSi Foundation), BPW Makati Vice-President Pacita Juan (President of ECHOstore) and BPW Makati Head for Programs Luzviminda Villanueva (Project Head GREAT under the Philippine Commission for Women).

The GREAT Women Program is a convergence of national and local government agencies, women's groups and private sector groups resulting in improving local business policy, projects and services for women businesses. GREAT Women also known as Gender Responsive Economic Actions for the Transformation of Women is an integrated platform to address gender issues in both micro and social enterprise

¹ In the USA BPW is also known as Enterprising and Professional Women

development and deliver a truly inclusive economic development. The goal is to help women up the supply and value chain. Because of the potential seen in the first phase, it moves into its second phase with the institutionalisation of its programs as the gender platform of the Philippines. The Department of Trade and Industry (DTI) and the Philippine Commission of Women (PCW) are the lead government agencies with the ECHOsi Foundation, the private sector partner. ECHOsi takes the lead on program design, preparing small producers for market access and GW Brand development. In 2013, the ECHOsi Foundation posted an impact reach of approximately 500 women, with around 900 additional beneficiaries through cascade workshops, impacting 28,500 communities. The GREAT Women Program is also presently being discussed for replication in APEC economies, as well as interest coming from the ASEAN region.



BPW Makati

CANDLELIGHT CEREMONY

“Madesin [believed] that the International Federation was the repository of a faith in ‘internationalism’ as a working and workable force and ... showed it in her invention of the Candlelight Ceremony”.

The Candlelight Ceremony continues and is a shared experience for all Affiliates. The candles symbolise the ambitions and endeavours of dedicated women around the world. The ceremony is a moment to celebrate and reflect upon the history of the organisation, the sisterhood of other members and renew the commitment to BPW International’s objectives – a symbolic reminder that you are not alone in the fight for women’s rights. The President provides an annual written message and in 2014 a video message was also made available.

MEMBERSHIP CATEGORIES

Friends

At the 17th BPW International Congress in Auckland, New Zealand in October 1985, Ursula Schulthess, Finance Committee Chair from Switzerland, introduced the founding of a new BPW International group to be called “Friends of IFBPW”.

“Friends of BPW International” celebrated its 10th anniversary in October 1995. Past International President Dr Livia Ricci, went to great efforts to build the program and today this group continues to provide additional funds to BPW International outside of the member dues, which are used to support our Young BPW International members and clubs from economically disadvantaged countries, to attend and participate in the International Congress.

“Friends of BPW International” is no longer just for members and since 2011, men have also able to participate in the program. “Friends of BPW International” receive a pin and have the opportunity to attend a special VIP event at the International Congress.

Fellows

The BPW International introduced the Fellows program in 1996 to recognise the achievements of individuals in any sphere of business or professional life and to pool their experience and ideas as resources to further the empowerment of women.

The BPW International Fellows is open to both men and women, members and non-members of BPW International. They are leaders in the private or public sector who have achieved excellence, promote the interest of women in businesses and the professions and subscribe to the aims of the organisation. BPW International Fellows raise and strengthen the visibility of BPW International, enabling it to be one of the world’s most influential women’s organisations.

Membership is accepted through a nomination or application process and subject to approval by Executive, along with a onetime fee of €1000, which is used for various BPW International education and economic empowerment projects. In return, Fellows enjoy international recognition, friendships, networking and interaction with interesting and influential people from all over the world.

BPW International Fellows receive a special pin and benefits such as BPW International publications, digital and print media listings, opportunities to attend regional conferences and International Congresses. Special invitations are also made to exclusive functions during the International Congresses.



YOUNG BPW INTERNATIONAL

Sustainability and BPW International

At times, I try to imagine what life would be like in 2050. What problems we as a society will be facing? Violence? Economic Crises? Hunger? What will we as a society have achieved? Gender equality? Human Rights? Peace?

I don't have the answers now, but what I do know is that I can contribute with my actions to the success of 2050. As the Young BPW International Representative for 2011-2014 triennium, I have contributed, learned, challenged and found a new appreciation for women of all ages and their contribution to society through business.

BPW International is over 80 years old – its spirit is young yet problems are old. We are bring the voices of women around the world about the same issues our founders were fighting for 80 years ago, there have been numerous achievements, but there is still a battle to finish.

As an international network we are able to quickly exchange information. Our world-wide connections empower us to share and stay connected, to work together to reach a common goal: Gender Equality. Not just as a Young BPW International, but as a member of BPW International, I find it crucial to lead the way.

Now the time has come to involve Young BPW International in contributing to the future of BPW International. The organisation should fully commit to the resolution passed at Congress in 2002 and establish a Young BPW International Representative position on all BPW International Boards. In support of this resolution, the “2020: Young BPW Internationals on Boards” project was born. The aim of the project is to attract new young members and for other members’ role model inclusivity and leadership within the organisation.

A video campaign, "I Want To Achieve", was launched by Young BPW International in September 2013 that aims to support membership growth and give virtual visibility to BPW International. The video campaign encourages women of all ages to follow their dreams and to contribute to their communities while also providing data that shows that the world is still behind in gender equality at many levels.

BPW International members, regardless of age, are the organisation's bread and butter. Member's development is an on-going process of investing in the individuals that make up the organisation and Young BPW International members are a BPW International niche. To be sustainable, BPW International must be inclusive of our young leaders in the organisational road map. This will create a diversity of experience and skills, provide new and fresh points of view, allow access to expertise on issues and challenges

facing youth and ensure that BPW International is truly representative of youth as an interest group.

The future of Young BPW International is exciting. The fresh website look, active online presence and face-to-face meetings around the world are all providing positive feedback about the commitment of women under 35 to the BPW International aims and goals. The power of innovation and technology is changing the world. In order to reach gender equality, to find a new life-work balance and to adopt to all the necessary changes, more than ever we should encourage inter-generational sharing of knowledge and respond to the exchange of ideas.

Anastasia Victoria Safarian
Young BPW International Representative
2011-2014



The "I want to achieve" campaign is available on the BPW International website: www.iwanttoachieve.com

Overview

Young BPW International is a part of BPW International. Every young woman up to the age of 35 years automatically becomes a Young BPW International member when she joins a local BPW International club. As a part of Young BPW International, you have essentially found unlimited access to like-minded career women and international networks. Young BPW International members and BPW International members, both internationally and locally, towards common goals, our mission and values of our organisation. We grow professionally and personally while connecting with thousands of friends from across the globe.

Profile: Anna Giulia Manno, BPW Italy

Being a Young BPW International member is a special and intensive experience.

In all the activities and projects I share my skills, passion and ideas with other incredible women. The last two years has helped me to think globally, act strongly, always play hard and open your mind.

Becoming part of Young BPW International is a great way to develop your network, find role model, increase your career and join empowerment programs.

Profile: Ketlin Tackman, BPW Finland

I began as Young BPW International Finland Representative in 2012.

When I started, I thought it would be nice to create personal relationships with the other local young members in Finland as there were still some members I never had the chance to meet. So I called to everyone and introduced myself. Still, I felt that was not enough. Then I started a Young BPW Network in Finland, created a Facebook site, send out emails reporting and sharing the information, asking for ideas etc. We also meet at National meetings.

I try to inspire others by sharing my experiences. One can't force anyone to be active. However, if people choose to commit and be part this they will gain their own wonderful experiences, so that they can inspire others.

After I participated at BPW International Congress in Helsinki in 2011, I felt that I needed and that I really wanted to create a network with Young members abroad as Congress was my first chance to meet many wonderful Young BPW International members from different countries.

I have attended some international events investing my own time and resources to gain experience, meet people and to gain information, news and the material to be able to share all of that here in Finland with all Finnish BPW International members, not only those in the Young BPW International network. For example, I presented on my trip to New York at our national meeting and also wrote a story for the Young BPW International blog.

As a result of my commitment and belief in the value of

BPW International, last year I recruited five new Young BPW International Members in Finland, two of them are now on our local club board, and one is also going to Congress in Jeju, South Korea.

With this same Young Member, Anni Riiheläinen, we have a started project to help a school in Africa to receive recourses for girls and boys to be able to go to school (books, bags, shoes, pens etc). We encourage all of BPW Finland to participate to this project.

Here in Finland young people in general are interested in the international part of the organisation and possible connections from abroad. This is what I have been trying to emphasise in Finland ... to show people that we are not alone, there are many us out of there, we just need to be active and we will gain so much from each other.



OUR AWARDS: RECOGNISING OUR MEMBERS

Overview

BPW International is an organisation of members, many of whom work in a voluntary capacity to empower women in communities, be it global, nation or local – BPW International does not exist without them. Therefore it is important that members who commit extraordinary personal resources to make the work of BPW International happen, be recognised. To this end, over the years BPW International has instituted various awards to encourage and recognise members.

Lena Madesin Philips Award

The Lena Madesin Phillips award is the highest award bestowed from BPW International. It recognises BPW International member who has made a significant contribution BPW International as an organisation and/or to improve the status of women.

Badge of Honour Award

The Badge of Honour is awarded to a person who has shown strong commitment to BPW International's aims and demonstrated commitment to improve the status of women.

President's Award

At the discretion of the President, this award is given to members who have contributed to the running of the organisation during her term in office.

Gertrude Mongella Award

Gertrude Mongella was Secretary-General for the IV World Conference on women held in Beijing China in 1995. This award is presented every three years to an individual or group in recognition of outstanding on-going work to improve the status of women.

Jennifer Cox Memorial Trophy

Established in 1993 in memory of Jennifer Cox BPW Jamaica Regional Coordinator. Awarded at Congress to the region that best displays their activities and the extent to which they have improved the status of women.

Ester W Hymer UN Training Award

Named in honour of Ester W Hymer, who was BPW International's representative to the United Nations, New York from 1947- 2001, this award is to enable a member to study at one of the agencies or commissions of the United Nations.

Power to Make a Difference Awards

The Power to make a difference awards were initiated under the name "Beyond 2000: Helping Women Help Themselves" competition in 1997 by Chonchanok Viravan of Thailand when she was Asia-Pacific Regional Coordinator for Young BPW International. She then went on to become BPW International President from 2005-2008.

I introduced this competition to promote projects by BPW International Affiliates world-wide to help women to help themselves and set up role models for other BPW International Affiliates. The result of the competition also reflects the impact and influence of BPW International to the society/world. I have always hoped that it would also inspire Young BPW International involvement with BPW International activities.

- Chonchanok Viravan

The award is given every three years at BPW International Congress. The first award for work done during 1996-1998, was given at BPW International Congress in Vancouver in 1999.

In 2008, the competition changed its name to Power to Make a Difference and was expanded to three categories: Power to make a Difference awards fall into three categories:

- Power to make a difference through Advocacy
- Power to make a difference through Action
- Power to make a difference through Leadership

In support of the advocacy BPW International members have demonstrated, in 2013 an extra category was added - Power to Make a Difference through the Women's Empowerment Principles.

Isolde Fritsch-Albert Prize

Recently inaugurated, this annual award was initiated by a member from BPW Tucino, Switzerland and recognises a Young BPW International member who has excelled in her career.



PROFESSIONAL DEVELOPMENT: INVESTING IN THE FUTURE

Overview

Empowering our members is vital to the work we do and building capacity of each member and leader creates a base, which sustains membership in the future.

The only way that a volunteer organisation can sustain itself is if its members are motivated by the organisation's vision. The Executive has worked hard to articulate the vision of BPW International during the triennium and it is as much aspirational as it is achievable.

As a volunteer organisation, BPW International makes a good case for what can be achieved when a team is made up of people who want to be there and believe in what they're doing. Members learn the importance of establishing clear expectations and accountabilities, and establishing

common goals as well as intercultural understanding and respect of individual motivations. It demonstrates that in a voluntary organisation, people truly are our greatest asset.

BPW International empowers leaders and emerging leaders through the various educational Summits and Seminars.

As BPW International is a group of members affiliated to an executive that drives and provides governance to the organisation, it is the membership that determines the direction of BPW International and also delivers on the ground according to the passion and skills of their members and the needs of their communities.

One of the ways BPW International supports Affiliates is by facilitating cooperative and supportive working arrangements.

Twining

As the world gets smaller the importance of twinning grows. Learning from others has always been part of BPW International's ethos and twinning is a means of doing this. The aims of twinning are to foster friendships and mutual co-operation, promote the BPW International aim of equality and achievement of goals, increase the effectiveness of networking and support development opportunities. Twinning can be between clubs in different cities, in different countries and in different regions. BPW International supports twinning through the Twinning Taskforce and has 72 twinned Affiliates.

Mentoring

Mentoring is a tool used by BPW International to realise our aims and objectives. Our members are from all professions and have an immense source of knowledge and experience to be shared. Mentoring between members empowers our women and strengthens club life.

BPW International sees mentoring as a learning process between two individuals who both see the mutual benefit in the relationship. A Mentoring Taskforce is available to support Affiliates who want to establish a mentoring program.

Training

An essential element of sustaining our members is the personal and professional development to build capacity so that we develop empowered leaders at all levels. This will enable the movement towards our members being Gender Specialists in business, sustaining BPW International for the needs of women in the future.

In an organisation run by volunteers with a spread across some 100 countries, it is very difficult to deliver standardised training. However, BPW International has some mechanisms in place to assist to maintain a common set of aims and objectives, while understanding that regional differences are important.

The Executive has worked with the Lifelong Learning Taskforce to create Leadership Seminars, which are offered to members prior to BPW International Regional Meetings. These Global Opportunities Seminars specifically focus on members needs in each region. Regional Coordinators work with the Lifelong Learning Taskforce chair to achieve this. During the triennium these activities have involved input from the chairs of Mentoring, Peace and Intercultural Understanding and Health, giving members new experiences and skills.

The Executive have also worked on building strategic relationships internationally which gives Regional Coordinators the connections from which they can invite representatives to support the development of regional leadership seminars. These Global Opportunities Seminars, allow members that cannot travel to New York the opportunity to attend regionally focusing on core BPW International policies and how to maximise initiatives and international relationships that can attract and retain membership.



Profile: Anna Ruut, Young BPW Estonia

BPW International was founded in 1930. To keep the organisation going for such a long time you need new young members all the time. In today's world with so many different possibilities it's important to offer young members activities they need for their stage of life. Otherwise you will lose them to other temptations.

It's important to involve young members in decision-making processes, boards of clubs etc. Established members shouldn't be afraid Young BPW International members lack of experience because this organisation is good way of getting it.

Besides getting new experiences BPW International is also an organisation where younger and more experienced members can exchange their know-how. Older members can be role models in their personal and working life. It's good to have support when you need it.

As member of BPW International and representative of Young BPW Estonia, I try to support those values and do my best to help new young members find their place in the organisation.

Annual Events during CSW

BPW International offers a wide range of opportunities to develop the business and professional potential of members during the annual United Nations Commission on the Status of Women (CSW).

BPW International pre-registers twenty members to participate in the official commission meetings held inside the UN. Hundreds of BPW International members participate in the annual BPW International and NGO side events that take place over the first two weeks of March including participation in negotiations of the Agreed Conclusions. As part of this, regular caucus meetings are held where members share thoughts and experiences, which contribute to their learning as well as that of others.

Each year we bring together the best minds and our relevant experience and knowledge to share with members from around the world, so that we can identify challenges and help members overcome them in a way that creates value and sustainability for the organisation.

As a global network, BPW International challenges members to look beyond their own communities and seek to understand how and why business and cultural norms internationally are different or similar to their own. Listening to best practices inspire our members to start new initiatives or revisit old ones.

The BPW International annual program of events in New York includes the following:

BPW International Leadership Summit (over 2-days)

Anyone can be a leader if they are empowered to do so. The annual BPW International Leadership Summit is presented by the International President and members of the Executive along with stakeholders, expert speakers, and other special guests. The learning includes a blend of panel discussions, coaching and best practices in relation to the Executive's vision and operations. It is about connecting with people and gives an overview of the organisation's priorities, best practices and relationships. Participants can expect to learn about all aspects of BPW International while sharing/exchanging ideas and obtaining tools that can be taken back to clubs/ federations.

Equal Pay Day—Closing the Pay Gap side event

BPW International launched the Equal Pay Day side event in 2010 with the Permanent Mission of Germany to the United Nations in New York, encouraging more Affiliates to hold campaigns in their countries. Members learn how to co-ordinate activities to raise awareness on ways to solve wage inequity and empower women in the workplace. Hosted by the German Mission, the event has become an annual event that facilitates learning of best practices in Europe and other parts of the world; negotiation of wages and salaries to influencing decision-makers to remove structures that perpetuate the gender pay gap.

WEPs Annual Events

Following the consultation event in 2009, the UN Global Compact and UN Women have hosted the Women's Empowerment Principles Annual Event and in 2014 held their sixth one. BPW International members can attend these using their own business status. In 2013 the inaugural Leadership Awards were held and in 2014 BPW International was a member of the adjudication panel. The WEPs annual event provides an opportunity for BPW International members to learn from, participate in, and contribute to, discussions about business best practice in the economic empowerment of women.



BPW Caucus Briefing during CSW57



BPW Italy members working during the 6th BPW Leadership Summit



BPW Barbados and Korea members working during the 6th BPW Leadership Summit

Professional Development Events by Affiliates

Over the years, Affiliates have come together to promote education, training, and professional development for women. Some examples:

The Cairo International Women's Congress - Egypt, Cairo

The Cairo International Women's Congress is held annually at the opulent, MENA House Hotel Oberoi in Cairo, Egypt and brings together 4 women's associations, including BPW Egypt. It provides a platform for the many different women's associations in this region.

The BPW Hanse Network

BPW Hanse Network is a supplement of BPW Europe with participants from Estonia, Finland, Germany, Latvia, Lithuania, the Netherlands, Russia and Sweden. The Hanse Net tries to live the philosophy of the Hanse in today's world:

- to make contact across borders and cultures
- to exchange experiences and ideas for a better understanding of each' others values and habits
- to build a network for personal or professional purposes

Since 2004 an annual BPW Hanse Net meeting is organized in one of the countries following the international Hanseatic Days. In 2014 the meeting takes place in Luebeck, Germany.

The Danube Net

Danube Net consists of Austria, Bulgaria, Croatia, Germany, Hungary, Moldova, Romania, Serbia, Slovakia and Ukraine. The aims of this network are to:

- Contribute to the economic development of the Danube Region
- Create a platform for cooperation in the Danube Region
- Open up new business opportunities
- Share professional expertise and experiences
- Facilitate intercultural exchanges and gather specific country know-how
- Increasing awareness of BPW International

This year brings a new dimension - the cooperation of BPW Danube Net countries with Southeastern Europe and Turkey will result in a conference in Istanbul, 4-5 April, 2014.

2nd BPW Cotonou Forum

The 2nd BPW Cotonou Fourm was held at Palais des Congrès of Cotonou in Benin, under the theme: "Rural women, new business opportunities". BPW representatives graced this meeting as did dignitaries including the Principal Private Secretary, representing the Benin Prime Minister and Deputy Principal Private Secretary, representing the Benin Minister in charge of Micro-finance. Côte d'Ivoire, Niger, DRC, Cameroon, Burkina Faso and Zambia were also present at the Forum.

Three workshops were organized on the following themes:

1. Market gardening and family agriculture



Photo Sourced: UN Global Compact

Executive Director of UN Women addresses the 6th Annual WEPEs meeting



Photo Sourced: UN Global Compact

Participants at the 4th Annual WEPEs meeting



Photo Sourced: UN Global Compact

Participants at the 4th Annual WEPEs meeting

2. Farming and agricultural products: the case of shea butter
3. Rural craft industry, clothing art and accessories: how to combine design and rural art in order to create labels.

Resolutions were as follows: women should work in synergy, they should get ideas leading to activities creation, women associations in the three existing activities sectors should be supported, research for partnership and financing should be made and our various governments should help promote and increase the value of our local products throughout the world. The recommendations are as follows:

1. Write to our various governments so as to exhibit our local products in our Embassies and Consulates (this same recommendation was also sent to all BPW International representatives throughout the world for follow-up).
2. Try to see how to set up an economic interest group in the following various activities sectors: agriculture, art industry, processing and commercialisation of local products.
3. Set up a creative business center in order to help the various businesswomen in their businesses and activities.
4. Seek the support of our various Governments for the promotion of women in general and rural women in particular.

1st International BPW Spain Connecting Plus, Palacio de Congressos Marbella

BPW Spain held its inaugural international event in October 2013 with participants from over 17 countries. There were many members who supported this event. The programme attracted over 300 attendees with professional quality presentations, speeches and panel discussions. Speakers included: Christian Ghymers, International Monetary Affairs Advisor, European Commission (ECFIN); Eleanor "Tabi" Haller-Jorden, President and CEO of The Paradigm Forum GmbH and Internationally renowned Chef, Dani García.

1st BPW Bucharest International Business Congress

This conference was organised in conjunction with the National Council of Private SME's and the National Employers' Organisation of Business Women from SME's. The event was held in the impressive Palace of the Parliament and as the first event of its kind to be organised in Romania. It brought together business people, policy makers, facilitators, experts, researchers and SMEs both from Romania and from around the world to explore new business opportunities: from local to global level. The inauguration of BPW Bucharest was held at the Gala Dinner.

BPW Johannesburg, South Africa

BPW South Africa and the Department of Trade & Industry have joined forces to invest in an unrivalled "Women on Boards" director development programme to create a register of female leaders in South Africa who are excellently trained and, as a result, highly sought after by Boards.

This eight-part program equips women with the knowledge and tools needed to elevate themselves to the C-suite and

beyond. In a supportive and highly interactive atmosphere, an impressive roster of experts guide female executives through a program of intensive classroom instruction, case studies and simulations. Every element of the program is focused on strengthening and broadening the leadership talents of the participants and delivering positive results for their companies and organisations. They improve their understanding of the responsibilities of board membership and develop the skills and strategic insight needed to become a more effective director. There is also a focus on board governance, financial literacy and increasing their understanding of relevant legislation.

BPW South Africa is excited that the Women on Boards programme has been endorsed by the Johannesburg Stock Exchange.



Profile: Rashida Beckles, Young BPW Barbados

Having recently joined the organisation, I have observed the wealth of knowledge, dynamic profiles, warmth and genuine concern for development that these women bring.

While age, profession and experience are important variables it has been observed that with the dynamic, multifaceted changes that have occurred in recent years, approaches and tactics also call for fresh approaches.

The contribution I have made as a Young BPW International member spans from:

- increasing awareness of the influence of technological reach and its use in our events
- inter-generational understanding to deliver initiatives
- a greater appreciation for youth experiences and non-traditional areas of expertise
- increased access to available funding opportunities
- generated interest from other young persons from varying backgrounds to join the organisation to help bolster succession planning.

What it means to me to be a Young BPW International member is simply that I am honoured to be among a world-wide sisterhood that impacts lives and creates change across the globe.



**THINKING GLOBALLY,
ACTING LOCALLY**

OUR PARTNERSHIPS: HOW WE ACHIEVE SUCCESS

“Among the facts which Madessin presented ... were the brilliant work of the World Health Organization [sic], of UNESCO, of UNICEF, of ILO for the working people, of the Trusteeship Council ... the studies conducted by the some of the world’s leading minds aiming to set the standards for Universal Human Rights and for the Status of Women all over the world”

from A Measure Filled: The Life of Lena Madessin Phillips

Overview

As the voice of gender equity we know we can’t always go it alone. We need partners to strengthen our position and influence governments and business to be inclusive of women.

Affiliates are encouraged to make use of the partnerships that BPW International maintains. Many partnerships are historic and were identified in the beginning of the organisation as strategic. Over time, strategic value has been what has seen

them remain and has been the catalyst for the emergence of others.

We think of the relationship between BPW International and our partners with the work of Affiliates as Thinking globally, Acting locally, as while the agenda for women’s issues is discussed and determined by the partnerships, it is at the local level that we see action on the ground occur.

One of our earliest partnerships was with YWCA. Lena Madessin Phillips worked with them to found the International

Federation of Business and Professional Women – a gap she had identified in the work that the YWCA were doing.

During the years since we were founded we have formed partnerships, relationships and networks with many other agencies and organisations.

PARTNERS

- International Trade Centre (ITC)
- International Organisation of Employers (IOE)
- WEConnect International
- Commonwealth Business Council (CBC)/
Commonwealth Business Women (CBW)
- Business Association of Women Entrepreneurs (BAWE)
- UNESCO Centre for Women and Peace in Balkan Countries

RELATIONSHIPS

- United Nations Global Compact (UNGC)
- Organisation for Economic Co-operation and Development (OECD)
- World Bank/International Finance Corporation (IFC)
- Food and Agriculture Organisation (FAO)
- International Labour Organisation (ILO)
- UN Women
- World Health Organisation (WHO)
- Conference of NGOs (CoNGO)
- Organisation of American States (OAS)

PARTNERSHIPS

- Women for Water
- Global Summit of Women
- Project Five-O

Project 5-0

Project Five-O was a partnership of five organisations whose president's created and fostered this initiative while attending the UN First World Conference on Women held in Mexico City in 1975. An agreement was signed in 1980 between International Federation of University Women, BPW International, International Council of Women, Soroptimist International and Zonta International.

At the annual meeting of Project Five-O in 2009, Soroptimist International, Zonta International and the International Federation of University Women, announced their decision to leave the partnership. As remaining partners, BPW International and the International Council of Women decided to keep the partnership going, and in 2013 incorporated the partnership under the not-for-profit status in New York for the future sustainability of the organisation.

Project 5-O is concerned with vocational training and other educational projects that empower women and girls in developing countries. The two organisations must be actively involved at the local level to submit a grant application. Grant applications are approved annually at a meeting of the partner organisations in order for funds to be released. Both organisations have been involved in ongoing discussions with parties that are interested in joining the new entity.

Project 5-0 grant approved during current triennium: Literacy for Life

Several applications were received by Project Five-O during the triennium. The BPW International Quality School in Pakistan was granted an initial amount of USD \$10,000.00 in 2013 for the *Literacy for Life* project and received a follow up grant of USD \$5,000.00 in 2014. The purpose of the project is to raise standards by improving teaching, raising proficiency in English, developing the pupils' ability to read and write and fostering an interest in reading both for information and for pleasure.

The school focused on improving the reading skills in both Urdu and English, but for the first phase focused on introducing an English reading scheme. In 2014 a top up was granted so that funds could further be used to offer adult literacy classes in Urdu for mothers, many of whom cannot even sign their name.

Over the years there have been many BPW Affiliates that have successfully applied for funding through Project Five-O including the BPW International Nursing School.

BPW International Nursing School

In 1985, BPW International assumed leadership of a project called Project Five-O Mexico. International President Rosmarie Michel, asked BPW Mexico President Professor Silvia Salazar to act as coordinators of the project to build a nursing school in Mexico. She developed the project proposal and presented it to the International Congress Assembly in 1985. The city of La Paz, the capital of the Baja California Sur State, was chosen as the site for the nursing school.

In October 2003, in recognition of the high quality of the training given at the school, it became the first education institution to be certified with the ISO 9001:2000. The Nursing School is the largest International Project of BPW International. The project is ongoing and funds are raised through the State Government and BPW International members worldwide. To date thousands of nurses have graduated from this school and Past International Presidents have visited the project since 1998.

UNGC and BPW International

BPW International and its vast global network of motivated and determined businesswomen have played a critical role in raising awareness about the Women's Empowerment Principles since the initiative was launched in 2010. We encourage BPW International Affiliates to continue to collaborate with Global Compact Local Networks and UN Women offices in more than 100 countries, to rally support for the WEPs and spur business action to advance gender equality and women's empowerment.

Enlightened business leaders recognise that gender equality is a fundamental human right, and

that it is essential to expand economic growth, promote social development and enhance business performance.

The UN Global Compact looks forward to working closely with BPW International to ensure that the future global development agenda is inclusive and gender-sensitive, and to engage the private sector on sustainable development priorities related to gender equality.

- Georg Kell, Executive Director, United Nations Global Compact

BPW Australia

Until 2012 the UN Global Compact Network in Australia did not have any NGO representation amongst its membership when BPW Australia was invited to join. As a signatory to the UN Global Compact and through our intervention with the local network, BPW Australia was able to change the focus of the UNGC Local Network in Australia from broad international human rights to the rights of Australian women.

INTERNATIONAL ORGANISATION OF EMPLOYERS

In 2012, the International Organisation of Employers (IOE), the global voice of business, and BPW International – the international business voice of women, initiated a collaboration with the aim to share knowledge, networks and intercultural understanding on the joint promotion of workplace diversity, gender equality and women's empowerment across our member's federations and the business community.



Since its creation in 1920, the IOE has been recognised as the only organisation at the international level that represents the interests of business in the labour and social policy fields. Today, it consists of 150 national employer organisations from 143 countries, the largest representative organisation of the private sector in the world. The IOE works actively to support its members in all countries and at all stages of development, to promote a wider understanding of the benefits of gender equality initiatives, the development of

“We look forward to collaborating with BPW International on harnessing common experiences and business initiatives, and creating an international forum that promotes the exchange of information and good practice in this important area amongst a wider business community”.

- Mr Brent Wilton, IOE Secretary-General

women entrepreneurship and the promotion of employment and economic empowerment.

The collaboration of IOE with BPW International brings to the IOE the unique opportunity to harness common experiences and business initiatives, creating an international forum to exchange intelligence and good practice in employment practices and share these with the wider business community.

The partnership between IOE and BPW International was forged in the context of initial discussions at the Rio+20 Corporate Sustainability Forum: Innovation & Collaboration for the Future We Want.

Since then we have explored and identified potential collaboration opportunities, recognising that BPW International could provide advice in the areas of: women's entrepreneurship; eliminating discrimination against women in the workplace; empowering more women in business into positions of power and decision making; enhancing labour force participation; and assist the IOE membership to better understand why women advocate for inclusiveness and its importance to business and the bottom line.

BPW International has a footprint that extends to some 100 countries worldwide. In laying the foundation for BPW International to be recognised as gender specialists during this Triennium, we have relied upon the strength of our partnerships and informing them of the value that we can bring. We have worked with the IOE to bring mutual understanding to our membership bases and to strengthen our networks. This has resulted in Project WEPs, which will see our two organisations plus the UNGC Local Network coming together to pilot and report on a working model for delivering the WEPs to business.

WHAT IS BPW INTERNATIONAL DOING?

In support of establishing Project WEPs, BPW International UN Representatives met with the IOE in Geneva during the ITC Joint Advisory Group meeting in May 2013. Follow up meetings were held to explore how BPW International could best be profiled at the IOE International Labour Conference (ILC) in June 2014. As result of these discussions, BPW International have been invited to make an intervention at the IOE Employer's Group meeting during the ILC on Project WEPs.

BPW International attended the IOE Women's Empowerment meeting in Geneva which was a unique opportunity to formally introduce BPW International to the IOE employer's network. The benefits of our collaboration are already bringing greater visibility to BPW International. The IOE Secretary General's office invited BPW International to address the Employers Group meeting during the forthcoming International Labour Conference (ILC) in Geneva, Switzerland

Established a secretariat to deliver Project WEPs – an initiative that will see 13 Affiliate countries pilot the promotion of the WEPs to business and build local partnerships with the IOE and UNGC Local Networks. This project will run over a three year period to 2016. The feedback from this will be the basis for developing a working model and provide members with examples of best practice in promoting and advising on the

WEPs. It is the foundation of BPW International becoming gender specialists.

In establishing ThinkTank, BPW International Affiliates can become Gender Specialists to national employer organisations, raising awareness of the WEPs and using them as a framework to lead business discussions.

BPW France

BPW France formed a strategic alliance with IOE member in France - MEDEF (the peak business and industry employer group) to become Gender Specialists. They combined forces to launch the WEPs in France on the 7th of December 2012. Since then, BPW France has formed close working relationships with MEDEF members: LVMH Group; Carrefour, Bougues and others. They also represent the interests of women on the MEDEF Human Rights Commission where the business community of leaders of France discuss gender issues. Some of the MEDEF employees are invited to attend BPW International club meetings and invited as keynote speakers.

BPW France have been able to see the true benefits of positioning themselves with MEDEF and are able to advise and bring to the attention of business leaders the compelling reasons why it makes good business sense to have gender diversity and inclusion in the workplace.

BPW France is example of how Affiliates can claim their rightful place as Gender Specialist to business and industry in the workplace, marketplace and community.

WEConnect International

WEConnect
INTERNATIONAL

Connecting Women's Enterprises with Market Opportunity

WEConnect International is proud to partner with BPW International in support of the women business leaders we serve, the Global Platform for Action and the UN Women's Empowerment Principles. We encourage women business owners to become active BPW International members and get self-registered or certified by WEConnect International. Together with our partners, we are helping to ensure that more women suppliers have access to local and global market opportunities.

COMMONWEALTH BUSINESS WOMEN

Strengthening the Commonwealth. Building Businesses. Advancing Women. 54 Countries. One Platform.

Commonwealth Business Women (CBW) was launched and supported by the Commonwealth Chair in Office, The Honorable Julia Gillard - Prime Minister of Australia in 2011. The following year, BPW International launched



President Freda presents the Vice Chair of CSW56 H.E. Mr. Carlos Garcia Gonzalez with a copy of the BPW CSW Handbook at the CBW Launch at South South News Headquarters

CBW in New York during CSW56 in New York City. Invited dignitaries included Ambassadors, UN officials, private sector, and civil society participants.

CBW brings together the collective experience, relationships, reputation and reach of the Commonwealth Business Council (CBC), BPW International and the British Association of Women Entrepreneurs (BAWE).

The alignment between the CBW agenda and BPW International initiatives has made this an important strategic relationship. In addition, of the 54 Commonwealth member countries, BPW International has a presence in 23 and this provides further growth opportunities.

The Commonwealth's 54 countries comprise 2 billion people (a third of the world's population), accounts for 20% of world trade, its urban population increases by 65,000 people daily and its middle class contains 31% of the global population, representing a huge and growing consumer market.

CBW in Brief

CBW's agenda is defined as 5 Ps – potential, progression, platform, procurement and policy.

Three priorities for CBW are:

- Encouraging more women onto boards and in senior decision making roles
- Development of gender based procurement programmes
- Access to finance and skills

Additional areas of interest are:

- Women and technology
- Women and international trade

These have significant alignment with the priorities of BPW International and help to strengthen our programs and



initiatives, extend our reach and enhance our networks.

BPW International has a CBW presence in the following countries: Australia, Bangladesh, Barbados, Cameroon, Canada, Cyprus, Ghana, India, Jamaica, Kenya, Malaysia, Malta, New Zealand, Nigeria, Pakistan, Papua New Guinea, Singapore, South Africa, Sri Lanka, Uganda, United Kingdom and Zambia.

CBW and BPW International

Within days of the 2011 Helsinki Congress concluding, at the initial suggestion of the BPW Pakistan President, Commonwealth Businesswomen (CBW) was established as a strategic collaboration between the Commonwealth Business Council (CBC), BPW International and the British Association of Women Entrepreneurs (BAWE). Key highlights:

- development of the 'CBW Agenda for Women's Economic Empowerment' (encouraging more women on Boards and in senior decision-making roles; development of gender based procurement programmes and access to supply chains; and access to finance and skills) which aligns with BPW International priorities to which many BPW members contributed
- robust research and empirical evidence to support the above i.e. (a) joint report with ACCA on Women in Leadership and (b) by the Commonwealth Secretariat on procurement and gender
- presentations at key Commonwealth fora by BPW International including for Meetings of Women Ministers and the Commonwealth Heads of Government
- development of the first public-private partnership for women's economic empowerment in the Commonwealth supported by a plan of implementation and a roadmap
- development of the CBW BusinessXchange – the world's first trading platform, learning environment and network for women in business for a community which accounts for 20% of world trade and a billion women

In March 2014, CBW was invited by Commonwealth Governments to join the Commonwealth's main Gender governance body - the Commonwealth Gender Plan of Action Monitoring Group (CGPMG).

BPW International is officially invited by the Commonwealth Secretariat to attend the Annual Consultation of Commonwealth National Women's Machineries, held in New York during the Commission on the Status of Women (CSW) meetings. BPW International attended annual consultations held during CSW57 and CSW58. Access to these meetings gives us the opportunity to speak with Commonwealth ministers and make statements before them.

In 2013, Commonwealth Secretary General Kamallesh Sharma invited BPW International to deliver the keynote address at the Opening Plenary of the 10th Commonwealth Women's Affairs Ministerial Meeting (10WAMM) in Dhaka, Bangladesh. BPW International has shaped the transformational thinking of women's roles throughout the Commonwealth and with our partners, during the Commonwealth Business Forum of the Commonwealth Heads of Government Meeting in Australia and Sri Lanka.

"What the CBW relationship is focusing on, based on solid recent evidence, supported by extensive engagement and driven by unique access to policy-makers and key stakeholders is clear and simple: that the economic empowerment of women can be the engine to transform and take forward economies across the Commonwealth and beyond."

- Arif Zaman, Chair CBW



The 6th Annual WEPs Event, UN Headquarters, New York

INTERNATIONAL TRADE CENTRE

The International Trade Centre (ITC) is a joint agency of the United Nations and World Trade Organisation based in Geneva. ITC's mission is to foster sustainable economic development and contribute to the MDGs in developing countries and countries in transition, through trade and international business development. Established in 1964, ITC is celebrating 50 years of providing solid trade-related technical assistance.

The ITC's Women and Trade Programme works with governments, the private sector and trade support institutions to bring greater economic benefit to women through increased participation in export trade.

The Global Platform for Action on Sourcing from Women Vendors in brief

A central aspect of ITC's Women and Trade Programme is the Global Platform for Action on Sourcing from Women Vendors (GPASWW). For all of the reasons stated in Leading Entrepreneurship and more, the ITC established this important initiative in 2010. BPW International has been a partner of this initiative since its inception. The aim of the initiative is to increase the share of corporate, government and institutional procurement secured by women vendors.



The inaugural Women Vendors Exhibition and Forum was held in 2011, in Chongqing, China. 300 delegates from 19 countries participated, culminating in US\$14.8m worth of contracts for the supply of goods and services from women entrepreneurs.

In 2012, the Global Platform for Action on Sourcing from Women held the 4th Senior Executive Roundtable on Sourcing from Women Vendors and the Women Vendors Forum and Exhibition in Mexico City. More than 100 delegates from governments, enterprises and trade support institutions participated in the 4th Executive Roundtable on Sourcing from Women Vendors. Nearly 150

sellers and some 40 buyers from multinational and medium-sized enterprises were among the more than 300 delegates attending the Women Vendors Exhibition and Forum 2012, alongside officials from governments and trade support institutions.

BPW International signed two Memorandums of Understanding during the Opening Ceremony with the International Trade Centre (ITC) and WeConnect International.

The Women Vendors Exhibition and Forum in Brief

The Women Vendors Exhibition and Forum (WVEF) is the annual event of the Global Platform's ten year strategy, a key part of the commitment to ensure women business owners conclude commercial transactions over time.

Through a rigorous matching process, women vendors are brought together with senior procurement executives from corporations and public sector procurement officers. Preparation for the meeting is undertaken in advance through the relevant trade support institutions, BPW International being one of them.

At WVEF participants have the opportunity to develop partnerships by engaging in Buyer Mentor Groups (BMGs) in target sectors, and to further these partnerships through facilitated one on one buyer seller meetings on a selected basis. The BMGs are led by senior mentors who have substantial experience in making buyer seller linkages. There are also presentations from dynamic highly knowledgeable speakers, an electronic showcase of select companies, and capacity building workshops and technical assistance.

To date over 650 women from around the globe have met buyers resulting in USD20m in sales and letters of intent to do business. In addition, ITC with partners has launched projects to help suppliers understand and meet buyers' requirements.



President Freda addresses the 47th Session of the ITC Joint Advisory Group Meeting, Geneva, Switzerland

WHAT IS BPW INTERNATIONAL DOING?

- BPW International actively encourages its members to participate in WVEF by circulating regular information updates, getting our members registered on the Platform and surveying our membership to assist ITC to determine where the needs of our business and professional women are, and how we can all best assist to grow their businesses.
- As a founding partner of the GPASWV, BPW International made an intervention at the 47th Annual Meeting of the Joint Advisory Group. This meeting was also an opportunity to meet with ITC team and discuss future opportunities for collaboration.
- BPW International and ITC updated their MOU at the Global Platform for Action on Sourcing from Women Vendors meeting during the Women Vendors Exhibition and Forum in Mexico City, with a view to increasing and streamlining our co-operation in this area.
- BPW International conducts member surveys to assist ITC identify industry sectors in which women entrepreneurs are active. Buyers are then sought in key sectors.
- Through its work with CBW, BPW International has advocated for the inclusion of 'Procurement' as one of the three central tenets of CBW's mandate. With ITC's support, BPW International will continue to advocate for the adoption of preferential procurement policies favouring sourcing from women-owned businesses (WoBs) by all Commonwealth countries' governments through its work with CBW.
- Encouraged an increased participation of BPW International entrepreneurs from developing countries in WVEFs.
- Encouraged both private and public sector buyers to attend WVEFs to increase their sourcing from WoBs.
- Has agreed to work closely with ITC over the coming years as the Platform continues to grow, to benefit BPW International members, and to work with CBW as the initiative is expanded to include a focus on government procurement.

Gender equality and women's empowerment are critical development objectives. BPW International has joined the ITC to create the Global Platform for Action (GPFA), which connects women-owned small and medium-sized enterprises in developing countries and transitional economies to the global trading system. It also develops the business and professional potential of members through the various mentoring and training programs offered.

While existing members that own and run their own business can benefit from the GPFA, we are also looking for ways to bring more women to the platform. One way of achieving this is through strategic collaborations and partnerships with blocks of countries or regions, for example the Balkan countries. Members have come together to foster business prospects and to learn and grow from each other.

Centre of Women Leadership in Business for Southeastern Europe

Honouring the theme of this Triennium – *Empowered Women Leading Business* – the Centre of Women Leadership in Business for Southeastern Europe (CWLBE) was initiated in 2012 between BPW International and the UNESCO Centre for Women and Peace in Balkan Countries. This collaboration is coordinated by BPW Turkey with the support of the Hellenic UNESCO secretariat.

CWLBE is vital to creating a strong voice for women-owned businesses in the Southeastern region of Europe. It is a knowledge sharing hub with the first Business to Business event planned for April 2014. This event will identify business owners and sectors with the intention of improving access to markets for women in this region. A further objective is that these women-owned businesses (WoBs) will be involved with the next ITC Women Vendors Exhibition and Forum.

The April event was co-organised by BPW Turkey and BPW Danube Net to start business to business relations among women entrepreneurs and to increase their participation in the supply chains. The event was held in Istanbul, Turkey. Supporters of the event included: the European Union; various ministries such as Ministry of Family and Social Policies, Ministry of Economy, Ministry of Labor; Turkish Cooperation and Coordination Agency; Foreign Economic Relations Council; UNGC Local Networks; Chambers of Commerce and others.

The formation and work of the CWLBE is an example of what can be achieved by Affiliates through strategic collaboration and partnerships supported by BPW International. Supporting women who need to be economically empowered and bringing together stakeholders creates an environment that supports procurement from WoBs. The outcome sees more *Empowered Women Leading Business*.

An increasing number of Affiliates are utilising the strengths of our international network to develop their own events. These have started in more recent times because of the interest in exploring business and trade opportunities amongst members and stakeholders, the lifelong learning that supports development and to foster closer relations and friendships.

WORLD BANK: WOMEN, BUSINESS AND THE LAW

In the past 50 years, the legal status of women has improved all over the world, however, many laws still make it difficult for women to fully participate in economic life – whether by getting jobs or starting businesses. Discriminatory rules prevent women from certain jobs, restrict access to capital, and limit the capacity of women to make legal decisions. The World Bank has developed a report that provides BPW International affiliates with information and analysis, which they can use in their advocacy work.

The World Bank Group's, [Women, Business and the Law report](#) provides objective indicators on the laws and regulations affecting women's capacity to get jobs and start businesses across 143 economies. It provides data on legal gender differentiations covering seven areas:

Accessing institutions: explores women's legal ability to interact with public authorities and the private sector in the same way as men.

Using property: analyses women's ability to access and use property based on their ability to own, manage, control and inherit it.

Going to court: considers the ease and affordability of accessing justice by examining small claims courts, as well as a woman's ability to testify in court and the incidence of women on constitutional courts.

Getting a job: assesses restrictions on women's work, such as prohibitions on working at night or in certain industries. This indicator also covers laws on work-related maternity, paternity and parental benefits, retirement ages, equal remuneration for work of equal value and non-discrimination in hiring.

Building credit: identifies minimum loan thresholds in private credit bureaus and public credit registries, and tracks those which collect information from microfinance institutions, utilities and retailers.

Providing incentives to work: examines personal income tax credits and deductions available to women relative to men, and the provision of childcare and education services.

Protecting women from violence: examines the existence of legislation on domestic violence and sexual harassment.

Protecting women from violence: examines the existence of legislation on domestic violence and sexual harassment.

The third series of the report, Women, Business and the Law 2014: Removing Restrictions to Enhance Gender Equality, highlights reforms carried out over the past two years. Some key findings include:

In almost 90% of the economies covered, there is at least one legal difference that may hinder women's economic opportunities.

- All 14 of the economies covered in the MENA region have

10 or more legal differences.

- In the past 50 years, over half of the restrictions on women's property rights and ability to conduct legal transactions were removed in 100 economies examined.
- In 79 economies laws restrict the types of jobs that women can do. The most extensive restrictions are in ECA.
- In 15 economies husbands can object to their wives working and prevent them from accepting jobs.
- Of the economies measured, 76 have established explicit legislation addressing domestic violence but only 32 have provisions on sexual harassment

WHAT IS BPW INTERNATIONAL DOING?

- BPW International support this World Bank initiative by promoting their surveys within its membership and networks.
- Provide the membership with the Business Women and the Law report for advocacy.



Sean Pavone / Shutterstock.com

OUR HISTORY WITH THE UN: THE FOUNDATION OF OUR ADVOCACY

“As to the power which might be generated from such an organization [sic] ... it would be a force which could mold public opinion, set standards and change economic and industrial conditions...One may well expect to see great things done and done quickly.”

– Lena Madesin Phillips

BPW International’s advocacy: Bringing the voice of women

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

BPW International is bringing the voice of women to the UN and to business by leading consultations and events on the Women’s Empowerment Principles: Equality Means Business, and through Equal Pay Day Campaigns.

We bring greater economic benefit to women entrepreneurs through the Global Platform for Action on Sourcing from Women Vendors.

One of the BPW International aims is to unite business and professional women in all parts of the world to advocate for:

- the elimination of all discrimination against women
- involvement of women on equal footing
- implementation of human rights and the use of gender-responsive perspectives.

Advocacy is a process by an individual or group which aims to influence public-policy and resource allocation decisions

within political, economic, and social systems and institutions. BPW International advocates in many ways including media campaigns, public speaking, commissioning and publishing research.

BPW International has a strong team that advocates for our points of view at the UN. This is possible because BPW International has a high consultative status in the UN system, going back to 1948. However, our advocacy work would be more effective if it was supported more by the experts in our membership. With more expertise and more women-power, we would be even more recognised as experts and able to submit more statements/briefs before and during Conferences, than we are able to do now.

BPW International appoints representatives to many of the major committee and agencies of the UN.

Our advocacy is guided by the concerns of our members. The General Assembly at Congress agrees on resolutions that give a point of view on issues that the BPW International membership deems important and gives direction to the work of the UN representatives and our advocacy.

BPW International advocacy is steered by the theme of the triennium and emerging issues and trends put on the agenda by UN member states, for example the CSW's current focus on the Post-2015 Development Agenda.

BPW International supports Affiliates in their role as advocates by:

- Facilitating BPW International's participation in the CSW at the UN each year including supporting Affiliates to maximise their representation through the provision of resources and assistance to encourage member states (Federation's own Governments) and developing tools and resources to expand the profile of BPW International's achievements in the CSW parallel events program
- Developing and deploying strategy that strengthens and maintains the long standing BPW International relationship with UN Women and the broader UN community
- Work with Affiliates to establish and/or strengthen their domestic relationships with UN Women and UN sponsored activities in their own countries
- Ensure the accreditation and participation of members at other sessions and conferences organised by UN agencies according to the demands and interests of members
- Disseminate current advocacy papers and developments.

Advocacy is a lot of work that requires constant attention to current issues while persisting with older and still relevant matters. The work of the BPW International representatives is vital and ensures that the women's issues agenda remains vibrant for both the UN and BPW International Affiliates.

Huguette Akpologan Dossa
Vice President UN
2011-2014

Esther W Hymer and a history of BPW International at the UN and the CSW

Two significant events occurred in 1919 that would have meaning for future international cooperation. It was the year in which BPW International founder, Lena Madesin Phillips, established the National Federation of Business and Professional Women's Clubs (BPW USA) in St Louis, Missouri, USA. Half a world away, another vision was being realised: the setting-up of the League of Nations, as the UN was then known, a coming-together of all nations, aimed at promoting the development of global international relations as a part of the peace settlement of the First World War. Its headquarters would be in Geneva, Switzerland.

These events were to affect the young Esther Hymer, who was destined to become a connecting force for BPW International and the UN and to play a significant partnership role in both organisations. Esther became involved with the League of Nations Association as a volunteer, writing hundreds of background papers on understanding the causes of war and how peace can be achieved. In the process, she carved out for herself an extraordinary career.

Esther became involved with various committees alongside Eleanor Roosevelt. Esther's work at the League of Nations resulted in her attending the conference for the founding of the UN in June 1945. It was here that she became aware of the potential value of NGOs and the meaningful role they might take in helping to influence the policies of the new international body.

By December 1945, the International Federation had applied for Consultative Status with the UN. Thus, in 1947, BPW International became one of the first organisations to be granted Consultative Status, Category (B) II status - to the UN (through ECOSOC), and the Commissions on Human Rights and Status of Women. Our status remained at that level until 1978 when the status was upgraded to Category (A) I, which is today known as General Category status.

The General Category status allows BPW International to:

- speak at ECOSOC meetings
- submit items for the agenda
- submit written statements directly to the Council
- make oral statements on behalf of caucuses or to coalitions during general discussions and interactive events;
- sit in ECOSOC meetings in a seat reserved for representatives of IFBPW.

The First Session of the CSW

The first General Assembly of the UN took place in London in 1946. BPW International members were there to witness this landmark event. Our members heard Eleanor Roosevelt, a delegate of the USA, say that the UN was at work building a new world, but it had one great lack which she deplored – it lacked women. Of the 51 countries represented, only 11 sent women delegates and advisers (there were 17 women in total at the meeting).

Mrs Roosevelt addressed the meeting and read a statement addressing the women of the world, signed by all the women present. The British Federation were so enthralled by what they had experienced that they called a roundtable conference of women's organisations, where it was decided that they would ask the Commission to consider how best to implement the equality clauses of the newly drafted UN Charter.

As a result, they presented a petition to the chairman of ECOSOC to establish a special body. A sub-commission on the Status of Women was set up. It held its First Session in February 1947 at Lake Success, NY (the temporary home of the UN from 1946 to 1951); it comprised women from 15 member countries.

The importance of the work of this sub-commission was so outstanding that within a year it became a full and permanent Commission of the United Nations. It was later to become the Commission on the Status of Women (CSW).

Esther lobbied for the setting up of the CSW, and the Commission would become BPW International's principal channel for exchange of information and representation on women's issues.

The original mandate of the Commission was to prepare recommendations and reports to ECOSOC on the promotion of women's rights in education, political, civil, social, and health fields as well as to make recommendations on urgent problems of women's rights requiring the immediate attention of the UN.

Throughout the 1950s, momentum built and IFBPW became more active year after year, submitting statements to the CSW, researched and written by Esther. By 1952, there were more than 100 NGOs with consultative status. World peace was Esther's prime motive for continuing her volunteer work. Esther received many awards for a lifetime of leadership, inspiration and service. Former UN Secretary-General Kofi Annan said in a letter sent to congratulate Esther on her 100th birthday on 20 July 1998: "Your untiring efforts influenced almost all the resolutions of the General Assembly and its subsidiary bodies which affect the status of women.

Your devotion and determination encouraged important strides in the achievement of gender equality."

Although many of the objectives that Esther has worked for have been realised, there is still more to be done before women are empowered to reach their potential. It is the women of tomorrow who must carry this work forward, building on the achievements in which Esther, on behalf of BPW International, was instrumental.

UN representatives: the work we do

At present there are a total of twenty-five members serving as representatives of IFBPW at the UN and its subsidiary organs, specialised agencies and related organisations

The UN representatives:

- "translate" the resolution (and previous ones) into language, format and set of ideas that can be used for lobbying by all BPW International members and be used by them as guidance at different meetings and different UN bodies and is made-to-measure for that particular context
- Represent BPW International at UN meetings and make interventions based on these resolutions and documents
- Report on trends, ideas and outcomes
- Communicate with BPW International members (e.g. through reports on the website, the standing committees an/d or the regional coordinators) to inform them and for input, support etc.
- Connect BPW International Affiliates to their regional or national governments as needed.

At the United Nations, BPW International/IFBPW appoints UN representatives at the UN Headquarters in New York, Geneva, Vienna, the five regional commissions and at UN Agencies.

Representatives are dedicated to promoting the agenda of BPW International, *specifically the economic advancement of women at all levels*. This cross-cutting issue takes in concerns for women's overall well-being in matters of health, education, access to resources (including food, shelter and water), properly remunerated work, safety, human rights, and personal dignity. Within the UN Human Rights framework it means advocating for the implementation of the major conventions and agreements on women, like CEDAW, the Beijing Platform for Action, relevant ILO Conventions and General Assembly Resolutions, and the Women's Empowerment Principles. It means advocating for mainstreaming a gender perspective in the staffing, creation and implementation of all UN decisions.



Photo Sourced: UN Global Compact

Participants during UN meetings

Our activism is accomplished through collecting information i.e. going to meetings and briefings by various UN Agencies and CoNGO Committees, together with wide reading of background materials; lobbying (visiting the missions of member states and talking to UN delegates and agency personnel to get our points across); creating oral and written input into UN negotiations, outcome documents, conventions, and agreements; and communicating with one another, the NGO community and BPW International through reports, talks and presentations and the creation of informational panels and workshops.

Two major agendas occupy the UN Representatives at present:

1. The Millennium Development Goals (MDGs) are set to expire in 2015 and will be replaced by the Sustainable Development Goals (SDGs), which will be rooted in the framework created by the outcomes of Rio+20, the United Nations Conference on Sustainable Development of 2012. Our efforts have been focused on working towards a stand-alone goal on women and making sure that women's issues, particularly those (like migration) that were not considered in the MDGs, are well represented in all goals, in both process and end result.
2. 2015 is also the year of Beijing+20, and we are working through UN Women and the NGO CSW to prepare to review the implementation (challenges and opportunities) of the Beijing Platform for Action (BPfA) during CSW59.

Finally, we are working through various agencies to involve the business community in the UN processes, mainly through the United Nations Global Compact.

UN Representatives: who we are

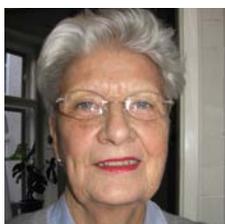
Eva Richter



Eva Richter is the Permanent UN Representative for BPW International. She is Vice-Chair of the NGO Committee on Migration, which she helped found, an Advisor to the Executive Committee of the NGO Committee on the Status of Women, and a member of the NGO Committee

on Human Rights. She has written papers on migration, on various aspects of CEDAW, and in her commitment to the realisation of women's equality and gender justice has organised many workshops, seminars and panels. In 2011, she was given the Pathfinder Award by BPW International in recognition of her work.

Marlene Parenzan



Marlene has been a member of BPW International since 1999. She has been the liaison for the Conference of NGOs (CONGO) since the 1990s, organised an office at the UN in Vienna for CONGO, Vice-President Vienna (2000-2003), Head of Vienna office (1997- 2004).

She has been active in NGO Committees on Narcotic Drugs, Youth, Women, Development, and Peace. She has attended numerous sessions of the CSW and CEDAW, the Commissions on Narcotic Drugs and on Crime Prevention and Criminal Justice.

She participated in World Conference on Women in Nairobi (1985) and Beijing (1995), co-organised NGO activities for NGO Fora in parallel to these conferences, as well as organising the NGO regional preparations for the ECE.

Catherine Bosshart-Pfluger



In 2013, Catherine Bosshart-Pfluger, became UN main representative at Geneva. She is an historian of contemporary and modern history as well as specialist of gender studies. After studies in Switzerland, Germany and the USA, she received her MA in 1974, in 1981 her PhD of the

University of Fribourg/Switzerland. Working from 1974 - 1991 on different research projects, she then taught from 1991 - 2013 first as a senior lecturer and then a professor for contemporary history at the University of Fribourg. In June 2013 she retired and was nominated as an independent expert for the Gender Studies Program by the Conference of University Presidents of Switzerland. Currently, she is working in the Geneva NGO/CSW task force on Beijing+20.

Dr Susan O'Malley



Dr Susan O'Malley, Alternate Delegate to UN, is currently the Vice Chair of NGO/CSW/NY. She is co-chair of the Planning Committee for CSW58 Forum, co-editor of the North American Outcome Document and convener of the Beijing Platform for Action Study Group. She is also

editor of the Working Group on Girls' Action for Girls. In addition to serving as the Faculty Trustee and Chair of the 22-campus City University of New York Faculty Senate, Dr O'Malley taught English Literature and Women's Studies at CUNY (Kingsborough and the Graduate Center) for many years. She holds an AB from Smith College and a PhD from Tulane University.

Arzu Ozyol



Arzu Ozyol is an environmental engineer and the Founder President of BPW Turkey. She has a MBA and is a PHD Candidate on Social and Environmental Sciences.

Arzu Ozyol believes that equality between women and men is an integral part of human rights and it is a prerequisite for democracy and social justice. In protecting and promoting human rights, she seeks to eliminate discrimination based on gender and promote a balanced participation of women and men in political and public life. She brings this passion to BPW International's programme and policies.

Her research is used in academic publications and she lectures at university in Turkey.

Lesha Witmer



Lesha is an independent senior advisor on sustainable development (water governance and management) and Human Resources (participatory approaches and gender issues included) and vocational training. She was inter alia Steering Committee member of Women for Water

Partnership and on her government and NGO delegations to the UN CSD multiple times, chaired the sustainable development committee of the Netherlands Women's Council and the Standing Committee on sustainable development & water of BPW International.

She currently serves inter alia as member of International Standard Development Committee of AWS, member of the EUWI CC, SC member of the Butterfly Effect NGO coalition, member Social Impacts, etc. chamber of the Hydropower Sustainability Assessment Council and is (alternate) delegate of BPW International to the UN (ECE) on sustainable development issues and delegate to the World Water Council.

Ms. Witmer holds degrees in Human Resource and General Management and studied law (University of Amsterdam).

Cristina Gorajski Visconti



Christina has been the BPW International Representative FOA, Rome since 2010. She is also the coordinator of the Ad hoc Group of International NGOs.

She has expertise in administration, women entrepreneurship, Equal Opportunity and the not-for-profit sector. She graduated in Modern Languages and Literature, has worked as analyst on socio-economic projects of Latin America countries, in Germany. At present lives and works between Rome and Ancona, Italy, and an advisor on development/trade promotion. She is actively involved with institutions, agencies and specialists for relations with the cities of the Adriatic Jonian Initiative.

As Honorary Consul of Poland for the Region Marche, is also counsellor with the Regional Secretariat of the Committee of European Municipalities (CCRE).

Marie-Claude Machon-Honore



Marie-Claude Machon-Honore has been a member of BPW Paris since 2008. She has been a member of the Education for All working group at UNESCO Paris since 2011. As a BPW International delegate at UNESCO, Paris, she was member of the steering committee for the first UNESCO-NGO

forum on Education, Paris, France. She is co-president of the steering committee for the second UNESCO-NGO on the role of women in the fight against poverty.

Marie-Claude teaches at secondary and tertiary levels. She has a Masters Degree (Role of CPAG in British civil society) and a Doctorate in Anglophone Studies (Education and development of women in the Anglophone Caribbean), Sorbonne University, Paris, France.

She is a graduate of the 2009 Caribbean Institute in Gender and Development Studies, University of the West Indies.

BPW INTERNATIONAL UN REPRESENTATIVES

UNITED NATIONS HEADQUARTERS		
	Geneva	Catherine Bosshart Elizabeth Clement-Arnold Francoise Van Leeuwen Lesha Witmer Arzu Ozyol
	New York	Eva Richter Dr Susan O'Malley Harriet Friedlander Elizabeth Benham Elizabeth Vanardenne
	Vienna	Marlene Parenzan Christa Kirchmair
UNESCO : United Nations Educational, Scientific and Cultural Organisation		
	Paris	Marie-Claude Mauchon
	Brazil	Beatriz Zanella Fett Elisa Campos
UNICEF : United Nations Children's Fund		
	New York	Dr Susan O'Malley
UNIDO : United Nations Industrial Development Organisation		
	Vienna	Marlene Parenzan
UNCTAD : United Nations Conference on Trade and Development		
	Geneva	Elisabeth Clement-Arnold
FAO : Food and Agriculture Organisation		
	Rome	Christina Gorajski Visconti Annarosa Colangelo
ILO : International Labour Organisation		
	Geneva	Catherine Bosshart
WHO : World Health Organisation		
	Geneva	Michele Gerber Gabrielle Gonzenbach Luisa Monini
UNECA : The United Nations Economic Commission for Africa		
	Ethiopia	Nigest Haile
UNECE : The United Nations Economic Commission for Europe		
	Geneva	Francoise van Leeuwen
ESCWA : Economic and Social Commission for Western Asia		
	Beirut	Princess Fay Jahan Ara
DPI : Department of Public Information		
	New York	Tess Mateo Francesca Burack Yue Fang (Youth representative)

History of BPW International

The International Federation of Business and Professional Women (IFBPW) was founded in Geneva, Switzerland, on August 26, 1930. As President of the National Federation of Business and Professional Women's Clubs of the United States of America, Madesin organised several "Goodwill Tours" to Europe in 1928 and 1929. Hundreds of American women participated in these tours with the purpose of meeting business and professional women in Europe and promoting affiliation with them. The founding member countries of the international federation were Austria, Canada, France, Great Britain, Italy and the United States of America. Madesin was elected as the first IFBPW President and served until 1947.

Archiving

"We are all standing on the shoulders of our forerunners. If they had not had the courage, the energy and guts to fight for our rights, for equality and equal opportunity, we would be nowhere. Learning from the experiences of our ancestors is vital."

– Catherine Bosshart-Pflugler

History is lost without careful record keeping. In recognition of this, BPW International has an Archives Taskforce.

Below is a recount from historian and BPW International member Catherine Bosshart-Pflugler on the formation of the Archives Taskforce.

I got a text message from then President Elizabeth Benham asking me to go to the archives of Esther Hymer which were at this time kept as a deposit at the Church Centre in New York. When I saw the collection, I was impressed by the corpus of UN papers and the massive correspondence Esther had collected over the years. I noticed the importance of these papers but was concerned for their safety - it was too cold in winter, too hot in the summer and there was a danger of flooding. Immediate action was required.

The collection has since been registered and deposited in the library of Drew University at Madison, NJ. This collection will be an invaluable source regarding the role of BPW International at the UN in New York.

The state of Esther Hymer's and BPW International's records highlighted the importance of establishing an Archiving Committee, which happened in 2009. In the beginning, its role was mostly to advise the President and the Executive Board on where to deposit BPW International archives which were

provisionally stored in London. Moreover, Sylvia Perry had been in charge of writing a history of BPW International over the last 20 years. Functioning and registered archives are vital to accomplish such a task. Finally, the Executive Board decided to deposit the archives in the Aletta Archives in Amsterdam.

In this triennium approximately half of the archives have been ordered and it is anticipated that by the end of the next triennium all will be registered and be available to the public.

BPW International and the CSW

BPW International attends the CSW in New York, New York annually.

The CSW is dedicated exclusively to gender equality and the advancement of women. It is the principal global policy-making body on these issues. Every year, representatives of UN Member States gather at UN Headquarters in New York to review progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and the advancement of women worldwide. CSW is mandated to:

- Prepare recommendations and reports to ECOSOC on the promotion of women's rights in the political, economic, social, civil and educational fields
- Make recommendations to ECOSOC on urgent problems requiring immediate attention in the field of women's rights
- Follow up the 1995 Fourth World Conference on Women (known as "Beijing" after the host city), by reviewing the 12 critical areas of concern in the **Beijing Platform for Action (BPfA)**.

For BPW International, the CSW provides the opportunity to input into policy negotiations and establish long-lasting contacts.

The work of the International Federation of Business and Professional Women and the UN 1947-2014

Since its founding by Dr Lena Madesin Phillips in 1930, BPW International has been proud of its position as an international organisation supported by and advocating for thousands of women all over the world. Continuing its early relationship with the League of Nations and the International Labour Organisation (ILO) with which IFBPW maintained advisory and consultative positions, in 1947 the organisation was among the first Non-Governmental Organisations to obtain Consultative Status with ECOSOC, the Economic and Social Council of the United Nations. Such status has given IFBPW a channel, backed up by data acquired through local national study, to advocate for positions that the organisation has advanced in the interest of women's empowerment and equality, most prominent among which are: recognition of the basic human rights of women in all areas, including the right to health, education, property and access to all resources and means of production; equal access to education, including technical training; equal pay

for equal work; and equal access to positions of power and decision-making in all fields. It is a mutually beneficial relationship: just as we need the UN as a channel to make our voices heard, the UN needs us not only for advice but also to carry out their recommendations.

In the sixty-seven year relationship between the UN and IFBPW, many basic concerns have remained unresolved, notably the unequal position of women, and many shifts have taken place. New concerns have arisen: environmental depredation, the disastrous effects of climate change, the benefits and dangers of a globalised economy, increasing economic inequalities, frequent and severe economic crises, geopolitical shifts of alliances and massive migration have all claimed the world's attention. New UN entities have been established and new relationships have been forged among nations and with NGOs. The number of NGOs now in consultative relationship with the UN has risen from forty-five in 1948 to over four thousand today.

IFBPW has participated in virtually all the major changes and developments within the UN. In 1946 a UN Committee was formed within BPW International under the leadership of Margaret Hickey; in 1947 it was added to the list of BPW International Standing Committees. In 1950, Esther Hymer became the main UN representative and remained so till her death in 2001. In between, in preparation for the International Women's year of 1972, she established the NGO Committee on the Status of Women which she chaired for ten years. She was active in every single development that concerned the advancement of women, especially in the establishment of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) and the first three of the four major world women's conferences: 1) Mexico City, 1975; 2) Copenhagen 1980; 3) Nairobi 1985; 4) Beijing 1995. The two outcome documents of this last conference, the Beijing Declaration and the Beijing Platform for Action (BPfA), have informed every meeting since then of the CSW, which has turned to the BPfA for each of its themes. The Platform outlines twelve critical areas of concern: Poverty, Education, Health, Violence, Armed Conflict, the Economy, Decision-Making and Leadership Positions, Gender Equality, Human Rights, the Media, the Environment, the Girl Child and provides indicators to measure progress towards improvement. CEDAW is among the most effective instruments for women's equality, requiring quadrennial examinations of each of the 187 states parties to the convention (out of 193 Member States in the UN) to ensure compliance.

Many IFBPW members have been leaders at the UN in the establishment of its basic tenets and conventions and in the dissemination and implementation of its legislation. Eleanor Roosevelt, architect of the Declaration of Human Rights, was a member.

- In 1972, Helvi Sipilä, long-time BPW International member from Finland, was appointed Assistant UN Secretary General and facilitated the establishment of the Division for the Advancement of Women (DAW). In 1988 she was elected the first chair of the World Federation of National Committees for the United Nations Development Fund for Women (UNIFEM).

- In 1972, the UN held its first Conference on the Human

Environment and shortly after that established the UN Environment Programme (UNEP). Wangari Maathai, BPW International member and Nobel Prize winner in 2004 for her work on the environment, chaired the NGO Forum in connection with the UN International Conference on New and Renewable Sources of Energy, 1981, in Nairobi, Kenya.

- In 1975, two BPW International members, Marcelle Devaud and Nobuko Takahashi, were two of ten founding trustees of the UN International Research and Training Institute for the Advancement of Women (INSTRAW).
- In 1988, UN Representative Claire Fulcher became the convener of the NGO Committee on UNIFEM and worked closely with that organisation until her retirement and the dissolution of the committee in 2010, after the establishment of UN Women. BPW International honours her work with an annual dinner held in New York.

On 15 September 1987 the United Nations Peace Messenger Award was conferred on IFBPW.

Some of the major developments of the new millennium, in all of which IFBPW has taken part in both the formulation of policy and its implementation, have included:

- the creation of the Millennium Development Goals (2000) the blueprint for a global action plan to meet the needs of the world's poorest
- the establishment of the UN Global Compact (2000), a strategic policy initiative for businesses that agree to align their business operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption
- the Women's Empowerment Principles (2010), a set of seven Principles for businesses to empower women in the workplace, marketplace and community (the result of a collaboration between UN Women and the UN Global Compact (IFBPW under the leadership of Elizabeth Benham and Freda Miriklis played a highly significant role)
- the establishment of UN Women as the single gender entity in the UN (2010), superseding the four previous gender entities: the Division for the Advancement of Women (DAW), the UN International Research and Training Institute for the Advancement of Women (INSTRAW), the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), and the United Nations Development Fund for Women (UNIFEM)
- the UN Conference on Sustainable Development (Rio+20) in Rio de Janeiro, Brazil (2012), whose outcome document has formed the basis for the formation of new, sustainable development goals (SDGs) to be launched in 2015 and currently being widely discussed by NGOs and UN entities alike throughout the UN system.

There are now twenty-five UN representatives of IFBPW covering every major UN entity, agency and special unit. They attend meetings, read widely to keep up with highly complex developments in the UN, write reports, proposals, resolutions and statements and advocate tirelessly for women in every condition and at every level. Progress is often glacially slow, but they keep working and organising and advocating. They know that if women are to succeed in gaining full equality with men, and humanity is to achieve universal justice and dignity they cannot lose heart. They take energy and courage from the support of their many sisters in BPW International.

- Eva Richter, Permanent UN Representative

Food and Agriculture Organisation

The Food and Agriculture Organisation (FAO) is a United Nations specialised agency based in Rome. BPW International has liaison status and the Coordinator of a Group of 24 INGOs.

The Food and Agriculture Organisation of the United Nations leads international efforts to defeat hunger. Mr. Graziano Da Silva, Director General, appointed in 2012, is strongly committed to tackle, with the international community, the achievement of the MDGs. Serving both developed and developing countries, the FAO works in partnership with institutions, grassroots organisations, companies, associations, and civil society, acting as a neutral forum where nations meet as equals to negotiate agreements, debate policy, implement standards.

FAO is also a source of knowledge and information for investing in women as drivers of agricultural growth.

Convention on the Elimination of all forms of Discrimination Against Women

While CSW is the high-level general discussion and outcomes for the status of women, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) is at the state party level. State parties report to the CEDAW committee against the articles and give progress reports on the recommendations, which were imparted at the last meeting of the Committee.

BPW International Affiliates are involved the world over, from providing input in to the various alternate reports, sometimes to the shadow reports, but always keeping the state parties accountable for their action or inaction.

BPW France has a good working relationship with local councillors and government representatives. Each year they contribute to their country's CEDAW Report through the European Women's Lobby (EWL). Axele Lofficial, BPW International Representative at the French EWL, advises on the EWL shadow report and BPW France prepared its own report to be more impactful this year.

BPW France prepares shadow report for the CEDAW in 2014

After the election of François Holland as new French President in 2012 and the creation of a Minister for the Rights of the Women, led by Najat Vallaud-Belkacem, the French government decided to issue a report for the CEDAW in 2014.

BPW France contributed to the shadow reports in 2 ways by:

1. Producing a specific BPW France shadow report focusing on equality in professional life and professional environment
2. Contributing to a more general shadow report with other associations/ NGOs, in the French branch of the European Women's Lobby,

The shadow report was sent directly to Geneva. It has been recognised as an important report by the government and BPW France has been involved in discussions with the ministries on the topics concerned.

With this shadow report, the CLEF has been able to sit at the table with the government representatives, and discuss the priorities and points to be addressed. BPW France was represented with the members of the CLEF in the government meetings.

By doing this, BPW France ensures that the most important topics for us are seen and discussed by all major associations working for women's rights in France.

Both reports, combined with BPW International being known as a major force at the CSW, pushes the visibility and weight in decision making at the national level.

BPW International and Organisation of American States (OAS)

In 2009 the Organisation of American States (OAS) accepted BPW International as a Civil Society. The idea was to have a regional organisation with which all members of the Americas could relate to. Learning how to work with OAS is a challenge worthwhile trying; there are some issues that need to be addressed by BPW International in order for the relationship to grow successfully.

BPW International members need a strategy and guidelines to help them get involved in OAS issues. OAS has 35 member countries, which means 35 different cultures, needs, and problems of women integration in each of these 35 societies.

Rio+20

Over 20 BPW International members attended the The United Nations Global Compact's Rio+20 Corporate Sustainability Forum: Innovation and Collaboration for the Future We Want and The United Nations Conference on Sustainable Development, "Rio +20", Rio de Janeiro, Brazil, in 2012.



RIO+20
United Nations
Conference on
Sustainable
Development

Photo Sourced: UN Global Compact

The BPW International vision for women arising from this conference is to see greater economic and increased productivity drivers that will allow more women in high growth, high margin green businesses and increased women labor participation.

The Rio+20 Corporate Sustainability Forum was organised by the UN Global Compact with over 2,700 participants from more than 100 countries. BPW International addressed three high level meetings related to the WEPs. BPW International promoted the WEPs through the Rio Dialogues with the best recommendations taken to the Heads of State and Government.

A letter was written to the Secretary General acknowledging that The World Business Council for Sustainable Development's Vision 2050's must haves for 2020 specifically highlighted women's economic empowerment and because of these very important documents, we have found new entry points for our business and professional women to engage within their organisations and communities.

During RIO+20, UN Representative Tess Mateo, organised a side event involving BPW International members called "Gender Equality for Sustainability".

Given the historic nature of this meeting, BPW International reaffirmed commitments before leaving Rio so that when our children and grandchildren ask what we did, we have something tangible and concrete to point to. A strategic alliance to promote integration of gender into sustainable supply management and help build the capacity of women-owned businesses was announced and released on the 18th of June with UN Global Compact and existing partners - ITC (International Trade Centre), BPW International and We Connect International.

We found the stakeholder outreach extremely valuable as it opened our minds to the potential we could do as well as connected us to new processes and partners so we can be heard.

The gifts of Rio will continue to give. These surprises are only evident to those committed to sustainable development and who understand that only through our collective actions can we make the world a better place for everyone and future generations.

GRI index		Reference
Strategy and analysis		
G4-1	President statement	5
G4-2	Key impacts, goals, objectives, standards, risks and opportunities	5-6
Organisational profile		
G4-3	Name of reporting organisation	9
G4-4	Primary activities, advocacy, etc and how they relate to organisations mission and strategic goals	5-6
G4-5	Location of organisation's headquarters	Rue de Saint-Jean 26 Geneva, Switzerland Detail: 9
G4-6	Countries located	53
G4-7	Nature of ownership and legal form. Details of not-for-profit registration	9
G4-8	Target audience and affected stakeholders	9, 66-67
G4-9	Scale of the reporting organisation: number of members, volunteers and revenue	Members: 52 Volunteers: 39 Revenue: 32-35
G4-10	Employee profile	39, 52
G4-11	Employee covered by collective bargaining agreements	Not applicable
G4-12	Describe organisations supply chain	Our supply chain is not currently governed by policy and our supply demands are minimal. However, as a global gender focussed NGO we are cognisant of both diversity and local supplier principles in supply decisions
G4-13	Describe any significant changes during reporting period	7
Commitments to external initiatives		
G4-14	Precautionary approach	Not currently addressed

G4-15	List externally developed economic, environmental and social charters, or other initiatives to which the organisation subscribes or which it endorses	22-31, 66-73
G4-16	List memberships of associations and advocacy organisations that the organisation hold membership of, participates in, provides funding, views membership as strategic	66-73, 79
Identified Material Aspects and Boundaries		
G4-17	List all entities included in the organisations consolidated financial statements	32-35
G4-18	Process for defining report content and report boundaries	8
G4-19	List all material aspects identified in defining report content	8
G4-20	For each material Aspect, report the Aspect Boundary within the organisation	8
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation	8
G4-22	Report the effect of any restatements	Not applicable
G4-23	Changes from previous reporting periods	This is BPW International's first sustainability report
Stakeholder engagement		
G4-24	Provide a list of stakeholder groups engaged by the organisation	66-73
G4-25	Report basis for identification and selection of stakeholders	66-73
G4-26	Report organisation approach to stakeholder engagement, type of engagement and whether engagement occurred specifically as part of report process	66-73
G4-27	Report key topics and concerns that have been raised through stakeholder engagement.	66-73
Report profile		
G4-28	Reporting period	8
G4-29	Date of most recent report	8
G4-30	Reporting cycle	8

G4-31	Contact point	8
G4-32	GRI content index	84
G4-33	External assurance	8
Governance		
G4-34	Governance structure of the organisation	36-37
G4-35	Report process for delegating authority for economic, environmental and social issues	47
G4-36	Report whether executives responsible for economic, environmental and social issue report directly to the highest governance body	47
G4-37	Report process for consultation between stakeholders and the highest governance body on economic, environmental and social issues	47
G4-38	Composition of highest governance body and its committees including qualifications, ability to identify relevant topics and expertise in guiding and overseeing program effectiveness	40-46
G4-39	Report whether the Chair of the highest governance body is also an executive officer. The division of powers between the highest governance and the management or executives	38, 36-37
G4-40	Nomination and selection process for highest governance body and its committees including tenure and process for dismissal	36
G4-41	Process for the highest governance body to avoid conflicts of interest	This is an internal process, scrutinised at Congress and to be made explicit in the Code of Conduct being developed
G4-42	Role of the highest governance body in the development, approval and review of organisations purpose, vision, values, policies.	37
G4-43	Development of highest governance body's collective knowledge of economic, environmental and social impacts	63
G4-44	Process for evaluating the highest governance body's sustainability performance and actions taken	37
G4-45	Procedures of the highest governance body for evaluating economic, environmental and social risks and opportunities including due diligence	36-37
G4-46	Highest governance body's role in reviewing risk management	36-37
G4-47	Frequency of highest governance body review of risk management	36-37

G4-48	Highest committee or position that reviews and approves the organisations sustainability report	8
G4-49	Process for communicating critical concerns to the highest governance body	36
G4-50	Nature and number of critical concerns communicated and how they were resolved	Not applicable
G4-51	Remuneration and benefits for highest governance body and senior executives	39
G4-52	Process for determining remuneration	Not applicable
G4-53	Stakeholder views on remuneration	Not applicable
G4-54	Annual total compensation for the organisations highest-paid individual	Not applicable
G4-55	Ratio of percentage increase in compensation for the organisations highest-paid individual	Not applicable
Ethics and Integrity		
G4-56	Value's, principles and codes of conduct including ethics	10 Code of conduct is being developed
G4-57	Internal and external mechanisms for seeking advice on ethics, integrity, matters of law	47
G4-58	Internal and external mechanisms for reporting matters of ethics, integrity and law	36
CATEGORY: ECONOMIC		
Aspect: Economic performance		
Core		
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	32-35
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	No direct financial implications but has implications for projects: 47, 82
G4-EC3	Coverage of the organisation's defined benefit plan obligations	Not applicable

G4-EC4	Financial assistance received from government	BPW International does not receive financial assistance from governments. However, Affiliates may apply for government grants to progress specific projects
Aspect: Market presence		
G4-EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Not applicable
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Not applicable
Aspect: Indirect economic impacts		
G4-EC7	Development and impact of infrastructure investments and services on communities through commercial, in-kind, or pro-bono engagement	47-50, 54-55, 66, 71-72
G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts	As above
CATEGORY: ENVIRONMENTAL		
Aspect: Procurement Practices		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Not applicable
Aspect: Materials		
G4-EN1	Materials used by weight or volume	Not applicable
G4-EN2	Percentage of materials used that are recycle input materials	Not applicable
Aspect: Energy		
G4-EN3	Energy consumption within the organisation	Not applicable due to the de-centralised nature of the organisation. However, an environmental policy is being developed to guide members on resource consumption generally
G4-EN4	Energy consumption outside of the organisation	As above
G4-EN5	Energy intensity	As above
G4-EN6	Reduction of energy consumption	As above

G4-EN7	Reductions in energy requirements of products and services	As above
Aspect: Water		
G4-EN8	Total water withdrawal by source	As above
G4-EN9	Water sources significantly affected by withdrawal of water	As above
G4-EN10	Percentage and total volume of water recycled and reused	As above
Aspect: Biodiversity		
G4-EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	As above
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Advocates for biodiversity through FAO: 82 Environment and Sustainable Development Standing Committee: 47-48
G4-EN13	Habitats protected or restored	As above
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not applicable
Aspect: Emissions		
G4-EN15	Total direct greenhouse gas emissions (Scope 1)	As per G4 EN3
G4-EN16	Energy indirect greenhouse gas emissions (Scope 2)	As above
G4-EN17	Other indirect greenhouse gas emissions (Scope 3)	As above
G4-EN18	Greenhouse gas emissions intensity	As above
G4-EN19	Reduction of greenhouse gas emissions	No able to be measured due to decentralised structure
G4-EN20	Emissions of ozone depleting substances	Not applicable
G4-EN21	NOX, SOX and other significant air emissions	Not applicable

Aspect: Effluents and Waste		
G4-EN22	Total water discharge by quality and destination	Not applicable
G4-EN23	Total weight of waste by type and disposal method	Not applicable
G4-EN24	Total number and volume of significant spills	Not applicable
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Not applicable
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	Not applicable
Aspect: Products and services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Not applicable
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Not applicable
Aspect: Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	There have been no fines or sanctions for non-compliance with environmental laws and regulations
Aspect: Transport		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce	Not applicable
Aspect: Overall		
G4-EN31	Total environmental protection expenditures and investments by type	Individual Affiliates have environmental programs that are funded but this is not easily measured and there is currently no system to do so
Aspect: Supplier Environmental Assessment		
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Supply chain policy is being developed and environmental criteria will be included
G4-EN33	Significant actual and potential negative environmental impact in the supply chain and actions taken	This is not considered a significant risk in the work that BPW International does

Aspect: Environmental Grievance Mechanisms

G4- EN34	Number of grievances about environmental impacts	None received
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CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Aspect: Employment

G4- LA1	Total number and rates of new employee hires and turn over by age group, gender and region	Not applicable
G4-LA2	Benefits provided to full-time employees that are not provided to temporary employees	Not applicable
G4-LA3	Return to work and retention rates after parental leave, by gender	Not applicable

Aspect: Labor/Management Relations

G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	36-37
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Aspect: Occupational Health and Safety

G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Not applicable
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and gender	Not applicable
G4-LA7	Workers with high incidence of diseases related to their occupation	Not applicable
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Not applicable

Aspect: Training and Education

G4-LA9	Average hours of training per year per employee by gender, and by employee category	BPW International has no staff to be trained and training of members is not something that is easily measured because of the decentralised structure
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Programs are aimed at members: 59-65

G4-LA11	Percentage of employees receiving regular performance and career development reviews	Not applicable
Aspect: Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown and employees per employee category according to gender, age group, minority group membership and other indicators of diversity	40-46
Aspect: Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary of men to women by employee category	Not applicable
Aspect: Supplier Assessment for Labour Practices		
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Given the minimal amount of suppliers, this is considered low risk
G4-LA15	Significant actual and potential impacts for labour practices in the supply chain and actions taken	Given the minimal amount of suppliers, this is considered low risk
Aspect: Labour Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms	None received
SUB-CATEGORY: HUMAN RIGHTS		
G4-HR1	Number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Not applicable. However, while we do not track hours, our members are informed of human rights issues as they relate to our role as gender specialists with consultative status to the UN
Aspect: Non-discrimination		
G4-HR3	Total number of incidents of discrimination and actions taken	None received
Aspect: Freedom of association and collective bargaining		
G4-HR4	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Not applicable

Aspect: Child labour		
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	Not applicable
Aspect: Forced and compulsory labour		
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	Given the minimal amount of suppliers, this is considered low risk
Aspect: Security practices		
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	Not applicable
Aspect: Indigenous rights		
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken	None
Aspect: Assessment		
G4-HR9	Percentage and total number of operations that have been subject to human rights review or impact assessments	None
Aspect: Supplier Human Rights Assessment		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Given the minimal amount of suppliers, this is considered low risk
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	None
Aspect: Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	None
SUB-CATEGORY: SOCIETY		
Aspect: Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	47-50, 54-55, 66, 71-72
G4-SO2	Operations with significant actual and potential impacts on local communities	47-50, 54-55, 66, 71-72

G4-SO3	Total number and percentage of operations assessed for risks related to corruption and significant risks identified	This is considered low risk
G4-SO4	Communication and training on anti-corruption policies and procedures	None
G4-SO5	Confirmed incidence of corruption and actions taken	None
Aspect: Public Policy		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	BPW International is non-partisan and does not receive funds from, or donate to, political parties
Aspect: Anti-competitive behaviour		
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	None
Aspect: Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None
Aspect: Supplier Assessment for Impacts on Society		
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Given the minimal amount of suppliers, this is considered low risk
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Given the minimal amount of suppliers, this is considered low risk
Aspect: Grievance Mechanisms for Impacts on Society		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	None
SUB-CATEGORY: PRODUCT RESPONSIBILITY PERFORMANCE INDICATORS		
Aspect: Customer health and safety		
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Not applicable
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	None

Aspect: Product and service labelling

G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not applicable
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	None. Not applicable
G4-PR5	Results of surveys measuring customer satisfaction	A formal stakeholder survey has not been undertaken

Aspect: Marketing communications

G4-PR6	Sale of banned or disputed products	Not applicable
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	None

Aspect: Customer Privacy

G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
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Aspect: Compliance

G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None
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BPW International

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