International Federation of Business and Professional Women

BPW INTERNATIONAL CONGRESS
St. Kitts
New Actions Through Cooperation
November 17-21 2024

The XXXI BPW International Congress

17th - 21st November 2024

Congress Workbook

Marriott Hotel, Frigate Bay,
St. Kitts and Nevis
Caribbean.

International Federation of Business and Professional Women

Congress

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Caribbean.

Dear BPW Members and Guests,

A very warm welcome to you all on the colourful island of St. Kitts and Nevis. When you come to hold this Workbook in your hands you will already have experienced a bit of the island spirit at the airport or at the pier of Saint. Kitts. Different air, the sunshine and a light breeze will have accompanied you on your way from the plane to the airport building or to the taxi.

Seven years after the last physical face to face Congress, it is our great pleasure to see you here in this Caribbean paradise. May the relaxed atmosphere inspire our business sessions and influence our personal encounters. Conferences and Congresses give us a feeling of togetherness and belonging to a women's organisation which extends over five continents and 120 countries. Quite often lifelong friendships spanning continents and languages are formed during a Congress.

You may have heard about the difficult decisions we had to take to come to here. I would like to thank Olga Ahumada, the president of BPW Argentina, for her understanding that we had to transfer the Congress from the Latin-American Continent to the North-American and Caribbean Region. She had worked so hard with her team to prepare for Congress. Unfortunately, the economic situation became unpredictable which forced us to come to the Caribbean.

On the other hand, my heartfelt gratitude goes to Regional Coordinator Dawne Williams who was willing to jump in at such a short notice and help us to set up this event on her island. We were received here with so much enthusiasm and support, that our XXXI Congress will hopefully be a great success and the experience of a lifetime. My gratitude goes also to Ambassador Dr. Christine Walwyn who supported as in her profession as event organiser.

Her Excellency, Dame Marcella Liburd, Governor-General of Saint Kitts and Nevis, and the Honorable Prime Minister of Saint Kitts and Nevis, Mr. Terrance Drew, gave us a warm welcome and invited as all to a dinner reception. We are very grateful to both of them for this generous gesture and are looking forward to welcome them at the opening Ceremony and the Gala Dinner.

Organising a Congress is always the work of many hands and minds. All my heartfelt thanks go to my staff: the President's Office Director, Marie Gertrude Morel, and her colleague, Reham Abdelkadher, and to the communication officer, Ursula Schmid and the translators who worked overtime to get out the documents for the business sessions of the Congress.

Daniela Rigassi and Carole Shaw volunteered over many months as Congress Organisers and did a fabulous job.

My deepest gratitude goes to CAC Chair, Carolyn Savage, who did over 18 months volunteer work together with the CAC Committee and the Executive on the Constitution and on a communication campaign in all regions.

Last, but not least I would like to show my gratitude to the local and international volunteers. Without their helping hands, a smooth proceeding of the XXXI International Congress would not be possible.

We are so happy to have you in Saint Kitts. Hoping that you will all spend a fabulous time on the paradise island, I am looking forward to meeting you all there.

Dr. Catherine Bosshart,
International President, 2021-2024

My Dear BPW Sisters, esteemed guests, and distinguished delegates from around the world,

It is with great delight that I welcome you to this our 31st triennial Congress of Business and Professional Women, here in beautiful St. Kitts and Nevis.

This year, we close under the inspiring theme: “New Actions through Cooperation,” which is deeply etched in the tapestry of our triennium 2021 – 2024 and resonates well in our fast-evolving world.

As we pause to reflect on the challenges we face as organisation, it is essential and timely to recognise that our strength lies in unity and collaboration. Let us use this time together to forge new pathways and create innovative solutions that empower not only ourselves but also the communities we serve.

Throughout this Congress, we will explore a variety of topics that highlight the importance of cooperation in driving meaningful change, to take our esteemed organisation forward. From networking opportunities to panel discussions featuring thought leaders and industry experts, we are excited to provide a platform where ideas can flourish, partnerships can evolve, participants can understand the constitution and value of this august organisation.

By sharing our experiences and insights, we aim to inspire each other to take bold actions that align with our shared vision of progress and equality, in keeping with our collective goals and mission. As we embark on this journey together, let us embrace the spirit of teamwork and commit to supporting each other in our pursuit of excellence.

Each of you brings unique perspectives and talents that enrich our mission. I encourage you, therefore, to engage fully, connect with other participants and seize the opportunities that arise during our time together. This is a prime opportunity for us, as BPW Sisters, to turn our shared ambitions into reality and pave the way for a brighter future for all!

Please remember to take some time out to relax and venture deeper into our “Two islands one Paradise” Federation.

Welcome to St. Kitts Nevis and welcome to BPW Congress 2024!

Dawne Williams
Regional Coordinator North America & The Caribbean

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Chapter 1

Agenda and Minutes

BPW International

"New Actions Through Cooperation"

BPW INTERNATIONAL BOARD MEETING
Sunday 17 November, 2024

AGENDA

The 79th International Board Meeting will take place in the SABA Conference Room at the Marriott Hotel, Frigate Bay, St Kitts and Nevis, Caribbean.

All members of the International Board meeting to be seated 5 mins before meeting starts

1. CPC General Announcements/Housekeeping
2. President's Opening remarks
3. Collect
4. Roll Call of International Board
5. Observers
6. Apologies
7. Credentials Report (prepared by acting Credentials Chair)
8. Introduction / training in the Congress electronic voting process (CPC)
9. Appointment of Minutes Secretary
10. Adoption of Standing Orders
11. Announcements (call for any General Business items for inclusion into the agenda)
12. Adoption of the Agenda
13. Minutes of the 77th Post Congress International Board meeting (2021)
14. Matters Arising
15. Report on the 78th International Board meeting, motions presented for voting did not pass
16. Matters Arising
17. Appointment of Parliamentarians, Tellers (Scrutineers) and Timekeepers
    1. Chief Parliamentarian
    2. Parliamentarians
    3. Chief Teller (Scrutineer)
    4. Tellers (Scrutineers)
    5. Chief Timekeeper
    6. Assistant Timekeeper(s)
18. Membership
    1. New Affiliate Federations and Affiliate Clubs
    2. Abrogation of Affiliate Federations and Affiliate Clubs
19. Presentation of the Procedure Manual for Ratifications (ratified post congress 30th)
20. General Assembly Committees:
    1. Credentials Chair (acting Credentials Chair ratified formally)
    2. Credential Committee members
    3. Elections Chair
    4. Elections Committee members: each region nominates a representative
    5. Nominations Committee: Each region nominates representative
21. Outstanding Congress Business
    1. Congress Proceedings 2017, draft
    2. Congress Financial Statements 2017, audited report issued September 2024
    3. Congress Proceedings 2021, draft
    4. Congress Financial Statements 2021, audited report issued December 2021

22. Ratification of received and reviewed Regional Regulations, By-Laws, Guidelines from 2021-2024 – Asia-Pacific
23. Motion from BPW Thailand "Request for Reconsidering Thai Candidates to be on the Nominated List for Election 2024."
24. XXXI Congress Business:
    1. General business, reports, elections process
    2. Proposed Amendments to the Constitution and Regulations
    3. Resolutions
25. Any changes to the General Assembly programme 2024
26. Cessation of Membership and the next steps
27. Any other business
28. Post General Assembly 80th International Board Meeting
29. Announcements
30. Pre-International Board Meeting closed

BPW International

"New Actions Through Cooperation"

BPW INTERNATIONAL BOARD ONLINE ZOOM MEETING FEBRUARY 17, 2024

MINUTES

1. Meeting Open

International President Dr. Catherine Bosshart convened the meeting. She asked Constitutional Advisory Committee (CAC) Chair, Carolyn Savage to take the floor.

2. Zoom Protocol

CAC Chair, Carolyn Savage, explained the online meeting housekeeping matters, including how to vote on Zoom.

3. Welcome

International President Dr. Catherine Bosshart, welcomed delegates, Board members, observers and staff members to the first International Board meeting of this triennium.

During the proceedings of the 2021 Congress, members asked for more Board meetings to be informed and to participate in decisions.

There are three motions on the floor today, on which voting all the delegates can vote after the closing of the International Board meeting and until 24 hours later. That means that the voting platform will close tomorrow at the same time as this meeting is finished. Results will be communicated to the delegates on Monday, 19th of February 2024, until 12 o'clock Central European Time (CET). There was a typo regarding the date in her last communique to the delegates; it is 19th of February and not 10th of February.

She thanked especially the staff members who were supported the whole process and working additional hours. They are the Director of President's Office, Trudy Morel-Neuhaus; and Reham Abdelkader of the President's Office. Without the foresight and organisation of BPW International Communications Officer, Ursula Schmid the process would have been stuck. She worked wonders. Wonderful advisors and supporters were the Constitutional Advisory Committee and its Chair, Carolyn Savage. She thanked them all for their passion and support. She also thanked the Credentials Committee, the Scrutineers Committee, and the BPW International Executive.

She reported that the Executive had to take one very difficult decision which hurt the whole Latin America Region: to change the Congress from Mar del Plata, Argentina to St. Kitts in the Caribbean. The Executive and the International President had no intention to hurt anybody. The Executive was forced to act due to circumstances which no one could have imagined beforehand. Therefore, presented at the beginning of this meeting a Special Award of Appreciation to the President of BPW Argentina – dear Professor Olga Ahumada and the Host Planning Team of BPW Argentina. BPW Mar del Plata and its representatives gave members of the International Planning Committee very warm welcome twice and arranged meetings with officials of Mar Del Plata and other officials, where they were received as guests of honour. President Olga Ahumada, BPW Argentina was very helpful in providing the International Planning Committee with quotes for the preparation of the budget. She commented that in her personal preparations she had started to study the Spanish language and continued to so because she wanted with all her heart to go to Argentina and wanted to be able to personally interact with Spanish-speaking members. The situation in Argentina became politically and

economically very unstable during the last few years. This included an enormous inflations rate, problems to have direct banking contacts, and often varying quotes provided by the hotel. Therefore, the International Executive decided, after long discussions, on 11 January, 2024, that it was in the financial interest of BPW International to interrupt the long preparations for the Congress under the leadership of President Professor Olga Ahumada, BPW Argentina. External conditions posed a great financial and organizational risks which BPW International was not in a position to shoulder. This was personally by far the most painful decision of the triennium and not easily taken. On behalf of BPW International, she thanked President Olga Ahumada, BPW Argentina, for all, she and her team have done to organize the BPW International Congress. The whole International Executive and President Dr. Catherine Bosshart acknowledge all their efforts and asked her and her team forgiveness for having been forced to relocate the Congress to another Region. 2027 will be the turn of Latin America Region to organize the 32nd Congress of BPW International, and all the organisation hope that the new Government of Argentina will have stabilised the political and financial situation of the wonderful country of Argentina by then. She thanks from all her heart for their efforts. BPW International will hand an official Certificate of Appreciation during the Leaders' Summit in March 2025 in New York City.

International President Dr. Catherine Bosshart recognised President Olga Ahumada, BPW Argentina.

President Olga Ahumada, BPW Argentina, thanked International President Dr. Catherine Bosshart for her words and congratulations. She stated that recently Mar Del Plata had celebrated its 150th anniversary. They welcomed not local visitors but also from the entire Argentinian Republic, ambassadors from the whole world, with world-wide recognition. There was a change of government in Argentina which did not provide a pleasant profile during the transition of power, but it can be said that there were difficulties internally in the country. These difficulties were not near Mar Del Plata; these were 500 km away. Our country is safe. The country is economically and financially in a very favourable situation, as far as the world is concerned. She was very proud at the 150th anniversary celebration. She stated that she was sorry that these factors were not taken into account. Because a great effort was carried and at the last moment they succeeded, with the change of Government, with the authorities of the City, and with the Government of Mar Del Plata to present a lower budget. As foreign currencies could not be received, the Provincial, National and Town governments all committed to this Congress so that it could be held in November 2024. Therefore, they made a huge effort to give priority to this Congress Unfortunately, due to issues in within her institution it had been decided not to hold the Congress. She thanked all for their attention.

President Olga Ahumada, BPW Argentina stated that it would have been good to have a motion to decide that the Congress can still be held in Mar Del Plata, because everything is organized for it and conditions are all there to have all to come to Mar Del Plata.

International President Dr. Catherine Bosshart thanked President Olga Ahumada, BPW Argentina, for her comments. She stated that she believed the situation was changing. On the other hand, they had to move forward. 2027 Congress will be held on the wonderful continent of South America, and that she hoped all could enjoy Mar Del Plata. International President Dr. Catherine Bosshart stated that the decision has been made to move the Congress.

It was reported by several members that Observers on the Observers' YouTube channel could not hear the translation. International President Dr. Catherine Bosshart provided a summary of President Olga Ahumada's comments so that these could be translated.

4. Collect and Candle Lighting

Vice President Membership, Dr. Giuseppina Seidita, read the BPW International Collect and lit a candle.

5. Reading of the Aims of BPW International

Executive Finance Officer, Dr. Eufemia Ippolito, read the Aims of BPW International.

6. Opening Comments by International President, Dr. Catherine Bosshart

International President Dr. Catherine Bosshart stated that according to the BPW International Constitution, the International President can call a Board meeting with a written request of one-third of members. More than half of BPW International's financial membership voted last week to have an International Board meeting, which meets the desire of our International Board members to be involved in the International businesses. She stressed that today's votes will be on three motions, and not on any amendments to the Constitution.

There will be voting on three motions:

I. Motion 1: To hold an Extraordinary Virtual Assembly.
II. Motion 2: To vote on unbudgeted expenses which occurred and will occur with the registration of BPW International in Switzerland; and
III. Motion 3: To vote on a motion proposed by the Federation of BPW Nepal, seconded by the Federation of BPW Nigeria, to hold the next international congress in a hybrid form.

She stressed that there will be no voting on Amendments on the Constitution; that can only be done at a General Assembly, be it Extraordinary or during Congress. BPW International Constitution states that BPW International is under Association Laws of the Swiss Civil Code, Paragraphs 60 to 79. This in force for our actual Constitution whether we are registered or not. The Swiss Civil Code provides a framework for associations, which will be specified in the statutes of respective associations. That is a legal principle in Switzerland. In the 19th paragraph of the Swiss Civil Code, it is stated that in case the statutes of an Association do not mention, for instance, the right to ask for the Extraordinary General Assembly, or any other matter mentioned in the Swiss Civil Code, then the Civil Code would enter into force. Our delegates can ask for an Extraordinary General Assembly as their democratic right. Once again, there will not be any voting on the Constitutional amendments.

International President Dr. Catherine Bosshart, noted a request from President Ambica Shrestha, BPW Nepal, to place the third motion first because she needs to leave the meeting early. She asked the parliamentarians, opinion on adding this to the agenda.

7. Voting Strength

International President Dr. Catherine Bosshart asked the Margaret Tipper, Chair, Credentials Committee, about the voting strength. Voting strength was confirmed - 107 registered; 86 voting strength confirmed. Therefore, a quorum has been established against 146 possible votes.

8. Appointment of Minutes Secretary

International President Dr. Catherine Bosshart asked Executive Secretary Jenny Gulamani-Abdulla to address the appointment of the Minutes Secretary.

Moved by: Executive Secretary Jenny Gulamani-Abdulla.
Seconded by: International President Dr. Catherine Bosshart.
Moved: that Dawn Nason, BPW Canada be appointed as Minutes secretary for the purposes of record keeping.
Vote was called.

Yes: 82%.
No: 8%.
Abstain: 10%.
Motion adopted on division.

9. Roll call and Apologies

Executive Secretary Jenny Gulamani-Abdulla brought greetings from BPW Canada. She explained that International Board comprises of affiliate federations having two delegates, affiliate clubs having one delegate per country, the Executive, Past Presidents, and Standing Committee Chairpersons. Recorded for this meeting is 107 registered with the Credentials Chair confirming 86 delegates, bringing us to quorum. The apologies would be recorded based on the recording taking place. Any observers at this meeting need to exit the delegates Zoom and join the link on YouTube for Observers. She acknowledged and welcomed the Observers who are watching through a separate platform on YouTube. It basically allows to view this meeting as it takes place live but does not enable them to speak or actively participate. She thanked the Observers and all those attending the meeting.

International President Dr. Catherine Bosshart thanked Executive Secretary Jenny Gulamani-Abdulla.

10. Discussion of Motion 3 Being on the Agenda

International President, Dr. Catherine Bosshart, recognized Regional Coordinator Europe Anu Viks who asked about the third motion, because the meeting has been called to vote on two motions. International President Dr. Catherine Bosshart stated that the third motion had arrived about a month before the International Board meeting who discussed whether to include it on the agenda, as it is an amendment to the Constitution. On the other hand, there are many affiliates who are in economic crises, and for them, it is not possible to attend an International Congress in person. She gave her opinion that this needs to be discussed and be voted on, i.e. whether to have an International Congress which is hybrid. If this motion is only discussed at Congress or even at the Extraordinary Virtual General Assembly then it would probably be too late, if the hybrid option is adopted. That is the reason why it is being proposed that third motion be discussed at this meeting, and not exclude sisters facing incredible economic difficulties.

Regional Coordinator Europe Anu Viks thanked International President Dr. Catherine Bosshart and said that she was sorry about this difficult situation. The BPW International budget will be impacted, e.g. on-line systems, translators, etc., and impacts how much participants coming to Congress will have to pay. It is a trickly situation.

International President Dr. Catherine Bosshard, recognized Bessie Hironimus regarding a point of order, who stated that this is a special Board meeting called. When there is a special meeting called the agenda has to be followed; new business cannot be brought to the table. Parliamentary rules should be followed.

International President Dr. Catherine Bosshart asked for a time out to confer with the Parliamentarians. Anita Devcich, Chief, Parliamentarian, indicated that she needed to determine that agenda timeline. International President Dr. Catherine Bosshart indicated that the motion was announced to the whole Board directly by the President of BPW Nepal and it is not on the agenda.

Francesca Burak, Chair, Standing Committee on Development, Training & Employment asked for clarification of the above statement. International President Dr. Catherine Bosshart restated. All the Presidents received the text of Motion 3 but not likely chairs of Standing Committees. Francesca Burak, Chair, Standing Committee on Development, Training & Employment, stated that the meeting was told that there would be no votes on Constitutional matters, and encouraged keeping the

meeting on track in the interests of time. International President Dr. Catherine Bosshart acknowledged the observation.

President Shaika Hend Bint Salman Alkhalifa, BPW Bahrain, asked about a member not able to vote. It was confirmed that President Dr. Shafeeqa Al Ameri, BPW UAE, should be voting.

International President Dr. Catherine Bosshart recognised Past International President Dr. Yasmin Darwish who stated that she supports Bessie Hironimus' statement as the agenda is not being followed, the items need to be discussed. Timekeeper should let Board members to know how long to speak.

BPW International Communications Officer, Ursula Schmid, asked for hands to be put up, and talk upon being recognised by International President Dr. Catherine Bosshart.

President Jo Kinsey, BPW UK stated that she did not receive the communication on the third motion from President Ambica, BPW Nepal, and that there are problems in the YouTube channel and observers cannot understand any of the official languages because there is no translation available to them. The vote that she will be making is on behalf of her Federation after discussion with them. If they cannot hear the proceedings, they cannot be part of the discussion to determine the BPW UK vote. She asked that this be noted. There is no point viewing the video without translation.

International President Dr. Catherine Bosshart asked for subtitles for translations. Communications Officer Ursula Schmid indicated that this was not technically possible.

International President Dr. Catherine Bosshart recognised International President Elizabeth Benham who commented on the delay in approving the agenda. Many members did not receive the notice of the new motion. She expressed her concerns that the new motion is a major amendment to the Constitution which is a huge financial risk for BPW International, and it will require a lot of discussion. She stated that supported prior observations made during the meeting that this motion cannot be introduced into this meeting.

11. Announcements (call for General business items)

International President Dr. Catherine Bosshart: asked, besides the issue of Motion 3 being discussed – which is not yet solved – if there were for any points to be added to the General Business item on the agenda. Any requests should be put in Chat.

Regional Coordinator Europe Anu Viks stated that YouTube channel does not seem to be functioning well. President Mariella Camilleri, BPW Malta, observed that the YouTube channel was frozen, and asked that it be checked.

12. Voting Strength

Margaret Tipper, Chair, Credential Committee announced that Voting Strength was 86.

13. Appointments

Appointment of Credentials Chair

Moved by: International President Dr. Catherine Bosshart.

Seconded by: Past International President Freda Miriklis.

Moved: That Margaret Tipper, Former Executive Secretary, BPW Australia, is appointed Credentials Chair.

Zoom polling line was opened for voting.

Yes: 83%.

No: 4%.
Abstain: 13%.
Motion: Carried upon division.

Having been pointed out that IPC could not make a motion while she is chairing, she passed the Chair to First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya who introduced herself.

Moved by: International President Dr. Catherine Bosshart.
Seconded by: Executive Secretary Jenny Gulamani-Abdulla.
Moved: That Anita Devcich, BPW New Zealand is appointed Chief Parliamentarian.
Moved: that Maide Yazar, BPW Canada and Carla Laura Petruzelli, BPW Italy, are appointed Parliamentarians.
Zoom polling line was opened for voting.
Yes: 78%.
No: ??.
Abstain: ??.
Motion: Carried upon division.

Chair reverted to International President Dr. Catherine Bosshart.

Appointment of Scrutineers
Moved by: Regional Coordinator Europe Anu Viks.
Seconded by: Regional Coordinator Latin America Diana Barragán.
Moved: that Goðrún Jakobsdúóttir, BPW Iceland is appointed Chief Scrutineer.
Zoom polling line was opened for voting.
Yes: 88%.
No: ??.
Abstain: ??.
Motion: Carried upon division.

Moved by: Regional Coordinator Europe Anu Viks.
Seconded by: Regional Coordinator Latin America Diana Barragán.
Moved: that Beatriz Rosa, BPW Brazil; Carole Shaw, BPW Australia; Anita Weil, BPW Switzerland: Kelly Tallon Franklin, BPW Canada; Chavalan Atthasuwan, Young BPW Thailand be appointed as Scrutineers.
Zoom polling line was opened for voting.
Yes: 82%.
No: ??.
Abstain: ??.
Motion: Carried upon division.

Appointment of Timekeepers
Moved by: Francesca Burak, Standing Committee on Development, Training & Employment.
Seconded by: Past International President Sylvia Perry.
Moved: That Daniela Rigassi, Project Leader, BPW International; and Benita Shaw, Young BPW Thailand be appointment Timekeepers.
Zoom polling line was opened for voting.
Yes: 88%.

No: 2%.
Abstain: 11%.
Motion Carried upon division.

14. Discussion
IP Catherine recognized President Maria Angelica, BPW Santiago Chile; Past National President Yinka Ajibola, BPW Nigeria; and Janet Gibson to speak in the order recognized.

President Maria Angelica, BPW Santiago Chile, would like to present a motion. In Latin America members are willing to travel to Mar Del Plata. It would be much nicer to go Mar Del Plata because it will be impossible for Latin America members to travel to St. Kitts due to economic issues. International President Dr. Catherine Boashart responded that this item is not on agenda.

Past National President Yinka Ajibola, BPW Nigeria, commented on the Motion 3 was sent sometime ago. There should have enough time to go through to the Executive and onto the International Board. International President Dr. Catherine Bosshart explained that President Ambika, BPW Nepal, sent it directly to whole International Board. Executive was reluctant to include the motion because it is a change to the Constitution.

15. Voting Strength
Margaret Tipper, Chair, Credential Committee announced that Voting Strength was 86.

16. Discussion (Continued)
International President Dr. Catherine Bosshart recognized Past International Yasmin Darwich, who commented that Observers are unable to hear the meeting on YouTube and that they have a Constitutional right to listen to the meeting and have access to translation. International President Dr. Catherine Bosshart commented that unfortunately translations are not possible on the YouTube channel, which is a real problem. They had practiced the live stream which had worked fine but it is not now.

International President Dr. Catherine Bosshart recognized President Jo Kinsey, BPW UK, who asked that since the Observers could not hear nor understand what is being said, should this meeting be paused and reconvened another time.

Ursula Schmid, Communications Officer stated that Live stream can be restarted after the polling.

Chief Parliamentarian Anita Devcich stated that there is nothing in our rules about ensuring how a meeting of this type should operate. The technology is new to BPW International. Live stream does not seem to be working. Need someone experienced in IT set up this meeting. At the moment, there does not appear to be any need to stop this important meeting and should continue.

International President Dr. Catherine Bosshart offered to share all meeting documents, including the minutes, which can be sent out to all participants. Observers can translate online to their language. This meeting is being held at great cost and should not be paused.

17. Adoption of Standing Orders
Moved by: Executive Secretary Jenny Gulamani-Abdullah.
Seconded by: Past International Freda Miriklis.
Moved: To accept the Standing Orders that have been issued for the purposes of this meeting.
Zoom polling line was opened for voting.
Yes: 64%.

No: 22%.
Abstain: 14%.
Motion: Carried upon division.

18. Adoption of the Agenda

In summary, the discussion on whether to discuss and vote on Motion 3 continued. With several members arguing to add it to the agenda, expressing concern about affordability of attending Congress in person and the need for members to participate at the international level. Parliamentarians, CAC Chair, International President and several other members arguing that it is a Constitutional amendment and requires a different process. Financial consequences are yet to be determined. The following points were made:

- Immediate Past International President Dr. Amany Asfour asked about the status of Motion #3, and that it should be put on the agenda. International President Dr. Catherine Bosshart ask an opinion from Chief Parliamentarian, Margaret Tipper, who stated that the problem was some members did not get the agenda. International President Dr. Catherine Bosshart stated that Motion 3 was not included in the agenda of this meeting. As it is a Constitutional change, it needs to be voted at an Extraordinary General Assembly or Congress.
- Bessie Hironimus reminded the members that she had raised a point of order, which takes precedence, i.e., the agenda needs to be followed.
- Immediate Past International President Dr. Amany Asfour responded that motion was sent long before the agenda. She stated that Affiliates have a right to put motions on the floor at International Board meetings for a vote.
- Regional Coordinator Latin America Diana Barragán reminded those who received the motion, that CAC Chair, Carolyn Savage has said that this is a constitutional amendment, and it cannot be presented today.
- Chair, Standing Committee for Legislation, Stella Kammitsi stated that the agenda she received on February 13 had two motions.
- International President Dr. Catherine Bosshart stated that Motion 3 may be discussed at an Extraordinary General Assembly. However, it is a constitutional change. Nevertheless, she expressed her concern about ability of members to attend an in-person Congress.
- Vice-President Myriam Heidelberger, BPW Switzerland, stated that she supports the statement of International President Dr. Catherine Bosshart, and reminded that BPW International is operating under Swiss Civil Code. That means if we did not duly announce agenda items, we can only discuss them under Swiss Civil Code if the Constitution expressly permits this. In this case, it does not.
- Past President Liz Benham pointed that Bessie Hironimus has a point of order. Bessie Hironimus stated that she made a point of order which was to be answered based on what the Parliamentarians advised. Parliamentary rule is any item not included in the agenda cannot be discussed.
- International President Dr. Catherine Bosshart stated another meeting may be needed to vote on Motion 3. Chief, Parliamentarian stated that it can be discussed under "any other business", with which International Past President Dr. Catherine Bosshart concurred.
- International Past President Dr. Catherine Bosshart handed the microphone to CAC Chair, Carolyn Savage, who reminded members that no one can speak to a matter more than once, as per Standing Orders.
- President Ambika, BPW Nepal, commented that at this meeting things are being done that are not in the Constitution. This is a very crucial motion. The International Congress will not be well-attended. She stated the motion and its rationale. There are countries like Nepal, who cannot

afford to travel. If people from around the world to attend and participate in this international organization, then this motion is needed.

International President Dr. Catherine Bosshart asked for a vote on the agenda as it was presented.

Moved by: Immediate Past President Jacqueline Graham, BPW Australia
Seconded by: Past President Liz Benham,
Moved: that the agenda issued on February 10, 2024 as circulated be adopted.
Zoom polling line was opened for voting.
Yes: 61%.
No: 33%
Abstain 5%.
Motion: Carried upon division.

10-minute Break was taken, after which the meeting reconvened.

19. Formal Voting Procedure
Daniela Rigassi, Timekeeper, remined that comments are to be limited to 1 minute, according to the Standing Orders for this meeting. International President Dr. Catherine Bosshart reminded that a point could only be addressed once by a member.

International President Dr. Catherine Bosshart requested that CAC Chair, Carolyn Savage continue her presentation on the Formal Voting Procedure, which she proceeded to do based on the Standing Orders for the meeting, which were pre-circulated. CAC Chair, Carolyn Savage shared a PowerPoint presentation on the Standing Orders, with respect to presentation of motions and debate. Simple majority is required for a motion or resolution to pass in accordance with the Constitution and Regulations and Procedure Manual. A voting test run was done with two fun questions.

Chair recognised Past International President Yasmin Darwich who commented that Constitution is clear; an Affiliate cannot place a motion to the International Board in between meetings. The Executive should be the one to send motions to the International Board. There is an agenda of this meeting already in place. We cannot add more changes than the ones we discussed approved.

Parliamentarian stated the third motion may be brought up at the end of the meeting, under General Business, but not at this point. She asked a non-voting delegate to advise her on who will be speaking next. First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya concurred.

20. Motion 1
Motion Session convened. International President (Chairperson) will vacate the chair and First Vice President United Nations Chularat (Toyting) Israngkool Na Ayutthaya, will Chair the following session on the motions being moved by International President Dr. Catherine Bosshart, seconded by Executive Secretary Jenny Gulamani-Abdulla.

Chair was handed to First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya, who read out the first motion.

Motion #1:
Mover: International President Dr. Catherine Bosshart.
Seconder: Executive Secretary Jenny Gulamani-Abdulla.
Moved: To hold an Extraordinary Virtual General Assembly to address a serious matter of legal compliance requiring amendments to BPW International Constitution. This will be for

the specific purpose of review, debate, voting and adoption of the proposed amendments to the Constitution and Regulations (Statutes) to meet the minimum requirements for registration under Swiss Civil Code with the Registre du Commerce of the Canton of Geneva, Switzerland by the 1st of July 2024 and to meet the Anti-Money Laundering Act (AMLA) and its implementing provisions (RO 2021 656).

Rationale: The dates/timeframe of the Extraordinary Virtual General Assembly will be six months from issue of this "Call to the International Board" over the following dates/times:

- Friday 14th June, period of three (3) hours
- Saturday 15th June, 8.5 hours (including breaks)
- Sunday 16th June, 8.5 hours (including breaks)

Additional supporting information as requested by members and issued in writing:

- Budget to hold an EVGA (which is permitted under Art. 64, cl 3 The meeting is convened in accordance with the provision of the Articles of Association and by law if one fifth (1/5th) of the members requests a meeting of the Swiss Civil Code 2010, which BPW International conforms with (as per existing Constitution and Regulations).
- Total Budget for an Extraordinary Virtual General Assembly (software, interpretation, configuration of voting system: €24,654
- Costs to amend the constitution during the General Assembly – 2.5 more days based on 63 proposed amendments at 20 minutes each:
    - Fixed costs per additional Congress Day ca. €40,000 x 2.5 days: €100,000
    - Additional costs per member €250 per day x 3= €750

Mover, International President Dr. Catherine Bosshart was invited to open her microphone to speak to the motion.

International President Dr. Catherine Bosshart stated that the last major changes to the Constitution were last done in 2011 at the last General Assembly in Helsinki. The General Assembly decided to register BPW International in Switzerland. This was done, but, unfortunately, at the wrong place. BPW International was registered at the Centre d'Accueille Nationale de la Genève Internationale, which is called CAGI, and the Geneva Welcoming Centre for NGOs is working to facilitate NGOs to go down to find a place for offices in Geneva and make their facilities available for NGOs for their meetings. They ask to be registered their proceedings to every General Assembly and audited annual financial statements. As BPW International had no proceedings of the Virtual General Assembly in Cairo, International President Dr. Catherine Bosshart could not hand in documents, but she gave them our yearly audited financial statements. The correct registration is to be at the Office of Registry of the Canton of Geneva. Up to 2023 registration for an Association was understood under Swiss Law to be not mandatory. World-wide the legislation has become stricter, to do everything possible to prevent money laundering and the financing of terrorism. In Switzerland the Anti Money Laundering Act came into force for Associations on January 1, 2023, with the transition period until July 1, 2024. Our organization has now to register because we are not able to fulfil the accumulated conditions to be existing. The cumulative conditions are that we distribute not more than 200,000 CHF over two years. The distribution has to be done by an independent commercial company and that a permanent representative is domiciled in Switzerland. If we are not registered until July 1st, 2024, then we have to ask for an additional transition period until the Congress in November and we would have to fill in an additional form which would state that we confer with exemptions and/or pay a high fine.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked International President Dr. Catherine Bosshart and invited the Seconder, Executive Secretary Jenny Gulamani-Abdulla, to open her microphone and speak to the motion.

Executive Secretary Jenny Gulamani-Abdulla stated that BPW International is a truly inclusive organisation, and this right here is evidence that the Executive wanted to include the entire International Board to be a part of these important discussions that deal with the serious matter of compliance to meet the minimum requirements for registration. Of course, one could say that it is the right of the International Board to be included but remember that it is the Executive according to the Constitution that is responsible for operational and management matters. Registration is an operational and management matter. We know many federations and affiliates who would normally deal with this as such without involving anyone outside the Executive. However, because registration requires us to update our Constitution, we considered this as a new action. We wanted to truly live up to our triennium's theme of New Actions Through Cooperation. This here is evidence of that willingness to collaborate and that belief in teamwork and sisterhood updating our Constitution should be an inclusive process. Yes, we have no choice to update to legally meet the registration requirements but we want all of you to understand and be a part of this governance process. The Extraordinary Virtual General Assembly, first of its kind to meet the minimum requirements for legal registration, which has now been a long-standing dispute, will position BPW International solidly into the future. That common future awaits all of us no matter which part of the world we are in.

First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked Executive Secretary Jenny Gulamani-Abdulla, and opened the session for debate, and stated the Standing Orders regarding debate. Those wishing to speak to the motion should indicate by typing into the Chat Box, indicating whether they wish to speak for or against the motion.

Parliamentarian stated not everyone has indicated their federation. This is important because only one person can speak from each federation. Speakers need to say who they are and identify their federation or their Executive status.

Speaker #1: Against the Motion – Mariella Camilleri President, BPW Malta. Speaking against the motion primarily from the perspective of an organization that is governed by the documents of BPW International. It is very clear in the Constitutional documents that if we look at Section 58 of the Constitutional Regulatory document it states very clearly that the Constitution can only be amended at a General Assembly. Section R (indistinct) can only be changed by the General Assembly. Section R.8 .4 of the Constitutional Regulations – Amendments to the Constitution and Regulations submitted must comply with the requirements in the Procedure Manual. However, of you read further down is the Section 8.6 it says that amendments to the Constitution can only be amended during the General Assembly which has to happen during the International Congress which happens once every three years. I therefore the whole process that we are undergoing the discussion of looking at amendments to the Constitution and Regulations of BPW International during an Extraordinary General Assembly is illegal and goes against all three governance documents that we abide by both at the international level and at local levels.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked the speaker, and invited Speaker #1 in favour of this motion to open her microphone.

Speaker #1: Sioban Dilly, Vice President, BPW New Zealand – Issues, spoke for the motion. Propose an amendment for financial reporting and lines of reporting to be considered seriously by the membership, given inclusive opportunity for adoption. So how to make this happen in a way that is most inclusive of our membership and most democratic? BPW Nigeria and Nepal have raised very

serious concerns about their ability to have representation at Congress in St. Kitts due to costs of travel. Certainly, BPW New Zealand can talk to the costs of travel far away from where they are. How can we assure that Congress, our first in person in many years is a joyful celebration of the work of our sisters and an equal opportunity for the growth and development of our organisation? The COVID-19 pandemic has shown us all at tremendous cost what can be achieved through digital on-line meetings. We need to be a modern, solutions focused organisation to maintain relevancy and we see a unique opportunity here. One final note is to thank the Executive for doing the work to address matters of our registration in accordance with the Swiss Civil Code in recognition of being required to do so.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya, thanked the Speaker.

Chair, VP UN invited Speaker #2 to speak against the motion, Myriam Heidelberger, Vice President, BPW Switzerland. Based on the Swiss legal code, virtual general assemblies are only possible if expressly mentioned in the Constitution. Speaker #1 against this motion, Mariella Camilleri, has shown clearly that this is not the case. So legally we are not able to do this. Secondly, the Virtual General Assembly of 2021, where we were not able to discuss well together and based on that experience are showing me very clearly that we are not yet able to hold a meeting in this manner. Thirdly, concerning the time, it is no rush to be in this Commercial Register before November as International President Catherine Bosshart has already described. So, we have a possibility to register later. And to add. Fourth point: Because there is still some time left and I am deepest in my heart with our friends from all over the world because it is very, very cost consuming to travel around for international meetings and I truly hope that BPW International Executive will find a way to set up a travel fund to make it possible for most of us to be there.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked Myriam Heidelberger, Vice President, BPW Switzerland.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya invited Speaker #2 to speak for the motion to open her microphone.

Ms. Gillian Lewis, President, BPW Australia stated she has cancelled her request.

First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya invited Speaker #3 to speak against the motion – Past International President Dr. Yasmin Darwich.

At this point in the discussion, the debate was closed, as the 20-minute mark had been reached as per the meeting Standing Orders. Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya invited the Mover, International President Dr. Catherine Bosshart for her right of reply.

Mover Right of Reply: International President Dr. Catherine Bosshart explained that the statutes of Swiss Law permit an Extraordinary General Assembly which overrules the statutes of BPW International. What cannot be done is the fact that we have a virtual meeting. We would need to vote so that we can have a virtual meeting. We have to register by 1st of July. If we do not do it, we have to write the Registry Office and leave it in their hands if they accept extension or if we will be fined immediately or even imprisonment. I will sign the form excusing us from the Registry, because it is simply not true. We have closed an MOU with UN Women in October 2023. This MOU specifically for developing countries globally. With this MOU, we have the possibility to finance projects through UN Women. We would not be able to do this if we are not registered.

First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked International President Dr. Catherine Bosshart. She stated that as noted previously the voting for this motion will be open at the end of the debate of the third motion.

21. Motion 1 Results
Results of the voting on Motion 1 will be announced after the polls close.

22. Motion #2:
Mover: International President Dr. Catherine Bosshart.
Seconder: Executive Secretary Jenny Gulamani Adullah.
Moved: To settle the financial expenses incurred with respect to legal compliance and registration of BPW International.

Rationale:

- An independent Swiss Law Firm as retained to advise and assist the Executive Board and the Constitutional Advisory Committee in the drafting of the proposed amendments to ensure legal compliance of Registration of BPW International as required and adopted in the XXVII BPW International Congress, Helsinki, Fifth and Sixth Business Sessions, 21 June 2021 (Congress Proceedings). The debt incurred to date will be treated as a receivable until it is approved.

Additional supporting information as requested by members and issued in writing:
Costs associated with the expertise of registration lawyers in Switzerland following a review of BPW International existing Constitution and Regulations and historic review including original minutes of the formation of BPW International in Geneva, Switzerland in 1930.

- Budget for Registration of BPW International is a total €21,367.

Mover International President Dr. Catherine Bosshart was invited by Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya to open her microphone to speak in favour of the motion.

Mover, International President Dr. Catherine Bosshart explained that the Executive tried to do the registration. We presented all the immediate papers. These were clearly rejected because the Constitution was not in compliance with the Swiss Civil Code. The Swiss Civil Code has not changed much since 2011, except with some provisions for anti-money laundering. At that moment we got the address of a law firm in Geneva specializing in Association Law. Informing the Executive, I handed them the Report of the Registry Office and our Constitution and asked to roughly give a review of what was lacking in the Constitution and a quote. What came back was a meticulously presented wording of an amended Constitution and an invoice. They told us that they had refrained from invoicing a full amount as we are an NGO. In the presentation of expenses is also a quote for the work of tax exemption, as this would need to be done very carefully. The tax exemption has to be asking at the Swiss Department of Finance of each Canton and there is only one chance to get tax exemption, so if the papers are not hundred per cent correct, there is no possibility to come back. The Executive has been very well informed that we got this proposal of the Law Firm with an invoice, which was a surprise because she wanted to have had a comprehensive quote but apparently that was not done. So, she is asking for the approval of the expenses.

Seconder, Executive Secretary Jenny Gulamani-Abdulla. was invited by Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya to open her microphone to speak in favour of the motion.

Executive Secretary Jenny Gulamani-Abdulla stated that we all understand the importance of registration, but those who have been around for the last three trienniums know that this has been a long-standing dispute that needed an independent third-party intervention. We understand why this is complicated, because registration has not just recently lapsed, and we need to understand that over time the minimum requirements have changed to deal with the evolving challenges that have led to the application of the Anti-Money Laundering Act to NGOs as well. To meet these minimum requirements the Constitution is now legally required to be updated. Those of you that have attended the sessions on updating our Constitution clearly understand the enormous amount of work and the need for legal professionals who are specialising the registration of NGOs to guide us through this process in a systematic way. Their knowledge and experience have been crucial for our Constitutional Advisory Committee to then undertake the responsibility of advising the Executive and ensure compliance while making decisions on registration, reviewing amendments to our governance documents and seeking cooperation from the International Board. Professional legal advice costs money. An independent third-party specialised experts cost money, and these expenses are unavoidable to ensure that we are guided in the most proficient manner possible. BPS International's interest is truly at stake, and this will have legal and financial impact on our organization, so it is most definitely worth the investment.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thank Executive Secretary Jenny Gulamani-Abdulla. She declared that the motion was now open for debate. She read out the Standing Orders for debate.

Speaker #1: Against the Motion – Chair, Standing Committee for Legislation Stella Kammitsi. She stated that being a lawyer and being Chair of a Committee where all the representatives are lawyers, and could have assisted on this matter, advising and liaising with other BPW members in Switzerland and avoiding legal costs. Experience in her own jurisdiction, they have registered all their clubs of their federation with no legal expenses at all because all the legal services have been offered by their members to support everybody. Second point, as per the remarks of Vice-President, Switzerland, there could have been a request for extension on the registration, so we had the time, if requested by us to pull together the resources of lawyers within BPW to assist and avoid these costs.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked the speaker, and invited Speaker #1 in favour of this motion to open her microphone. No speaker for the motion having been identified, the Chair closed the debate.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya recognized Bessie Hironimus on a Point of Information. Bessie Hironimus stated that she was raising the Point of Information related to the first motion. She asked why is it that we are considering Article 62 of the Swiss Civil Code which says that the associations which have not yet acquired legal personality will be treated as simple partnerships. Why can't we be a simple partnership?

The Parliamentarian intervened that this point could not be discussed as it has to do with a previous motion.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya invited the Mover, International President Dr. Catherine Bosshart for her right of reply.

Mover Right of Reply: International President Dr. Catherine Bosshart stated that she has seen the questions in the Chat as to why we did not budget for this item. She stated that they had no idea of the costs. She thanked Stella Kammitsi, Chair, Standing Committee for Legislation, for her input. It

would have been difficult for lawyers outside of Switzerland to deal with this matter. There are about 1,500 NGOs registered in Switzerland. The Registry is very picky; what they want needs to provided exactly. Re: the question from Bessie, paragraph 62 of the Swiss Civil Code, BPW International does not correspond with that. Our organization is much too big to a partnership association. This option was examined very closely and found to be not feasible. We have $300,000 is USA and have no means to access this amount. The organisation has no legal standing and no registration number.

Chair, First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya thanked the Mover, International President Dr. Catherine Bosshart. She reminded that the voting on this motion will be open at the conclusion of the debate of the third motion.

23. Motion 2 Results
Voting will be open at the end of the discussion on this motion, as third motion will not be discussed. Results of the voting on Motion 2 will be announced after the polls close.

24. Voting Strength
Margaret Tipper, Chair, Credentials Committee reported that voting strength is 75.

25. General Business
International President Dr. Catherine Bosshart opened the discussion under General Business section. She asked to do justice to President Ambica Shrestha, BPW Nepal. Although this motion was not on the agenda, the Board should decide whether to vote on this motion. As the mover of the third motion, President Ambica Shrestha, BPW Nepal is not present, this question was not pursued.

Past International President Dr. Yasmin Darwich wanted to express her opinion. She is against Motion 2. Budget should have been approved prior to expenditure being incurred. The procedures were not followed.

Past International President Liz Benham expressed her opinion on the process has been undemocratic with not enough time to speak and hear from all the speakers who wanted to speak.

CAC Chair, Carolyn Savage commented that there are clear processes in the Standin Orders as to how to go through motions and their debate. We cannot have five or six people speaking against a motion. These need to be balanced with those speaking for a motion. The Standing Orders are very clear and have been followed for several past Congresses. Points of Clarification are not opportunities for people to raise and debate motions on the table.

Immediate Past International President Dr. Amany Asfour commented on the motion of BPW Nepal and BPW Nigeria, which she feels should have been put on the agenda be heard by the International Board. As the motion arrived long ago. Motion is important to developing nations and it was going to be discussed under "Other Business". She asked that it be voted on.

President Jinka Ajibola, BPW Nigeria she stated that she wanted to make some strong points about Motion 3. It was submitted a long time ago, so that it could be discussed. Challenges of devaluation, high cost of living are known. It is unfair to exclude the International Board from taking the decision. The motion should be heard, as there is a risk of not being able to participate in person due to costs of participation at Congress. The motion should be considered.

Executive Finance Officer, Dr. Eufemia Ippolito, stated that she is against the discussion of Motion #3, as the agreed upon agenda has two motions; a third one, would be against the Constitution.

Chair declared electronic voting open as of 11:20 Swiss Time. All voting results will be checked by the Scrutineers and Credentials Chair and confirmed within 24 hours following the closing of the electronic voting. Time frame is for them to cross check and prepare their reports. The results will be translated in all five languages. She declared the session on motions closed.

Chair, 1st Vice President vacated the Chair, the International President Dr. Catherine Bosshart assumed the Chair. She thanked 1st Vice President Chularat for chairing the session of the Motions that have been presented, and all those who have participated as speakers.

International President Dr. Catherine Bosshart stated that Motion 3 is under "other business". She would like to determine if the International Board wants to vote on this motion or not. Communications Officer Ursula has prepared a poll on whether to discuss at the International Bord or at Congress. The question would be: "are you accepting to vote on the third motion which is asking for a hybrid Congress".

Chair recognized President Jo Kinsey, BPW UK, who stated that many had not received the communication on Motion #3, which was acknowledged by the International President. She is disappointed that this has now come to the floor without notice. She felt that this cannot be voted on because there has not been enough time for her federation to consider this motion.

International President Dr. Catherine Bossart anyone can present business, under "Other Business". It was not to vote on the motion here, but it was to have the International Board voting if they agree to vote on the motion or not. If today's vote is no, then this motion will not be pursued.

Chief Parliamentarian, Margaret Tipper, confirmed that an opinion can be asked. If this motion passes, then it can be discussed at an Extraordinary General Assembly or Congress.

Credentials Chair reported that the voting numbers are dropping.

Another Parliamentarian advised that it is a Constitutional amendment, and asked can this be discussed at an Extraordinary General Assembly as a friendly amendment that could be done at an Extraordinary General Assembly or at the International Congress, whatever the International Board decides. She reiterated that Extraordinary General Assembly is feasible under Swiss Law. It is the Extraordinary Virtual General Assembly that would need to be accepted by the International Board.

CAC Chair advised that there should not vote on the third motion. International President Dr. Catherine Bosshart asked for any other general business. She thanked all. She reminded about the voting.

Liz Benham on point of information re. the third motion. It has financial implications and cannot be discussed there. Secondly, you mentioned credentials that BPW Egypt was not financial. Therefore, is Immediate Past International President Amany Asfour financial and eligible to vote?

International President Dr. Catherine Bosshart: Voting right of past international presidents does not depend on the financial status of their federation/affiliate and is dependent on the service they gave to BPW International.

Past International President Liz Benham asked for confirmation that past presidents did not have to pay their dues to be able to vote at BPW International meetings.

International President Dr. Catherine Bosshart remarked that they have to pay their dues. The rights of Past International Presidents have been usual practice. They have lifelong voting rights, because of their service. They are above the financial situation of their Federation/Affiliate. Nothing is mentioned in the Constitution. All people are equal under Swiss Civil Code. This should be clarified for the International Congress.

Executive Secretary Jenny Gulamani-Abdulla commented that the Constitution and Regulations are silent on the matter.

President Shaika Hind Alkhalifa, BPW Bahrain stated that it is a democratic procedure to put all motions for voting on all motions. Not voting on BPW Nepal's motion is against democratic procedures.

Past International President Dr. Yasmin Darwish commented that BPW has allowed in the past PIPs to be exempt from the financial rules. Only those who are present during the discussion can be able to vote.

International President Dr. Catherine Bosshart stated that delegates have the right to vote.

Past National President Jacquiline Graham, BPW Australia asked if it would be possible to circulate the motion and take a vote after. International President Dr. Catherine Bosshart responded that could be done with financial information.

National President Shan McEwing, BPW Canada asked for a motion to close the discussion.

Moved by: Executive Secretary Jenny Gulamani-Abdulla
Seconded by: First Vice President - United Nations Chularat (Toyting) Israngkool Na Ayutthaya
Moved: That the meeting be brought to a close.

International President Dr. Catherine Bosshart thanked the delegates.

Meeting closed at 11:48 Swiss Time. The voting will close in 24 hours. Candle was blown out by Vice President Membership, Dr. Giuseppina Seidita.

Chapter 2

Standing Orders

BPW International

"New Actions Through Cooperation"

BPW INTERNATIONAL
STANDING ORDERS

These Standing Orders were developed by the Constitutional Advisory Committee from previous Standing Orders, with an overview from the Resolutions Chair and Executive.

These Standing Orders set out the procedures to be used during the XXXI BPW International Congress, St Kitts, 17-21 November 2024, at the pre and post International Board Meetings and the General Assembly Business Sessions.

The Standing Orders cover the rules for discussion, timeframes, who may speak and who may vote.

The conduct of the meeting is controlled by the general will of the membership, giving a majority decision after a full and fair consideration of the issues involved. The Standing Orders are designed to provide for constructive and democratic meetings to help, not hinder, the business of the meeting. 'Undue strictness' should never be allowed to intimidate members or limit full participation.

During the General Assembly, the President chairs the meeting, with the following exception:

- the presentation of the President's Report when the First Vice President takes the Chair
- discussion and voting on amendments to the Constitution and Regulations when the Constitution Advisory Committee (CAC) Chairperson takes the Chair
- discussion and voting on the resolutions when the Resolutions Committee Chairperson takes the Chair
- discussions and voting when the Elections Committee Chairperson takes the Chair.

If for any reason, the President is unavailable, the First Vice President takes the Chair.

Any Chairperson of a General Assembly session or International Board meeting must always be impartial. The Chairperson, including the President, cannot take part in a discussion or speak for or against a motion or resolution, and should not chair an item of business where she may want to express a view.

To take part in any discussion the President (or Chairperson) must vacate the Chair at the start of the item of business and announce that the Chair is being passed to the appointed officer, and to permit to speak to the item of business. To take part in the discussion the Chairperson (or President) must vacate the Char at the start of the item of business and announce the Chair is being passed to another appointed officer and must speak from the floor of the meeting. The Chairperson (or President) cannot resume the Chair until the matter has been concluded, and if it is adjourned, must vacate the Chair each time the matter is discussed.

At the pre-Congress International Board Meeting, the President nominates a Chief Parliamentarian and two (2) other Parliamentarians for approval by the International Board. All Parliamentarians must be familiar with the Constitution, Regulations and Procedure Manual and be impartial members with

experience in meeting procedure who advice the Chairperson on issues which arise during the discussion. Parliamentarians cannot be members of the Executive or Delegates and may not participate in the discussions. They do not have a right to vote.

A. ATTENDEES:

1. The pre-Congress International Board Meeting is open for the following (as per existing Constitutional and Regulations approved March 2021):
   - Members of the International Executive
   - BPW International Past Presidents
   - Affiliate Federations, represented by two (2) appointed representatives, and all dues (and outstanding penalties) are paid in full by time of registration
   - Affiliate Clubs, represented by 1 (one) appointed representative per country and all dues (and penalties) are paid in full by time of registration
   - BPW International Standing Committees Chairpersons and all dues (and penalties) are paid in full by their Affiliate Federation or Affiliate Club.
2. Observers will be provided access but will have no speaking rights at the International Board Meeting.
3. The General Assembly is open for the following (as per the Constitution and Regulations and Procedure Manual approved March 2021) and noted as above that all dues (and outstanding penalties) have been paid in full by time of registration:
   - Members of the International Executive
   - BPW International Past Presidents
   - Affiliate Federations, represented by their delegates (numbers as per outlined under the Constitution and Regulations [C&R] and Procedure Manual [PM]).Affiliate Clubs, represented by 1 (one) appointed representative per country
   - BPW International Standing Committees Chairpersons
   - Observers
4. Post-Congress International Board Meeting is open to all of the above, with the possible change in representation by Affiliate Federations and Affiliate Clubs, following the voting and ratification of the proposed amendments to the Constitution and Regulations (Statutes) 2024 and the Procedure Manual 8.7.3.

B. VOTING:

1. Only Delegates (and when appropriate Alternative Delegates), members of the Executive, Chairpersons of Standing Committees and Past Presidents of BPW International may vote. These are referred to as:

   "**Voting Members**"

2. Credential Chair must announce the voting strength prior to the Adoption of the Standing Orders and before any voting sessions are to commence.

3. Each Delegate, or the Alternate Delegate, on the floor has one vote. Each Executive Member, Standing Committee Chairperson and Past President of BPW International has one vote if she does not already hold a vote in any other capacity. Please see table below:

Categories	Voting Delegates
At the pre-International Board Meeting existing voting:	
Affiliate Federation	Two (2) voting delegates per Federation
Country with Affiliate Clubs	One (1) voting delegate per country
BPW International Executive Members	One (1) vote only
Past International Presidents	One (1) vote only
BPW International Standing Committee Chairs	One (1) vote only
At the General Assembly Business Sessions	
Affiliate Federation	Voting delegates per Federation as outlined under the C&R and PM 8.7.3
Country with Affiliate Clubs	One (1) voting delegate per country
BPW International Executive Members	One (1) vote only
Past International Presidents	One (1) vote only
BPW International Standing Committee Chairs	One (1) vote only
At the post-International Board Meeting – note voting strength would change if proposed amendment R6: 6.6. Decisions and voting by the International Board is passed	
Affiliate Federation	Five (5) voting delegates per Federation
Country with Affiliate Clubs	One delegate per Club (maximum of four) per country where no Federation is present
BPW International Standing Committee Chairs	No voting rights if proposed amendments from 2021 are passed.

4. Where an Executive or Past International President has another role e.g. Chair of a Standing Committee, they are only entitled to one (1) vote at the pre and post International Board Meetings and through the General Assembly.

5. As per **clause R12.5 and PM 8.7.1**, the President has the casting vote when the vote is tied, except in the case of presidential elections.

6. Decisions are made by a simple majority of the voting representation, except for constitutional changes or where otherwise specified in the Regulations or these Standing Orders (Rules of Debate). Voting Members may choose to abstain, but abstentions are not counted in the total vote.

7. Voting may be by electronic or manual means, for example a show of hands, raising of coloured cards (as will be obtained at time of sign-in before each General Business Session), as appropriate or necessary.

C. ELECTIONS: (as per clause 8.4, 8.4.1)

1. Elections are done by secret ballots which can be conducted by electronic means or paper ballots and the final vote is communicated to the General Assembly:

- Electronic voting uses digital voting devices that record the total vote for each candidate and take account of voting allocations
- If paper ballots are used, they must be destroyed after the decision voted by the General Assembly.

2. The elections process will take place of the candidates on:

   - **20th November**: for President
     - The name(s) of the unsuccessful candidate(s) for President are incorporated in the list of nominations for Vice Presidents (if she wishes to stand and is eligible to stand as a Vice President), according to the preferred Vice President role indicated by the candidate.
   - **21st November**: all other candidates for the Executive, Regional Coordinators and Standing Committee Chairs.

3. The Election Committee Chairperson:

   - announces the result of voting for the Executive and Standing Committee Chairpersons during the General Assembly programme
   - advises the President if there is a tied vote

D. QUORUM:

A valid quorum is required for a vote to proceed. The quorum is:

- one-quarter [1/4] of the Board members at the pre- and post- Congress International Board meetings
- one-third [1/3] of the voting representation in the General Assembly

E. OPEN DISCUSSION AND PRESENTATION OF REPORTS

The following process is for reports and discussions held during the BPW International Congress pre and post International Board meetings and the General Assembly.

1. After reports have been presented and seconded, discussion is open to the Voting Members
2. Observers may speak only after the Chairperson has ascertained that no more Voting Members wish to speak, and if she announces that the meeting is open to other speakers.
3. No individual speaker may speak to the same discussion more than once, except to establish a point of order or a point of information on a specific question as defined below under Roberts Rules.
4. Other than for the presentation of reports, no one may speak for more than 2 minutes.
5. After a report has been received, but before it has been adopted, any recommendation arising from a report must be seconded before it can be put to the vote, and a simple majority is required to pass the recommendation.

F. MOTIONS, RESOLUTIONS AND AMENDMENTS TO THE CONSTITUTION AND REGULATIONS

The following formal process will be applied to the pre and post International Board meetings and the General Assembly, when a business matter also known as a 'motion' is put to the floor and seconded and opened for positive and interactive debate. The overall time allocated for debate of each individual motion will be 20 minutes.

Motions, Resolutions and Amendments presented:

1. In these Standing Orders, motions include Resolutions and Amendments to the Constitution and Regulations.

2. Only Voting Members may move and second motions.

3. The Executive Secretary will announce the voting strength based on the Credentials Chair report. If anyone leaves the room they must sign out and sign back in to ensure the voting strength is accurate at all times. If a delegate should leave the room, their alternate delegate can sign in and take her place.

4. The Credentials Chair will confirm if any changes to the voting strength prior to voting.

5. Parts of a motion may be voted on separately at the request of any voting Member:

   - Unless it is a mandatory clause, and therefore must be voted in full
   - unless the mover of the motion objects.

   If there is an objection, the matter is put to a vote.

6. Due to the significant work that was done by all the movers and seconders of motions for proposed amendments to the constitution, regulations, procedure manual and internal and external resolutions a call for any proposed amendments was issued on the **17th July** with these **to be submitted** by the **17th September** (two (2) months) prior to Congress.

   Any proposed amendments that have been presented for the original movers to accept as a friendly amendment, will be sent to the movers and if agreed the proposed new or updated text will be included in the final documents issued two weeks before Congress.

   If the proposed amendments were not accepted these will be presented in the General Assembly to debate/vote on if they become the substantive motion.

   Note: to ensure all business can be completed within the timeframes:

   - No proposed amendment for a word or grammatical change of any resolution or proposed amendment will be accepted from the floor.
   - No new amendment that requires voting will be accepted.
   - If a friendly amendment has been submitted and the proposer has accepted it, it would proceed without the need to vote.

- It an 'urgent amendment' is submitted it will be presented in writing (e.g. by email and hardcopy to the CAC or Resolutions Chair), for review to determine if it can be accepted, following the cut-off date of the **17th September**. If it is accepted it will be made ready to be put on the screen for the next business session.

7. Any proposed friendly amendment to a motion is to be received by the **17th September**, in writing, to the Chairperson before being moved or seconded and a copy made available to all Voting Members in the printed document titled "Addendum" in their congress bags at time of registration.

8. When an amendment to a motion alters the original motion, the amendment is put to the vote first and, if it is passed, the amended motion replaces the original motion and is put to the vote.

9. In respect to the following:

   a. The mover of the motion has the right of reply to the discussion but must not introduce any new matter.

   b. If there is an amendment to the motion, the mover of the original motion may exercise her right of reply either before the amendment is put to a vote, or before the final vote on the amended motion.

   c. The mover of an amendment to a motion does not have a right of reply.

   d. In all other cases, no one may speak more than once (refer to process below) and no delegation may speak more than twice to a motion (or an amendment to a motion) except to raise a point of order or point of information in respect to a specific question.

The Debate process is as follows (see diagram below):

1. Time limit for mover of a motion can speak for three (3) minutes. The time limit for the seconder of the motion, and for each speaker participating in a debate is two (2) minutes per person.

   a. The first speaker is the mover of the motion and the seconder follows.

   b. After the mover and the seconder have spoken, the Chair will invite Voting Members (**as noted in the Section B, table above**) who wish to speak to the motion to join one of two lines of speakers, one side will be designated for speakers wishing to speak FOR the motion, and the other side speakers AGAINST the motion.

   c. The Chair of the business session will invite speakers to speak alternatively between AGAINST and FOR.
      i. Each speaker must identify herself, her BPW position and her country before she speaks.
      ii. The first speaker following the mover and seconder (who have spoken for the motion) will be a speaker AGAINST the motion to open the debate.

iii. Three (3) speakers either FOR or AGAINST cannot speak in succession. So if there is no one speaking AGAINST after the mover and seconder speak, the debate ends.

iv. If either the queue of FOR or AGAINST runs out, the debate ends.

v. To ensure a fair and democratic process, those who have not had the opportunity to speak to a prior motion(s) will be provided first opportunity to speak.

vi. No one may speak more than once for a motion and no delegation may speak more than twice.

d. Point of Clarification or Point of Information: Voting delegates can raise a point of clarification during the debate if permitted by the Chair of the meeting. Her question should not take longer than two (2) minutes.

e. Observers: may speak to the motion (or to an amendment to a motion) only after the Chairperson has ascertained that no more Voting Members or Chairpersons of other committees (such as Taskforces and Ad Hoc Committees) wish to speak, and if she announces that the meeting is open to other speakers.

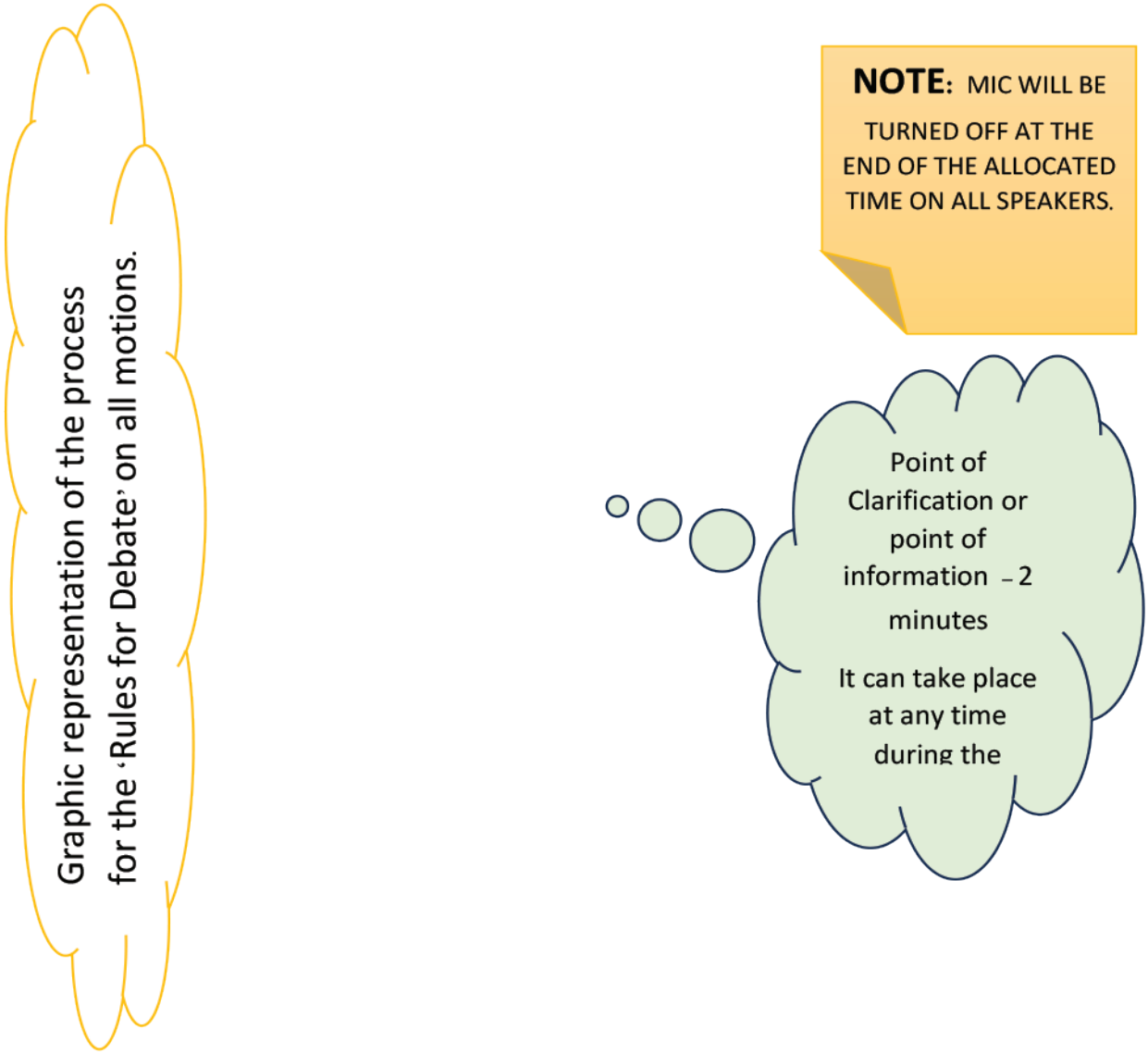
f. Mover's Right of Reply: At the end of the debate, the mover of the motion has the 'Right of Reply' for two (2) minutes to the discussion but must not introduce any new matters.

g. The time limit for the entire debate for each motion is a maximum 20 minutes, including point of clarification and the mover's right of reply. Speakers are accepted alternatively, Against and For the motion until there are no further speakers on one side, at which point the mover of the motion may exercise her right of reply and then the motion is put to a vote.

h. Voting: the Chair will check the voting strength, then proceed to call for voting FOR, AGAINST or ABSTENTIONS to the motion. Voting will be done through the raising of the cards provided to each of the delegates at time of registration for the relevant business session (see notes below).

G. POINTS OF ORDER

The following process applies to the proceedings of the BPW International XXXI Congress, St Kitts, 17-21 November 2024, pre and post International Board meetings and the General Assembly.



1. During discussion on any matter, a Voting Delegate may raise a point of order. In this case the Chairperson may confer with the Parliamentarians and then immediately states her ruling.

2. The Chair would allow two (2) minutes for the person who raises the point of order, provided that she did not already raise a point of order during that session.

3. No other speaker can raise the same point of order.

4. The Chairperson may confer with the Parliamentarians and then she will immediately state the ruling. If it is challenged, the Chairperson immediately submits her ruling to the meeting for voting and her ruling stands unless overruled.

5. At the end of any speech, any voting Member who has not already spoken in the discussion may move that the question is now put to a vote. If this motion is seconded,

discussion stops and the General Assembly immediately votes on whether the motion should be put to a vote. If this vote is passed, the motion or the amendment under discussion is immediately voted on.

6. At the end of any speech, any voting Member who has not already spoken in the discussion may move that the next business be now proceeded with. If this motion is seconded, the General Assembly immediately votes on if the meeting should proceed with the next item on the agenda. If this vote is passed, the General Assembly immediately proceeds with the next item on the agenda.

7. A Point of Order or Point of Information as per **Roberts Rules**:

- **Point of Order**: When a member thinks that the rules of the assembly are being violated, she can make a Point of Order (or "raise a question of order," as it is sometimes expressed), thereby calling upon the chair for a ruling and an enforcement of the regular rules.

- **Point of Information**: a *request for information* on a specific question, either about process or about the content of a motion. A point of information does not give the speaker the privilege to provide information. If you have information for the body, raise your hand to be put on the speakers list.

H. RESOLUTIONS

1. An amendment to increase the figures proposed in a resolution on finance or dues cannot be accepted from the floor of the General Assembly. Any proposed amendment with a financial or budgetary impact must be circulated to Affiliates four (4) months before the General Assembly. Any proposed amendment(s) to the original resolution must be issued two (2) months prior to Congress to be accepted or declined by the mover. Should the mover not accept the proposed amendment the procedure on motions as outlined above will comply.

2. Due to the number of proposed amendments to the Constitution and Regulations and Procedure Manual, the requirement to include proposed amendments from 2021 that were 'left on the table' XXXI BPW International General Assembly note only an emergency Resolution would be accepted if:

- An emergency Resolution may be presented at a General Assembly if it relates to something which has happened since the deadline for receiving Resolutions.
- It must be referred to the Resolutions Committee.
- Is a Resolution that is a direct result on the impact on women and girls.

3. If the Resolutions Committee decides it qualifies an emergency (urgent) resolution, it will be put to the next voting session of the General Assembly for voting to accept it as an emergency Resolution. The Resolution must be circulated to Voting Members at least one session before it is to be discussed. Only a simple majority is required for it to be passed. The emergency Resolution would then be presented by the mover and seconder.

4. Constitution and Regulations and/or procedure manual changes are not an emergency

I. VOTING PROCESS

The following process applies to the proceedings of the pre and post International Board meetings and the General Assembly:

1. Registration forms for delegates (and alternate delegates) will be issued to ensure a checklist is available for the Credentials Chair and her committee to identify Voting Delegates' names, Affiliate Federations and Affiliate Clubs, Executive Members, Past Presidents of BPW International and Standing Committee Chairs at time of sign-in for each business session.

2. Open Voting: Standard Process, raising of hands/cards
   At the pre- and post-Congress International Board Meeting a simple request for voting members to 'Raise their Hand' to vote FOR/AGAINST or ABSTAIN on motions or positions where required, for example:

   - appointment of the Parliamentarians, Scrutineers (aka tellers) and Timekeepers Chairs and committee members
   - General Assembly Committees: Credentials, Election and Nominations Chairs and committee members.

   During the Business Sessions of the General Assembly, voting members will be required to sign in and obtain a coloured card for that session. They will be required to sign-out if they leave the room and hand over their card, sign back in and collect their card when they go back into the session. If another delegate (or alternate delegate) from their Affiliate Federation or Affiliate Club is to go into the room in their place, they are to sign out, the other delegate is to sign-in and receive the card.

3. Closed Voting: Electronic Voting

   An introduction to the independent voting process will be distributed to all delegates and a 'test-run' will be held prior to the opening of the official voting process, to ensure all delegates have access to the voting portal.

   The online voting method must enable the confirmation of the voting member, such as unique login, password through the secure independent web-based voting system and:

   i. voting will be opened to all delegates through their username and password and is accessible via mobile phone, tablet, laptop or computer
   ii. voting will be opened for three (3) minutes
   iii. once delegates submit their vote a message will be displayed to say their vote was successfully submitted
   iv. receipt of the votes, as they are made, will be automatically updated on the screen for all members to see
   v. independent web-based online voting system will record all the relevant voting responses and will be available for the Chief Scrutineer and the Scrutineers Committee members to check and verify only one vote per delegate, IP address, username have been received
   vi. final total results will be presented and include the following:

      - voting strength (as confirmed prior to voting commencing)
      - voting results: FOR, AGAINST, ABSTAIN

Chapter 3

General Assembly Programme

Pre-Congress Events

Sunday 17th November 2024

Registration Desk open from 08:00 to 17:00
Credentials Desk open from 12:45 to 17:30

08:30 – 10:00	Regional Meetings (concurrently) • Africa (Grenada Conference Room) • Asia Pacific (St Vincents Conference Room) • Europe (Saba Conference Room) • Latin America (St Lucia Conference Room) • North America and the Caribbean (Dominica Conference Room)
10:00 – 10:15	Coffee / Tea / Snacks
10:15 – 11:45	Workshops (concurrently) • Constitution Workshop (Dominica Conference Room) • First-timers Workshop (St Lucia Conference Room)
11:45 – 12:45	Workshops (concurrently) • Resolutions Workshop (St Vincent Conference Room) • First-timers Workshop (St Lucia Conference Room)
12:45 – 14:00	Lunch
14:15 – 15:15	First-timers Workshop (St Lucia Conference Room) for those who have attended the Constitution and Resolutions Workshops and are not members of the International Board meeting
12:45 – 14:30	Credentials Check and Collection (Hallway of Ball Room)
14:15 – 17:30	The 79th International Board Meeting (Room to be announced) All members of the International Board meeting to be seated 5 mins before meeting starts 1. CPC General Announcements/Housekeeping 2. President's Opening remarks 3. Collect 4. Roll Call of International Board 5. Observers 6. Apologies 7. Credentials Report (prepared by acting Credentials Chair) 8. Introduction / training in the Congress electronic voting process (CPC) 9. Appointment of Minutes Secretary 10. Adoption of Standing Orders 11. Announcements (call for any General Business items for inclusion into the agenda) 12. Adoption of the Agenda 13. Minutes of the 77th Post Congress International Board meeting (2021) 14. Matters Arising 15. Report on the 78th International Board meeting, motions presented for voting did not pass 16. Matters Arising 17. Appointment of Parliamentarians, Tellers (Scrutineers) and Timekeepers

	17.1 Chief Parliamentarian 17.2 Parliamentarians 17.3 Chief Teller (Scrutineer) 17.4 Tellers (Scrutineers) 17.5 Chief Timekeeper 17.6 Assistant Timekeeper(s) 18. Membership 18.1 New Affiliate Federations and Affiliate Clubs 18.2 Abrogation of Affiliate Federations and Affiliate Clubs 19. Presentation of the Procedure Manual for Ratifications (ratified post congress 30th) 20. General Assembly Committees: 20.1 Credentials Chair (acting Credentials Chair ratified formally) 20.2 Credential Committee members 20.3 Elections Chair 20.4 Elections Committee members: each region nominates a representative 20.5 Nominations Committee: Each region nominates representative 21. Outstanding Congress Business 21.1 Congress Proceedings 2017, draft 21.2 Congress Financial Statements 2017, audited report issued September 2024 21.3 Congress Proceedings 2021, draft 21.4 Congress Financial Statements 2021, audited report issued December 2021 22. Ratification of received and reviewed Regional Regulations, By-Laws, Guidelines from 2021-2024 – Asia-Pacific 23. Motion from BPW Thailand 24. XXXI Congress Business: 24.1 General business, reports, elections process 24.2 Proposed Amendments to the Constitution and Regulations 24.3 Resolutions 25. Any changes to the General Assembly programme 2024 26. Cessation of Membership and the next steps 27. Any other business 28. Post General Assembly 80th International Board Meeting 29. Announcements 30. Pre-International Board Meeting closed
17:30 – 18:30	Free time to network and prepare for Opening Ceremony
18:30 – 20:00	BPW International XXXI Congress Opening Ceremony in the Marriott Ballroom Presentation of the Delegates: • Governor-General of Saint Kitts and Nevis, Her Excellency Marcella Liburd • Prime Minister of Saint Kitts and Nevis, The Honourable Dr. Terrance Michael Drew • The Honourable Senator Isalean Phillip, with responsibility for Social Development & Gender Affairs; Youth Empowerment Ageing & Disabilities, Saint Kitts and Nevis.

Note:

1. Workshops and Board Meetings will take place in Conference Rooms outside of the Marriott Ballroom where possible these are indicated on the program – where these were not allocated at the time of going to print – the rooms will be shared in the announcements.

2. Credentials Desk will be located outside the Marriott Ballroom at the entrance to the meeting room.

3. All Business Sessions will take place in the Marriott Ballroom.

4. Method / training of digital voting will be provided at congress at the workshops and prior to any voting taking place.

5. All delegates are required to bring a card with your identity e.g. driver's license or another form of identification that can be left at the credentials desk when you collect your digital voting unit. These are to be handed in when you leave the business session or having an alternate delegate enter in your place. The digital voting units will be reassigned at each business session.

Congress

Monday 18th November 2024
General Assembly Business Sessions #1, 2 & 3

Registration Desk open from 08:00 to 14:00
Credentials Desk open from 09:00 to 18:30

08:30 – 09:15	High Level Plenary Session in Marriott Ballroom Dr Annette Lu Former Vice President of Taiwan Founding President of BPW Taiwan
09:15 – 09:45	Coffee / Tea / Snacks
08:00 – 10:15	Credentials Check and Collection (Hallway of Ballroom)
09:50 – 12:30	1. All Attendees to be seated by 9:50am in the Ballroom for the first Business Session of the XXXI BPW International Congress General Assembly 2. Announcements, housekeeping by CPC 3. Formal Opening, President 4. Collect – Candle Lighting 5. Roll Call 6. Observers 7. Apologies and Messages 8. Minute of silence – Obituaries 9. BPW International Aims 10. Credentials Report – confirmation of voting strength 11. Introduction/presentation of the voting system, presented by the Elections Chair 12. Appointment of Minutes' Secretary (possible shared role) 13. Adoption of Standing Orders, as voted on at the Pre-International Board Meeting 14. Announcements (call for any General Business items for inclusion into the agenda) 15. Adoption of Program (Agenda) 16. Announcement of GA Officials and Committees 16.1 Credentials Chair and Committee 16.2 Elections Chair and Committee 16.3 Constitutional Advisory Committee (established 2021) 16.4 Resolutions Committee (established 2023) 17. Announcement of appointments of 17.1 Parliamentarians Chair and Committee 17.2 Scrutineers Chair and Committee 17.3 Timekeepers Chair and Committee 18. Introduction of nominations committee and instructions 19. Credentials Report – confirmation of voting strength 20. Adoption of proceedings of the 30th Congress (2021) and the 29th Congress (2017) 21. Executive Reports, all moved as presented in workbook: 21.1 International President hands over Chair to 1st VP-UN 21.2 Report of the President

	21.3 1st VP-UN hands chair back to International President 21.4 Report of First VP – UN 21.5 Report of Second VP – Membership 21.6 Report of Executive Secretary 21.7 Report of Executive Finance Officer 21.8 Young BPW Report 21.9 Report of the Immediate Past President 22. Presentation of Financial Accounts and Preliminary Budget (2024-27) by Executive Finance Officer 23. Announcements 24. Business Session #1 Closed
12:45 – 13:45	Lunch
12:45 – 14:00	Credentials Desk open for Sign-in
13:55 – 16:00	1. All Attendees to be seated by 1:55pm in the Ballroom for Business Session #2 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. Report of the Constitution Advisory Committee 6. 1st Session – Internal Resolutions, Constitution and Regulations 7. Proposed Amendments to Constitution & Regulations 8. Proposed Amendments to Constitution & Regulations 9. Proposed Amendments to Constitution & Regulations 10. Proposed Amendments to Constitution & Regulations 11. CAC Chair thanks the members and hands chair back to President 12. President thanks the members and calls for announcements from CPC 13. Announcements – CPC 14. GA Business Session #2 closed
16:00 – 16:30	Coffee / Tea / Snacks
16:00 – 16:30	Credentials Desk open for Sign-in
16:30 – 18:30	1. All Attendees to be seated by 4:25pm in the Ballroom for Business Session #3 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. 2nd Session – Internal Resolutions, Constitution and Regulations 6. Proposed Amendments to Constitution & Regulations 7. Proposed Amendments to Constitution & Regulations 8. Proposed Amendments to Constitution & Regulations 9. Proposed Amendments to Constitution & Regulations 10. CAC Chair thanks the members and hands chair back to President 11. President thanks the members and calls for announcements from CPC 12. Announcements – CPC 13. GA Business Session #3 closed
18:30 – 19:30	Free time to network and prepare for dinners

19:30 – Evening Events Commence (Friends & Fellows Dinner; Young BPW Boat Trip)

Tuesday 19th November 2024
General Assembly Business Sessions #4, 5 & 6

Credentials Desk open from 09:00 to 18:30

08:30 – 09:15	High Level Plenary Session in Marriott Ballroom Irene Natividad Global Summit of Women
09:15 – 09:45	Coffee / Tea / Snacks
08:00 – 10:15	Credentials Desk open for Sign-in
09:50 – 11:30	1. All Attendees to be seated by 9:50am in the Ballroom for the second day of the XXXI BPW International Congress General Assembly 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. Regional Coordinator Reports 5.1. Africa 5.2. Asia Pacific 5.3. Europe 5.4. Latin America 5.5. North America and The Caribbean 6. Report Back on Pilot Taskforce – Projects 7. Adoption of UN Representative Reports 8. Adoption of Standing Committee Reports 9. Adoption of Taskforce Reports 10. Presentation of Candidates for Presidency (five (5) minutes each per candidate) • Speak on their vision for the next triennium 11. Announcements by IP
11:30 – 12:30	12. Credentials Report 13. Report of the Resolutions Chair 14. 1st Session – Resolutions 15. Resolutions 16. Resolutions 17. Resolutions 18. Resolutions Chair hands Chair back to President 19. President thanks the members and calls CPC for announcements 20. Announcements 21. GA Business Session #4 Closed
12:45 – 13:45	Lunch
13:30 – 14:00	Credentials Desk open for Sign-in
14:00 – 16:00	1. All Attendees to be seated by 1:55pm in the Ballroom for Business Session #5 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. 3rd Session – Internal Resolutions, Constitution and Regulations 6. Proposed Amendments to Constitution & Regulations 7. Proposed Amendments to Constitution & Regulations

	8. Proposed Amendments to Constitution & Regulations 9. Proposed Amendments to Constitution & Regulations 10. CAC Chair thanks the members and hands chair back to President 11. President thanks the members and calls for announcements from CPC 12. Announcements – CPC 13. GA Business Session #5 closed
16:00 – 16:30	Coffee / Tea / Snacks
16:00 – 16:30	Credentials Desk open for Sign-in
16:30 – 18:30	1. All Attendees to be seated by 4:25pm in the Ballroom for Business Session #6 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. 2nd Session – Resolutions 6. Resolutions 7. Resolutions 8. Resolutions 9. Resolutions Chair hands Chair back to President 10. Thank you and Announcements by the President 11. Announcements – CPC 12. GA Business Session #6 Closed
18:30 – 19:30	Time to get ready for Gala Dinner
19:30	Evening Events Commence (Gala Dinner) International Candle Lighting Ceremony

Wednesday 20th November 2024
General Assembly Business Sessions #7, 8 & 9

Credentials Desk open from 09:00 to 18:30

08:30 – 09:15	Plenary Session: UN Representatives of the Caribbean Region (Panel) Moderator: Mr Cosbert Woods, UN Country Coordination Officer – St. Kitts and Nevis • Ms. Dorothy Estrada Tanck - Member of the UN Human Rights Special Procedures Working Group on Discrimination Against Women and Girls (virtual participation) • Ms. Fernanda Hopenhaym - Member of the UN Human Rights Special Procedures Working Group on Business and Human Rights (virtual participation) • Ms. Nekirah Nicholls - Member of the UN Youth Advisory Group (YAG) for Barbados and the Eastern Caribbean
09:15 – 10:15	Coffee / Tea / Snacks
8:00 – 10:15	Credentials Desk open for Sign-in
09:50 – 12:15	1. All Attendees to be seated by 9:50am in the Ballroom for the third day of the XXXI BPW International Congress General Assembly 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. Report of the Nominations Committee 6. Call for nominations from the floor for vacant position(s) 7. Elections Chair, announcement of voting process for: 8. Election of BPW International President 9. Elections Chair, results of voting, announcement of next President 10. Presentation of other candidates for Vice Presidents (three (3) minutes per candidate) 11. What they would like to achieve during their term as 11.1 VP United Nations 11.2 VP Membership 12. Presentation of Candidates for Office (three (3) minutes per candidate) including: 12.1 Executive Secretary 12.2 Executive Finance Officer 12.3 Young BPW Representative 13. Presentation of Regional Coordinators, selected from their regions, (two (2) minutes per representative) 13.1 Africa 13.2 Asia-Pacific 13.3 Europe 13.4 Latin America 13.5 North America and The Caribbean 14. Presentation of Standing Committee Chairs, profiles presented via PowerPoint (their full bio included in the workbook / online app) 15. Thank you and Announcements by President 16. Announcements by CPC

	17. Business Session #7 Closed
12:15 – 13:30	Lunch
12:15 – 13:30	Credentials Desk open for Sign-in
13:30 – 16:00	1. All Attendees to be seated by 1:55pm in the Ballroom for Business Session #8 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. 5th Session – Internal Resolutions, Constitution and Regulations 6. Proposed Amendments to Constitution & Regulations 7. Proposed Amendments to Constitution & Regulations 8. Proposed Amendments to Constitution & Regulations 9. Proposed Amendments to Constitution & Regulations 10. CAC Chair thanks the members and hands chair back to President 11. Thank you and Announcements by President 12. Announcements – CPC 13. GA Business Session #8 closed
16:00 – 16:30	Coffee / Tea / Snacks
16:00 – 16:30	Credentials Desk open for Sign-in
16:30 – 18:30	1. All Attendees to be seated by 4:25pm in the Ballroom for Business Session #9 2. Announcements, housekeeping by CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. 6th Session – Internal Resolutions, Constitution and Regulations 6. Proposed Amendments to Constitution & Regulations 7. Proposed Amendments to Constitution & Regulations 8. Proposed Amendments to Constitution & Regulations 9. Proposed Amendments to Constitution & Regulations 10. CAC Chair thanks the members and hands chair back to President 11. Thank you and Announcements by the President 12. Announcements – CPC 13. GA Business Session #9 closed
18:30 – 19:30	Get ready for Evening Event and catch bus to venue
19:30 –	Evening Events Commence (Governor General's House)

Thursday 21st November 2024
General Assembly Business Sessions #10, 11 & 12

Credentials Desk open from 08:00 to 18:30

08:30 – 09:15	High Level Plenary Session in Marriott Ballroom **Myrna Tang Yao** President, Founder and CEO of Richprime Global Inc and Richwell Trading Corporation President and Founder of the Federation of BPW Philippines
09.15 – 10:15	Coffee / Tea / Snacks
09:00 – 10:00	Credentials Desk open for Sign-in
10:00 – 15:15	1. All attendees to be seated by 10:00am Start of Session #10 2. Announcements CPC 3. Welcome by President 4. Credentials Report – confirmation of voting strength 5. Elections Chair, announcement of voting process for: 5.1. Vice Presidents 5.2. Executive Secretary 5.3. Executive Finance Officer 5.4. Young BPW Representative 5.5. Regional Coordinators 5.5.1. Africa 5.5.2. Asia-Pacific 5.5.3. Europe 5.5.4. Latin America 5.5.5. North America and The Caribbean 6. Standing Committee Chairs 6.1. Agriculture 6.2. Arts and Culture 6.3. Business, Trade and Technology 6.4. Development, Training and Employment 6.5. Environment and Sustainable Development 6.6. Health 6.7. Legislation 6.8. Projects 6.9. Public Relation 7. Elections Chair, results of voting 8. Outstanding Business 9. Valedictory/Farewell Speech President Dr. Catherine Bosshart (three (3) minutes) 10. Installation of Incoming Executive 11. Inaugural speech of new President (five (5) minutes) 12. Presentations of Bids for the XXXII BPW International Congress 2027 (five (5) minutes per presentation) 13. GA Business Session #10 Closed
12:00 – 13:00	Lunch
12:00 – 13:00	Credentials Desk open for Sign-in

13:00 – 14:15	1. All attendees to be seated in the Ballroom for the Business Session #10 2. Announcements - CPC 3. Welcome by the President 4. Credentials Report – confirmation of voting strength 5. Ratification of updated Constitution and Regulations 6. Signing of the updated Constitution and Regulations 7. Next steps 8. Future review of the Procedure Manual with any direct updates and issued to the International Board within six (6) months for review/approval.
14:15 – 15:15	9. Credentials Report 10. Report of the Resolutions Chair 11. 3rd Session – Resolutions 12. Resolutions 13. Resolutions 14. Resolutions 15. Resolutions Chair hands Chair back to President 16. Thank you and Announcements by the President 17. Announcements 18. Close of the XXXI BPW International Congress 2024
15:15 – 15:45	Coffee / Tea / Snacks
15:15 – 15:45	Credentials Desk open for Sign-in
15:45 – 18:30	**International Post-Congress 80th Board Meeting** (Ballroom) 1. President's opening remarks 2. Roll Call of Board Members 3. Observers 4. Apologies 5. Credential Report – confirmation of voting strength 6. Appointment of Minutes Secretary 7. Adoption of Standing Orders / Rules of Debate 8. Any other Business Items for the agenda 9. Approval of the agenda 10. Appointment of Parliamentarians (Chief Parliamentarian) 11. Appointment of Teller/Scrutineer and Timekeeper 12. Minutes of previous International 78th Board Meeting (17th November) 13. Matters Arising from the minutes 14. Handover meetings will take place on 22nd November 15. Procedure Manual proposed amendment(s) 16. XXXII Congress announcement 17. XXXIII Congress forms will be sent out regarding applications for the 100th Anniversary 18. Dissolution of General Assembly Committees 19. Any other business 20. Announcements 21. Close of the 80th International Board Meeting
18:30 – 19:30	Free time, prepare for last event
19:30	Evening Events Commence (Farewell Evening)

Post Congress

Friday 22nd November 2024

Venue to be decided and announced 21 November 2024

09:00 – 11:00	Handover Meetings (Concurrently) ● BPW International Executive provision of signature: ○ a copy of passport, ○ proof of your address (e.g. power or utilities bill) ○ and for the specific signatories for the bank account, banking reference letter (e.g. President, EFO, VPs) ● Standing Committee Chairs
11:00 – 11:30	Coffee / Tea / Snacks
11:45 – 13:45	New BPW International Executive Meeting, strategic planning, calendar of events for next 12 months, next meeting dates
13:45 – 14:45	Lunch
	Any other events.

Chapter 4

Reports

4.1 Executive Reports
4.2 Standing committees
4.3 Taskforces
4.4 Ad Hoc Committees
4.5 UN. Reports

Chapter 4

4.1 Executive Reports

4.1.1 International President Dr Catherine Bosshart

During my term as International President, my team and I have worked hard to move the organisation forward to achieve the triennium aim of 'New Actions through Cooperation'.

We have been successful in the building of New Partnerships with the signing of a global Memorandum of Understanding (MoU) with UN Women for a 'Women's Inclusive Trade Hub (WITH) Program' which forms part of UN Women's Expo Implementation Strategy. This work is already under way, with guaranteed funding to start in West Africa. Other regions are currently under review.

We have also worked hard and successfully to strengthen communication and membership, and to create platforms to show our members' work globally through the projects website and education programs run by our members.

Furthermore. we have supported, through aid and action, our sisters in countries that suffer through conflict, especially in Ukraine, and those who have suffered from natural disasters, especially in Türkiye and Syria, and I remain deeply grateful for the kindness, solidarity and generosity of our members who have contributed to these actions.

Lastly, in my role as International elected President I inherited a number of important issues to deal with. These were matters arising mainly from the BPW International Congress XXIX held in Cairo in 2017 and addressing the outstanding financial issues as well as legal identity and registration of BPW International.

Below is my in-depth report on these areas.

1. New Actions through Cooperation

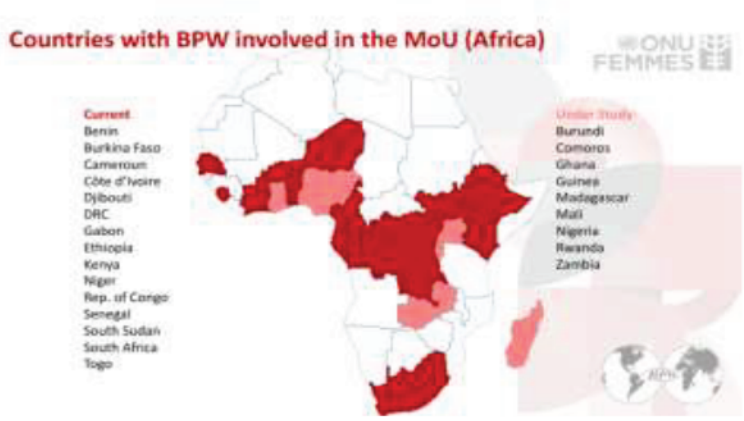
Memorandum of Understanding with UN Women

During my time as Vice President UN during the triennium 2017 to 2021, I already had a vision of cooperation with UN Women. We have now been successful in the building of a New Partnership with the signing of a global Memorandum of Understanding (MoU) with UN Women for a 'Women's Inclusive Trade Hub (WITH) Program' which forms part of UN Women's Expo Implementation Strategy. This work is already under way, with guaranteed funding to start in West Africa. Other regions are currently under review.

In 2021, UN Women had launched a program called UN Women's Entrepreneurship EXPO which is a unique partnership platform to promote women's entrepreneurship ecosystem building. EXPO provides an interactive space for women entrepreneurs, investors and private sector representatives for collaboration, ideas generation, capacity building and business development. With my lead, BPW International started to work on a Memorandum of Understanding (MoU) together with regional UN Women offices and the UN Women legal department.

Finally, on 26 October, 2023, IFBPW officially signed a global MoU, for partnership for the next three years. The program of BPW International Women's Inclusive Trade Hub (WITH program) is part of UN Women's Expo implementation strategy. We started immediately to work with the BPW Regional Coordinator on West and East Africa, visited the UN Women Regional Coordinator for West Africa, Mrs. Elena Ruiz (s. photo above with Fathia Cissé and Phiippe Lambert), and asked her to inform all national UN Women Representatives about the MoU. The interest in West Africa was great. First, we started to work on a project in Niger, then Sierra Leone, Benin and DRC Congo.

The project in DRC Congo is now most advanced of all. The funds for the first half year from January 2025 to June 2025 are now guaranteed. 80% of the funds will be allocated to the project, while 12% will be directed to BPW International and 8% to UN Wo-men for the overhead expenses.



Moreover, we have already had information sessions with UN Women and BPW Clubs of Eastern Europe, Latin America and Asia Pacific.

Other Partnership

The BPW International Business, Trade and Technology Standing Committee Chair, Paz Martin, worked tirelessly to initiate partnerships which I officially finalised. BPW International has recently signed on a partnership with the NGO «Equal Salary». This NGO certifies companies which are ready to have their records verified

BPW International will, through its own Ambassadors create exposure for this NGO to showcase our support for the Women's Empowerment Principles and equal salary for equal work. Our first ambassador, Judith Baumberger, will introduce the program at the Congress in St. Kitts.

2. Administration and Communication

One of my aims was to strengthen the communication internally and externally through actualising the new website, introducing a directory for the members, and regular information flow through monthly newsletters and webinars.

I would like to thank my collaborator, Mrs. Ursula Schmid, who did a wonderful job in all the fields of communication. That encompassed also the update of all the programs and licenses. Without her efforts and initiatives, we would not have been able to achieve what we did. Thank you, Ursula, from the bottom of my heart for your unwavering support during my triennium.

A sincere thank you goes also to the translation team. First of all I would like to mention our English editor, Janice Bancroft, who did a wonderful job in shortest of times. Ursula Schmid took care of the German translations, Giuseppina Seidita of the Italian ones, the President's Office director, Trudy Morel, of the French ones, Paz Martin of the Spanish ones and Claudia Pirani of the Portuguese ones. The translations represent a huge workload, already before the Congress preparations. There had been no Newsletters in 6 languages before.

As each member has to register personally due to the data protection laws worldwide, we would like to request the presidents of the Clubs and Federations to better communicate with their members and to tell them that there is a directory, a newsletter and a project database on the international level where the projects have to be registered, the members can receive information and the projects showcase the activities of BPW International.

Website

After I was elected in 2021, I worked with my team right from the beginning on an update of the BPWI website. Already as VP UN I had expanded the UN Website. The same thing was going to happen to the whole website. As a new way of cooperation each Standing Committee and each Taskforce had the possibility to have its own webpage integrated in the international site. We tried to incite every Federation and Club to insert all their projects to showcase what BPW was doing in an international framework. According to the feedback I got from foundations this list comes into effect and is highly appreciated also by non-members.

BPW International Executive Reports

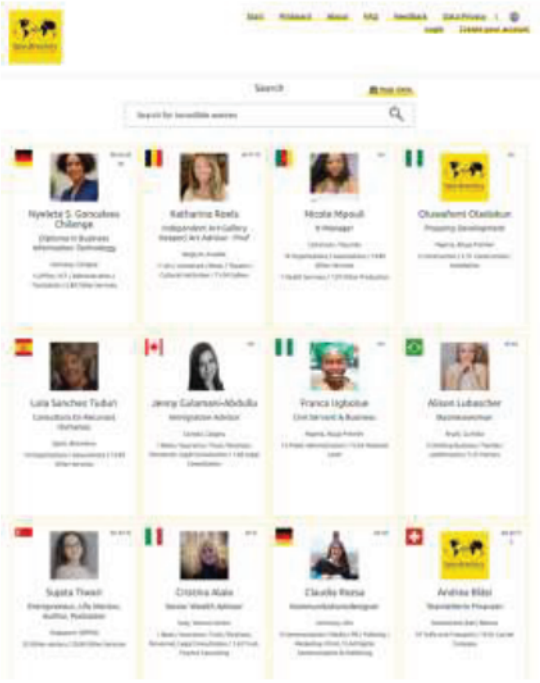
«Directory»

Thanks to an anonymous gift donated to PIP Dr. Antoinette Rüegg for a project for women, we were able to have a directory designed for our members which would give the possibility to all of them to publicise their professional skills and their expertise.

In February 2022, a test phase was launched of this directory which lasted half a year. In summer all flaws were eliminated, and we could start for good with the finalised version.

The directory is only for members of BPW. To check this we had to introduced a step that each president needed to confirm the membership as BPW.

In 2023, each enrolled member got her own URL and had room for more free text. Moreover, we introduced more search filters The database is developing further.



In 2024 a brush up and activity feed was introduced, and the look has been modernised.

What I underestimated is the fact that each new tool takes time to be introduced and abundantly used. So far, we have 446 members in the database. What proved to be a hurdle is the activation through the Club presidents. There are still 106 members waiting for the approval through their Club presidents. It takes time and we make every effort to strengthen this new tool, because it is unique for an NGO to have such a tool and could ⊡ with a large participation ⊡ strengthen the cohesion of our members around the world. It is a unique chance for each individual member to create her worldwide network.

Newsletter

Part of my communication strategy was the introduction of a regular newsletter. We started in May 2021 with the first Newsletter in four languages and extended the language versions by adding a German and later a Portuguese version as the membership in Brazil grew and as we have now a new federation in Portugal.

BPW International Executive Reports

BPW International News

April 1, 2024 - 4th volume 2024 / Nr. 1 / Special Edition

CON Emprendimiento y Comercio Femeninos

Estimadas presidentas de BPW
Estimadas miembros

Nuestro primer boletín del año 2024 se publica - nuestro pequeño equipo ha estado abrumado de trabajo y ha tenido que dejar el Boletín en un segundo plano. Ahora, nos complace informarles con una Edición Especial sobre lo que ha estado sucediendo en BPW Internacional.

In the last months the publication of the Newsletter got scarce through the additional workload of the Congress preparations and a small staff. In total, we have published 23 editions of the newsletter.

Given the success of this as a communication platform, I am sure that the Incoming International Executive will continue with a regular publication immediately after Congress.

Webinars

BPW International had no rules regarding who was allowed to offer webinars. In our first Face to Face Meeting we decided that the whole Executive, the Standing Committee Chairs and the Task Force Chairs could do Webinars on behalf of BPW International. The Past International Presidents could also organise webinars with the consent of the ruling International President and the Executive.

Under the direction of BPW communication, we organised in total 16 webinars, the following list which can be downloaded on our YouTube channel.

Nr	Date	Who	Topic	YT-Link
1	2022 – Feb 28	**Dr. Catherine Bosshart** BPW International President 2021-2024	**CSW - What is CSW and how does it work?**	https://youtu.be/dM2N770Rskg
2	2022 – March 29	**Dr. Giuseppina Seidita** BPW International Vice President Membership 2021-2024	**BPW International Membership**	https://youtu.be/TOE5zmFZFUI
3	2022 – April 28	**Jenny Gulamani-Abdulla, JD** BPW International Executive Secretary 2021-2024	**Understanding BPW International's Constitution**	https://youtu.be/bW2hP5TCuAg
4	2022 – June 2	**Cristina Gorajski Visconti** BPW International Chair SC Agriculture 2021-2024	**Standing Committee Agriculture - Information, Actions, Business Ideas**	https://youtu.be/BhBdcNMqDP0

BPW International Executive Reports

5	2022 – June 15	**Dr. Catherine Bosshart** BPW International President 2021-2024	**Different functions of the UN and BPW commitment with UN**	https://youtu.be/gjJm8cOPID8
6	2022 – June 16	**Dr. Catherine Bosshart** BPW International President 2021-2024	**Les différentes fonctions de l'ONU et l'engagement de BPW auprès de l'ONU**	https://youtu.be/3TQIvf3s7aw
7	2022 – Sept 7	**Eufemia Ippolito** BPW International Executive Finance Officer 2021-2024	**Finance & Dues Policies**	https://youtu.be/3gUgXYgOLnc
8	2022 – Oct 26	**Francesca Burack, Chair,** and the Standing Committee Team for Development, Training and Employment.	**Collaboration: The Pathway to Strength, Success and Sisterhood**	https://youtu.be/T9nbzH4H0Lg
9	2023 – April 19	**Francesca Burack, Chair,** and the Standing Committee Team for Development, Training and Employment.	**The Future of Work for Women in the 21st Century**	https://youtu.be/Q_94aoHgyzY
10	2023 – Dec 9	**Chularat (Toyting) Israngkool Na Ayutthaya,** BPW International VP UN and **Chair** Standing Committee UN	**Harmonizing Ethical AI - Global Perspectives on Diversity, Inclusion, and the Regulatory Frameworks in International Law**	https://youtu.be/woq7fI0BrnM?si=JCElcksp-O5BNS3V
11	2024 – Jan 24	**Dr. Catherine Bosshart** BPW International President 2021-2024	**BPW International & Italian Exhibition Group IEG - Business for BPW Members Webinar with IEG Directors & BPW Stakeholders**	https://youtu.be/i-szIxslwHk

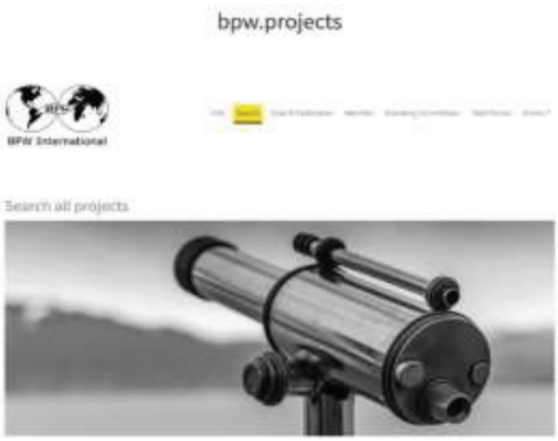
12	2024 – May 21	**Margarida Yassuda** Past President Federation BPW Brazil **Paz Martin**, Chair SC Business, Trade and Technology	**Partnership for Breast Cancer Cooperation between organizations to tackle breast cancer**	https://youtu.be/-Kf2TCKJbx8
13	2024 – June 26	**Siiri Tiivits-Puttonen**, Chair BPW International Task Force Green & Sustainable, **Dr. Naglaa Dabees**, Chair BPW International SC Health, **Paz Martin**, Chair BPW International SC Business, Trade & Technology and **Margarida Yassuda**, BPW member on Women for Water	**Climate Change and Its Impact: Health, Business, and Displacement**	https://youtu.be/8WfktU8UloQ
14	2024 – July 8	**Carla Laura Petruzzelli,** Chair Task Force Mentoring	**Mentoring Reports**	https://youtu.be/hg6ZfpRiTVs
15	2024 – Sept 26	**Francesca Burack, Chair,** and the Standing Committee Team for Development, Training and Employment.	**Mastering Intergenerational Communication**	https://youtu.be/CK04Q8rza0w

There were many more webinars which were organised by the mobility taskforce Chair, Géraldine Crevat, in a bimonthly rhythm. Other Task Force and standing Committee Chairs organised webinars as well on a regular basis. Thanks to all for their interesting contributions.

After we had worked on amending the constitution, CAC Chair Carolyn and I organised Zoom Meetings with all the regions to explain the process and answer questions.

Projects

The Projects part of the website has grown. The projects make BPW visible and share the great work our clubs and members are doing.



The Standing Committee for Projects has had an impactful and productive term, significantly contributing to various initiatives under the banner of BPW International (More can be found in Section 4 – 4.2.9 for full Standing Committee reports and Annex III of the XXX Congress Workbook).

3. Aid Fund for Ukraine and the Earthquake zone in South Türkiye and North Syria

After the crisis in Ukraine turned into a veritable war in February 2022 through the Russian attack, BPW International organised a help action for our Ukraine members in Chernihiv and for Ukrainian refugees in European countries. Thanks to the generosity of our Taiwanese and Thai members we collected an amount of approximately Euros 85,000 (Eighty five thousand Euros). With this money we financed seven scholarships for Ukrainian students in Italy, financed trauma release classes and dance seminars for Ukrainian children in Poland. Madrid created an incubator to help Ukrainian refugees build their own businesses. Our members in several countries offered language classes. One truck load of help goods went directly to Chernihiv, and finally, we financed an RV which was bought in Bulgaria and then transported to Chernihiv to support our members there. BPW UK launched a help program to fill this car with needed goods and medication and to cover the transport costs from Bulgaria to Chernihiv.

When the terrible earthquake occurred on 6 March, 2023, in the south of Türkiye and northern Syria we financed two containers for families in Antakya. We tried to do the same when the earthquake in Morocco happened, but suddenly the generosity of the members slowed down and we were not able to support to the same degree.

4. Travels

Travels are usually connected with presentations and speeches from the International President. The most strenuous were the missions to Africa with a great number of conferences with different ministries and stakeholders. The Missions to UN Agencies were demanding as well, but also very important for networking, cooperations and direct contacts with the members.

BPW International Executive Reports

Global Summit of Women

BPW International has a partnership with the Global Summit of Women. Therefore, the BPW International Executive was supporting the yearly summits with a large participation in the:

- Global Summit of women 2021 in Lisbon, Portugal
- Global Summit of Women 2022 in Bangkok, Thailand
- Global Summit of Women 2023 in Dubai, UAE
- Global Summit of Women 2024 in Madrid, Spain

Business Summits

November 2021 Africa Business AFRO ARAB Mediterranean Congress in Cairo, Egypt
November 2021 4th Mediterranean Conference in Nicosia, Cyprus
October 2022 Africa Business November Conference in Cairo, Egypt
October 2023 Africa Business conference in Cairo, Egypt

United Nations Events

2021 General Assembly of Member States at UNESCO, Paris
2022 March CSW 66, New York and Leaders' Summit
2022 September General Assembly UNO New York
2023 March CSW 67, New York and Leaders' Summit
2024 February Town Hall Meeting with the President of the GA UNO in Geneva, *Dennis Francis*, Permanent Representative of the Republic of Trinidad and Tobago to the United Nations
2024 March CSW 68, New York and Leaders' Summit
2023 September General Assembly UNO New York
2024 March CSW participation and divers contributions to parallel events
2024 September NGO on Ageing Conference in Vienna

Regional BPW Conferences

May 2022 BPW Europe in Reykjavik Iceland
August 2022 BPW Africa in Arusha, Tanzania
January 2023 BPW North America & Caribbean in St. Kitts
September 2023 BPW Latin America in Santiago de Chile
November 2023 BPW Asia Pacific in Bahrain

Visits to Conferences, Annual Conventions of Federations and Affiliated Clubs

Most of these visits were related to thematic workshops.
2022 National Conference BPW Italy in Lecce
2022 October Deutsche Bundestagung in Munich
2022 DACH Meeting in St. Gallen
2022 CONFAM Brazil 22 in Campo Grande, Brazil
2023 National Conference BPW Italy in Rome
2023 April Young BPW Meeting Asia Pacific in Taiyuan, Taiwan
2023 November National Federation of Australia, Darwin
2024 CONFAM Brazil in Salvador, Brazil
2024 May BPW Intercultural and Sisterhood Academy in Taiwan

Visits to BPW Clubs / Federations / Affiliated Clubs

Club BPW Bogotà, Colombia	Federation BPW Brazil	Federation BPW Argentina
Federation BPW Egypt	Club BPW Asuncion, Paraguay	Club BPW Santiago, Chile
Federation BPW Cyprus	Federation BPW Thailand	Federation BPW Ecuador
Federation BPW UAE	BPW Milano, Italy	BPW Monza, Italy
BPW Brescia, Italy	BPW Gravina, Italy	BPW Rome, Italy
BPW Bagheria, Italy	BPW Sicily, Italy	BPW Adana, Türkeye
BPW UK, Great Britain	BPW Madrid, Spain	BPW Orvieto, Italy
BPW Bari, Italy	BPW Freetown, Sierra Leone	BPW Dakhar, Senegal
BPW Kinshasa, DRC Congo	BPW Paris, France	BPW Vienna, Austria
BPW Salzburg, Austria	Federation of Pakistan, Karachi	Federation of Malaysia
Federation of Philippines	Club of Adana and town of Antakya, Türkeye	

5. Transition from BPWI

Congress XXIX (2017) in Cairo and Three Motions

As I started my role as BPW International President, there were some important and unresolved issues related to the BPW International Congress XXIX (2017) held in Cairo. It is important to note that, at the end of the previous triennium three motions had been accepted by the International Board. These three motions were actions to be taken to resolve the outstanding issues.

Background

As of December 2020, the final invoice of the Congress Service Centre in Egypt for the BPW International Congress XXIX (2017) Cairo had not been paid. BPW International had received two legal notices from the lawyer of the Congress Service Centre in Cairo and a legal case at an Egyptian Tribunal was pending.

In order to avoid a lawsuit, on the 9th of December 2020, BPW Kuwait issued three motions to the BPW International Board to be voted on electronically. These three motions were presented to finalise the Cairo Congress Financial Matters as required by the BPW International Constitution.

As required by our governance documents the audited financial Congress Balance Sheet had to be presented after one year of Congress and the Congress Account had to be handed over to the new Executive.

Below you will find the exact text of the three motions and the results of the electronic voting.

«Also in response to the need to prevent a lawsuit after BPW International received two legal notices from the lawyer of Congress Service Centre (CSC – which organised Cairo Congress in 2017) dated 10 August, 2020, and 2 December, 2020, which requested the final payment which was about 3 years overdue.

Motion 1: Congress Accounts to be finalised by Executive Finance Officer (EFO) G. Seidita with accountant R. Strange

The International Board of BPW transfers immediately the task to finalise the Congress Account with a profit and loss as well as a balance statement to the [Executive] Finance Officer, Giuseppina Seidita, with the support from the previous [Executive] Finance Officer, Roshan Strange.

Motion seconded by the Federations of Italy, France, Bahrain and the Club Edea, Cameroon.

Motion 2: Transfer of Congress money in Chase Bank to HSBC account

The Immediate Past International President Dr. Yasmin Darwich and signatory Bessie Hironimus send immediately the content of the Congress Account at Chase Bank USA (Congress Account # 3377302897) to the BPW International Accounts at HSBC in London. Moreover, they have to hand in a financial statement with all the documents to be audited to the current Executive Finance Officer of BPW International.

Motion seconded by the Federations of Italy, France, Bahrain and the Club Edea, Cameroon.

Motion 3: Payment of the Congress debt to Congress Service Centre

The International Board authorizes that the outstanding payment to the Congress Service Centre in Cairo of US$191,613 be paid immediately.

Motion seconded by the Federations of Italy, France, Bahrain and the Club Edea, Cameroon.

Date: 09/12/2020 *Signature: Dr Hissah AlSabah*
President of BPW Kuwait»

Virtual Voting

The virtual voting by the International Board took place from 21 February to 24 February, 2021. According to the two Scrutineers, Judith van Unen, Past President of BPW Australia, and Ann Swain, Past President of UK Great Britain. The quorum for the International Board voting required one-quarter (1/4) of the voting representation. The voting strength was 133 and the quorum was achieved. The voting results were as follows.

Voting strength was 133.

Motion # 1 carried with 55 yes (79.71%), 14 no (20.29%), no abstentions, 64 delegates did not vote.

Motion #2 carried with 54 yes (78.26%), 14 no (20.29%) and 1 abstention (1.45%), 64 delegates did not vote.

Motion #3 carried with 53 yes (76.81%), 14 no (20.29%) and 2 abstentions (2.9%), 64 delegates did not vote.

These decisions required a quorum to be reached and a simple majority vote to pass.

Actions

In March 2021, we received a court citation for the outstanding amount of US$191,613 (One hundred and ninety one thousand six hundred and thirteen US dollars) which was avoided through payment of the invoice by the EFO of that time. In early summer, I travelled to Geneva to sign and collect the formal citation from the police station. This was necessary even after the payment had been made. What was remaining for the official handover was to transfer the funds from the Chase Bank Congress Account in the USA to the HSBC Congress account in the United Kingdom.

An extraction of the minutes of the Virtual Congress (2021) which certified the new Executive signed by the Past International President (PIP) Dr Armany Asfour and myself was prepared. The lawyer in Zurich liaised with the legal department of the Chase Bank and indicated that according to the bank there was no need to close the existing account since the Past Executive Secretary was listed as an administrator (appointed on 1 September, 2016) for that triennium. This appointment expired at the end of term was not renewed in the next two triennia. Moreover, according to the information received in person in 22 March directly from the Vice-Director of the Chase Bank at 3rd Ave in Manhattan, New York, the administrator appeared as the only signatory of the two bank accounts. It was confirmed that no other individuals had signatory rights for these accounts. This financial handover matter remains unresolved with BPW International not having financial control over its financial Congress assets.

6. Registration of BPW International in Switzerland

In the last triennium, I had become aware that BPW International was not formally registered as an association at the office of registration in the Canton of Geneva and had lost its legal identity.

BPW International was still registered at the Centre d'Acceuil de la Genève Internationale (CAGI) which is a welcoming organisation of the Canton of Geneva for all the Nongovernmental Organisations working with the UN. This is not the same as being formally registered with legal identity.

To maintain this CAGI registration, we were still required to send annually the audited financial balance sheet and after each International Congress, the Proceedings. When we could not provide the last two Congress reports, this registration at CAGI was cancelled on the 6th of March 2024.

In order to protect BPW International, it was necessary to seek external legal advice about BPW International having lost control of its financial assets related to the BPW International Congress XXIX (2017) Cairo and the loss of legal identity. It was evident that to pursue the financial matter, BPW International had to stabilise its legal status by formal registration.

Formal registration needs to take place at the canton of Geneva because BPW International's Constitution and Regulations are based on the Swiss Civil Code as ruled at the XXVII BPW International Congress in Helsinki (2011). This is the reason why other countries are not being considered.

BPW International is a global organisation that aims to be compliant and meet the minimum registration criteria. On 1 January, 2023, the Anti- Money Laundering Act came into effect making it mandatory for an association, the size and scope of BPW International, to register. This would require an update to the constitution in order to meet those registration requirements.

BPW International Constitutional Advisory Committee (CAC) Chair, Carolyn Savage, has worked tirelessly to put the updated Constitution, Regulations and the Procedure Manual together. Her workload has represented half a year of a full-time job which she dedicated to BPW International. I cannot thank her enough.

Since the autumn of 2023, we have organised in all regions information sessions on the Constitution and Regulations, and called the International Board for a vote on having a virtual Board Meeting which could have decided if an Extraordinary General Assembly was possible before 1 July, 2024. That was the deadline set for registering based on the Anti-Money Laundering Act. As you can see in the minutes from this meeting (see Section 1 workbook), an Extraordinary Virtual General Assembly was not possible, and this is the main reason why we will need to discuss the amendments to the Constitution and Regulations during this Congress in St Kitts.

Matters still to be resolved

In August 2022, PIP Dr. Yasmin Darwich requested by email, for a in person meeting to discuss the BPW International Congress XXIX (2017) Cairo financial accounts and balance sheets, during the national convention of NFBPWC USA in Sacramento. PIP Elizabeth Benham was invited to attend the meeting to act as a mediator. Regional Coordinators (RC's) of Latin America and North America and the Caribbean along with Past Executive Secretary were in attendance. During this meeting, PIP Dr. Yasmin Darwich promised to finalise the BPW International Congress XXIX (2017) Cairo accounts, but that was not done. RC North America and the Caribbean was tasked to find a qualified auditor, the price for this work was defined as US$ 5,000 (Five Thousand US dollars).

I had prepared the BPW International Congress XXIX (2017) Cairo, Draft Congress Proceedings and made them available on the BPW International Website. Concerning the XX X (Virtual) 2020 Congress Proceedings, I helped to do a review of them and send them to IPP Dr. Amany Asfour.

A follow up meeting was called during the Latin American Regional Conference in Santiago Chile in September 2023 to obtain the audited BPW International Congress XXIX accounts (Cairo, 2017) and the BPW International Congress XXIX (Cairo, 2017) funds, however this meeting did not formally take place.

Executive Secretary Dr. Jenny Gulamani Abdulla managed to discuss the matter with PIP Dr. Yasmin Darwich, PIP Elizabeth Benham and Past Executive Secretary who again promised to deliver actions which never materialised.

Through the president's office a verbal request was made that the invoices for the Congress in St Kitts could be forwarded to the Past Executive Secretary who remained as the administrator on the Chase Bank account without being appointed by the current Executive. Without this formal appointment, I could not have shared confidential information including invoices from the vendors directly to her, as doing so would imply that such an appointment existed.

It was noted in the Chase Bank statement dated 30 September, 2024 that a bit under US$20,000 (Twenty Thousand US dollars) had been withdrawn from the account without the knowledge and consent of the current Executive. Since individuals outside of the current Executive were acting as principal officers of the organisation and on my behalf without my approval and any formal appointment, I had no choice but to issue a letter of cessation of membership on 18th August, 2024 to protect the financial interests of BPW International. All of the individuals who had not handed in the signed final Congress XXIX and Congress XXX reports including proceedings and financial statements were faced with cessation of membership allowing them 90 days to exercise their right to reply. It will be up to the International Board to then decide next steps including the removal process.

4.1.2. First Vice-President – United Nations
Chularat (Toyting) Israngkool Na Ayutthay

This triennium, I have had the honour of serving as the 1st Vice President for United Nations (UN) Matters and Chair of the UN Standing Committee. In these roles I have been dedicated to advancing women's empowerment, promoting gender equality, and strengthening BPW International's (BPWI) engagement with the UN.

Active Engagement

BPWI has maintained a robust presence with 30 dedicated UN representatives collaborating across various UN agencies and 22 standing committees worldwide. This network has been instrumental in advocating for women's rights and empowerment globally, ensuring BPW's voice is heard on critical issues affecting women and girls.

I extend heartfelt gratitude to International President (IP) Catherine Bosshart for her leadership. Under her guidance, BPWI's influence within the UN has expanded significantly, we have strengthened partnerships with NGOs and enhanced our advocacy efforts on a global scale. In addition, IP has signed a Memorandum of Understanding (MoU) with UN Women to start collaborative entrepreneurial initiatives globally. This MoU highlights a key factor for women's economic independence and prosperity as it defines further BPW International's commitment for financing to advancing global gender equality through strategic partnerships and collaborative initiatives for all BPW clubs around the world.

A primary objective over the last triennial has been to amplify BPW International's voice within the UN and among NGOs through strategic collaborations and impactful engagements. This includes advocating for gender-responsive policies, sustainable development initiatives, and gender equality initiatives that resonate globally. Further information on these you will find in the reports of UN Representatives and UN, Standing Committees.

Our UN Standing Committee has been actively engaged in addressing a wide range of critical issues including human rights, CEDAW, Commission on the Status of Women (CSW), education and advocacy. These areas underscore our commitment to advancing gender equality and empowering women across different sectors worldwide.

Regional Engagement and Strategic Meetings

Over the triennium, the UN Standing Committee organised and participated in over 24 global Zoom meetings. Despite challenges posed by the COVID-19 pandemic, we successfully transitioned our operations online, ensuring continuity in advocacy efforts and joint initiatives.

These meetings were pivotal in fostering dialogue, aligning strategic objectives, and strengthening collaboration from diverse regions, ensuring a cohesive approach to our advocacy efforts.

On International Women's Day and throughout the year, we actively encouraged young BPW members to assume leadership roles and participate in UN advocacy efforts. These initiatives empowered Young BPW to contribute effectively to our advocacy work, such as organising parallel events at the Commission on the Status of Women (CSW) in New York and participating in UN conferences.

I have established meaningful partnerships with key UN representatives globally, leveraging these alliances to advocate and for joint initiatives that advance BPWI's mission. Collaborative efforts with governments and NGOs have included organising webinars, meetings with NGO CSW in New York and Geneva, and strengthening advocacy efforts across various forums.

BPW International expanded to include a new representative at the United Nations Economic Commission for Latin America and the Caribbean (UN ECLAC) in Santiago, Chile, enhancing our advocacy for women's empowerment in Latin America and globally.

Annually, BPW International diligently submitted comprehensive reports and statements to the Commission on the Status of Women (CSW), following the theme of each Commission and reaffirming our commitment to advancing gender equality and women's empowerment globally. Presenting oral statements at the UN Headquarters amplified BPWI's advocacy efforts, and contributed to global recognition of our commitments and initiatives and ensuring BPWI's presence is noted.

Quadrennial Report to ECOSOC and Prestigious Engagements

As an organisation with consultative status at the UN through the Economic and Social Council (ECOSOC) since 1947, it is imperative for us to submit a quadrennial report every four years. This report to ECOSOC is crucial for maintaining our UN status and highlights our achievements and outlines our future goals in advancing women's rights and empowerment.

An important price is UNESCO's Prize for projects in Girls and Women Education (GWE), a prize in which BPW International encouraged its Federations and Clubs to participate. Marie Claude Honoré Machon, our Main Representative at UNESCO, has played a pivotal role in these efforts and BPW Benin and BPW Nepal actively participated in the GWE UNESCO Prize by submitting their exemplary projects. Our goal is to see increased participation from BPW affiliated clubs globally in this prestigious award every year. This engagement not only highlights our collective efforts but also strengthens our resolve to continue advocating for women's education and gender equality on an international scale.

BPW International Executive Reports

This triennium has been characterised by significant strides in advocating for women's rights, enhancing BPW International's engagement with the UN. Moving forward, BPWI remains steadfast in amplifying women's voices within the UN system, nurturing leadership among members, and collaborating with global partners to achieve sustainable and inclusive development worldwide.

This report underscores our unwavering commitment to advancing BPW's mission on the international stage, ensuring that women's contributions are not only recognized but valued in our collective pursuit of a more equitable and peaceful world.

I wish to acknowledge the exceptional contributions of Bettina Herold (BPW Germany) assistance team to our UN Standing Committee. Her dedication and support have significantly enhanced our ability to advocate effectively for women's rights on the global stage.

I express gratitude for the dedication and commitment of all UN representatives, standing committee members, and BPW affiliates worldwide who have worked tirelessly toward these shared goals. You are always in my heart.

In Memorial of UN Representatives from this Triennium

We honour their memories and commit to continuing the important work they championed. May their souls rest in peace.

Marlene Parenzan UN Representative Vienna her tireless work and heartfelt dedication to our cause profoundly impacted our BPWI . Her wisdom, kindness, and relentless advocacy for women's rights will always be remembered and cherished.

Dr. Chonchanok Viravan (Past International President), BPW Thailand and UNESCAP Representative, her visionary leadership and unwavering commitment to women's empowerment have left an indelible mark on our organization and beyond. Her passion for justice and equality will continue to inspire us as we strive to uphold her legacy.

Judith Van Unen, BPW Australia and UN Standing Committee Member (2021 – 2022). Though her time with us as part of the BPW International Standing Committee for United Nations was brief, her grace, contributions and presence were greatly valued and appreciated by all who had the privilege of working with her.

4.1.3. Second Vice-President – Membership
Dr. Guiseppina Seidita

It has been a great pleasure for me to serve BPW International as Vice President Membership. In my view, the members are the priority and the core of the organisation. BPW draws its strength from the training of its members and its tradition of sincerity and commitment. I have always supported the enhancement of the human resources by promoting training and professional qualification.

Being aware of the great value of partnerships, I have always promoted networking, knowing that it is a fundamental tool for growth and social development. I have worked hard this triennial, undertaking my role and my duties (P.M. 2.3.2), with the International President and the members of the Standing Committee Membership to build strong teamwork. I view teamwork as essential to realising our goals, advocacy and mission.

Collective activities were undertaken mainly through the on-line environment with zoom a key tool to carry out our work. I worked to improve communication and answered the mail from members and non-members to promote our Organisation.

The success of this work is seen in the increase in the number of Affiliates and growth in membership. In this triennium I successfully started FIFTY-TWO new clubs and FIVE new Federations.

New Clubs in the African Region:

BPW Akpakpa, Benin
BPW Calavi, Benin
BPW Gaborone, Botswana
BPW Cascades Development, Burkina Faso
BPW Nouna Canu, Burkina Faso
BPW La Releve, Burkina Faso
BPW Yaounde, Cameroon
BPW Wouri, Cameroon
BPW Akanda, Gabon
BPW Owendo, Gabon
BPW Libreville, Gabon
BPW New Nairobi, Kenia
BPW Maputo, Mozambique
BPW Windhoek, Namibia
BPW Niamey, Niger
BPW Brazzaville, Republic of Congo
BPW Durban, South Africa
BPW Hai Refrendom, South Sudan
BPW Kator, South Sudan
BPW New Juba, South Sudan
BPW Lome, Togo
BPW Marondera, Zimbabwe

New Clubs in the Asian Pacific Region:

BPW Jakarta, Indonesia
BPW Almaty, Kazakhstan
BPW Sulaymaniyah, Kurdistan
BPW New Briliant, Mongolia
BPW Jerusalem, Palestine
BPW Jasmin, Siria
BPW Matrix, Myanmar
BPW Network, Myanmar
BPW Yangon, Myanmar
BPW Davao, Philippines

New Clubs in the European Region:

BPW Tirana, Albania
BPW Sofia, Bulgaria
BPW Prishtina, Kosovo
BPW Liechtenstein
BPW Lisbon, Portugal
BPW Braga, Portugal
BPW Porto, Portugal
BPW Aveiro, Portugal
BPW Celje, Slovenia
BPW Izmir, Turkey
BPW Monaco, Monaco
BPW Sariyer, Istanbul

New Clubs in the Latin American Region:

BPW Calbuco, Chile
BPW Santiago, Chile
BPW Bogota, Colombia
BPW Asuncion, Paraguay
BPW Miculla, Peru

New Clubs inthe North American & Caribbean Region:

BPW Liamuiga, St. Kitts and Nevis	BPW Nevis, St. Kitts and Nevis
BPW Freeport Grand Bahama, The Bahamas	

The five new Federations:

BPW Burkina Faso, Africa Region	BPW Gabon, Africa Region
BPW Myanmar, Asia Pacific Region	BPW Philippines, Asia Pacific Region
BPW Portugal, Europe Region	

Now the BPW International represents women in business and decision-making in 120 countries of the world, particularly in 27 new ones:

Albania	Botswana	Bulgaria
Chile	Colombia	Gabon
Indonesia	Kazakhstan	Kosovo
Kurdistan	Liechtenstein	Monaco
Mozambique	Myanmar	Namibia
Niger	Palestine	Paraguay
Portugal	Republic of Congo	Slovenia
South Sudan	Syria	The Bahamas
Togo	Zimbabwe	

Current Membership

At present, the total number of members is 24,921 (Twenty-four thousand, nine hundred and twenty one.)

Key Results

I introduced my action plan at the beginning of the triennium, it is based on four key words:

LEADERSHIP | EXPERIENCES | OPPORTUNITIES | MEMBERSHIP

Membership

Goal : To increase the number of the members 5%

Result : We increased the number of the members by 15 %

Clubs

Goal : To promote the creation of new clubs by 10%

Result : We increased the number of the clubs by 23% (52 new Clubs)

Federations

Goal : To promote the creation of new Federations 5%

Result : We increased the number of the Federations by 12% (5 new Federations)

Communication

To support our work, I prepared a form for the Affiliates' Annual Report with Patricia Maya and sent it to the Affiliates every year. The Annual Report ensures a systematic development of our organisation and we use it to support the Affiliates' work.

The most important topics covered are to:

- create interest in our Association and promote membership by recruiting members,
- improve our visibility with awareness campaigns and through our website with updated news,
- be inclusive of Young BPWs and ensure they are integrated in our organisation, promote partnership with other associations,
- promote our human resources and create very interesting opportunities for them,
- promote innovation and projects to support the Affiliates and to promote our PILOT programme and our Directory.

Throughout the triennium, I have been working hard on the BPWI international theme 'New Actions Through Cooperation', because cooperation is the main tool to perform new actions.

I have also promoted the BPWI Directory, which is an innovative opportunity for our members.

On behalf of BPWI I have travelled to meet Clubs and members and participated in a number high level meetings and symposia.

Global Symposia

Global Summit of women 2021 in Lisbon, Portugal
Africa Business AFRO ARAB Mediterranean Congress in Cairo, Egypt
Global Summit of Women 2022 in Bangkok, Thailand
National Congress 2022 BPW Italy in Lecce
CONFAM Brazil 22 in Campo Grande, Brazil
Global Summit of Women 2023 in Dubai, UAE
Global Summit of Women 2024 in Madrid, Spain
President's Meeting BPW Europe in Brussels, Belgium
Mediterranean Symposium 23 in Cipro
CONFAM Brazil 23 in Curitiba, Brazil
Mediterranean Network 23 in Cairo, Egypt
Women Global Summit 23 in Dubai
2024 BPW Intercultural and Sisterhood Academy in Taiwan

BPW International Executive Reports

To support BPWI UN activities, I participated in the:

Leader's Summit and Claire Fulcher Dinner 2023-2024, New York, USA
Commission on the Status of Women (CSW 67) UN New York, USA
Commission on the Status of Women (CSW 68) UN New York, USA

Regional Conferences:

BPW Europe in Reykjavik Iceland
BPW North America & Caribbean in St. Kitts.
BPW Asia Pacific in Bahrain
BPW Africa in Arusha Tanzania
BPW Latin America in Santiago del Chile

I visited Affiliates:

Club BPW Tirana-Albania,
Club BPW Tomè-Togo
Club BPW Bogotà - Colombia
Federation BPW Brazil
Federation BPW Argentina
Federation BPW Egypt
Federation BPW Taiwan
Club BPW Asuncion - Paraguay
Club BPW Santiago – Chile
Federation BPW Cipro
Federation BPW Thailand
Federation BPW Ecuador
Federation BPW UAE
Federation BPW Portugal

For my work I have been honoured to receive two awards:

1. Award "Women against Violence to women"
2. Award for membership.

I have worked steadfastly to promote the Friends and Fellows Program.

4.1.4. Executive Secretary
Jenny Gulamani-Abdulla

As Executive Secretary at BPW International, it has been an immense pleasure to serve not only at the Executive level but also as ex-officio member on both the Constitutional Advisory Committee and the Resolutions Committee. No other role on the executive has the full exposure and breadth of governance as does this role (with the exception of the President's role).

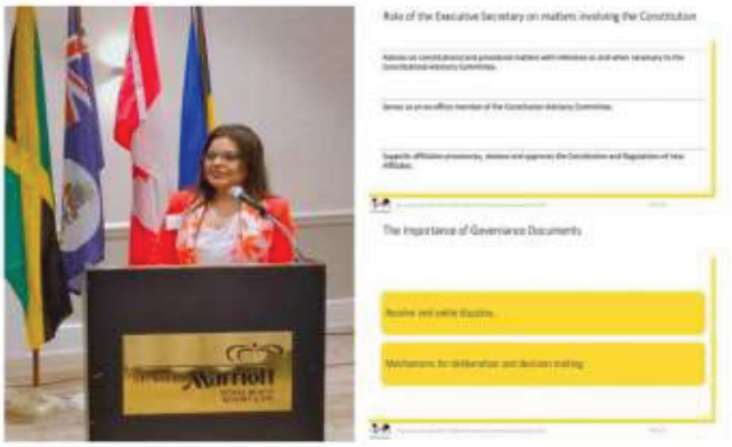
Stepping into this role was extra special, as Past President of BPW Canada, since it is one of the six Founding Federations of BPW International. It is with great honour that I serve in this international role. The theme of this triennium "New Actions Through Cooperation" was fitting in light of the pandemic and as the world focused on health and economy, at the executive level we realised the urgent need to simultaneously focus on peace and justice.

I am privileged to bring my legal background to this role to offer my perspective on matters related to compliance including settlement of disputes, reviewing constitutions, providing input on resolutions, and supporting affiliation procedures. During this triennium, all of us have recognized the urgency of responsible transition and financial handover. BPW International has been at risk due to its expired registration and legal status while previous executive members retain access to its congress fund account which is not permitted based on our governance documents (PM 6.3.2).

As business and professional women, we all understand the legal implications and importance of registration because this would be normal course of business in our countries whether we are operating in for profit or not for profit sectors. In the BPW International context, for those of us who have been around for the last few triennia, we are familiar with the long-standing dispute over this from the perspectives of previous executives who have clearly violated transition rules by not providing instructions to the financial institution to change signatures, securing banking access for the new executive, removing access for the previous executive. Their argument is that the financial audit was not handled by the previous executive finance officer. This argument however does not justify their non-compliance. This is why we needed an independent third-party intervention to protect the interest of BPW International. Let us keep in mind that BPW International's registration has not expired recently and we need to understand that over time, the minimum requirements for registration have changed too.

BPW International Executive Reports

BPW International is now faced with evolving challenges that have led to the application of the Anti-money Laundering Act which now applies to all NGOs as well.



To meet these minimum requirements, the constitution is now legally required to be updated and those of you that have attended the sessions on updating our constitution clearly understand the enormous amount of work and the need for legal professionals who are specializing in registration of NGOs to guide us through this process in a systematic way. Their knowledge and experience have been crucial for our Constitutional Advisory Committee to then undertake the responsibility of advising the executive and ensure compliance in making decisions on registration, reviewing amendments to our governance documents and seeking cooperation from the International Board.

Needless to say, that professional legal advice costs money, independent third-party specialized experts cost money, and these expenses are unavoidable to ensure that we are guided in the most proficient manner possible. BPW International's interest is truly at stake and this will have legal and financial impact on our organization and so it is most definitely worth the investment.

Registration requires BPW International to update its constitution and we have made every effort through the Constitutional Advisory Committee to make this an inclusive process so that every member can understand and be a part of the updating of our governance structures and processes. I assure you that reviving BPW International's registration will protect BPW International solidly, both legally and financially, in the future.

Lastly, let me take this opportunity to highlight some of the events and initiatives I have had the pleasure to participate in across the world in person and virtually:

1. BPW Europe's Regional Conference in Reykjavik, Iceland.
2. BPW Latin America's Regional Conference in Santiago, Chile.
3. BPW North America and The Caribbean's Regional Conference in St. Kitts.
4. BPW Africa's Candle lighting Ceremony on BPW Day.
5. BPW Taipei, Taiwan's Parallel Event during CSW 67 as a panellist.
6. BPW International's Leaders' Summits in New York City.
7. United Nations Conference on Trade and Development hosted by Government of Barbados.
8. High Level Launch of the Second Programming Round of the Elsie Initiative Fund for Uniformed Women in Peace Operations. Elsie MacGill was Past President of BPW Canada.
9. 31st Annual UNICEF Water for Life Gala in Calgary, Canada.
10. Government of Canada's Rapid Response Group under the Ministry of Women and Gender Equality Department to provide input on the Zero Drafts during CSWs.

11. "BPW Action For Life" on World Environment Day, a joint collaboration between BPW Canada, BPW Brazil, and BPW USA (NFBPWC) with the Women for Water Partnership.
12. International Women's Day Events across Canada (BPW Ottawa, BPW Montreal, BPW Calgary).
13. BPW Canada's National Convention in Toronto, Canada, Virtual Annual General Meeting and Town Hall Meeting.
14. BPW Nigeria's National Conference under the Theme of Wealth Creation in Emerging Markets.
15. BPW Niagara Falls' Candle lighting Ceremony (Canada).

BPW International Leaders' Summit Regional Breakout Session, NYC, 2024

The above has been in addition to my duties to attend executive meetings in person and virtually, contributing content through newsletters and webinars, as well as supporting affiliation procedures by reviewing and approving constitutions as well as circulating voting polls and conveying results of those polls to the executive.

In closing, I would like to thank and recognize Assistant Executive Secretary Maide Yazar, appointed by the executive at the start of this triennium, to assist with administration duties on behalf of BPW International.

Wishing you all successful deliberations during Congress and a lifetime of friendships as we unite business and professional women to advance the status of all women worldwide.

4.1.5. Executive Finance Officer
Dr Eufemia Ippolito

Budget Report
Three-year period 2021-2023

Premise

It has been an honour and privilege for me to serve BPW International for the period 2021-2024 as Executive Finance Officer (EFO). It was a very demanding job, and I tried to do it as best I could and in the interests of BPW and the conservation of its patrimony. I have always made sure that all expenses were within the budget planned and approved at the International Congress in 2021. I have always complied with the rules of the Procedure Manual and punctually sent all the financial documentation to the Financial Management Team, to the Executive and to the Regional Coordinators, monitoring not only the expenses, but also the payment of the Fees by the Federations and of associated Clubs. My action plan was carried out in compliance with legality and accounting principles. I have implemented the financial policies of the IFBPW in accordance with the BPW Constitution and the BPW Procedure Manual and Regulations. I am committed to managing the international budget effectively and efficiently. I tried to support Clubs and Federations in difficulty.

Financial Report

During the three-year period 2021-2023, together with the Accountant Dr. Barbara Russo, I developed the periodic financial reports and updated the situation of the Dues Outstanding, providing the appropriate payment reminders. As a result, we have collected over 85% of the Dues owing. My approach to transparency and accountability has characterised my mandate and I think everyone has been able to see this.

For BPW International's financial year, which runs from 1 January to 31 December each year, I have drawn up the Balance Sheet and the annual Profit & Loss (P&L) with the report and the Notes to the financial statements explaining the main items. Each financial situation has been examined annually by the independent auditor.

The annual audit usually starts around March each year and ends in June. The International Board receives each year's Balance Sheet and P&L by the end of January each year, the fiscal year end report of the independent examiner (6) months after closing the year and the EFO Report.

Overview of Financial Results (2021-2023)

Financial surplus

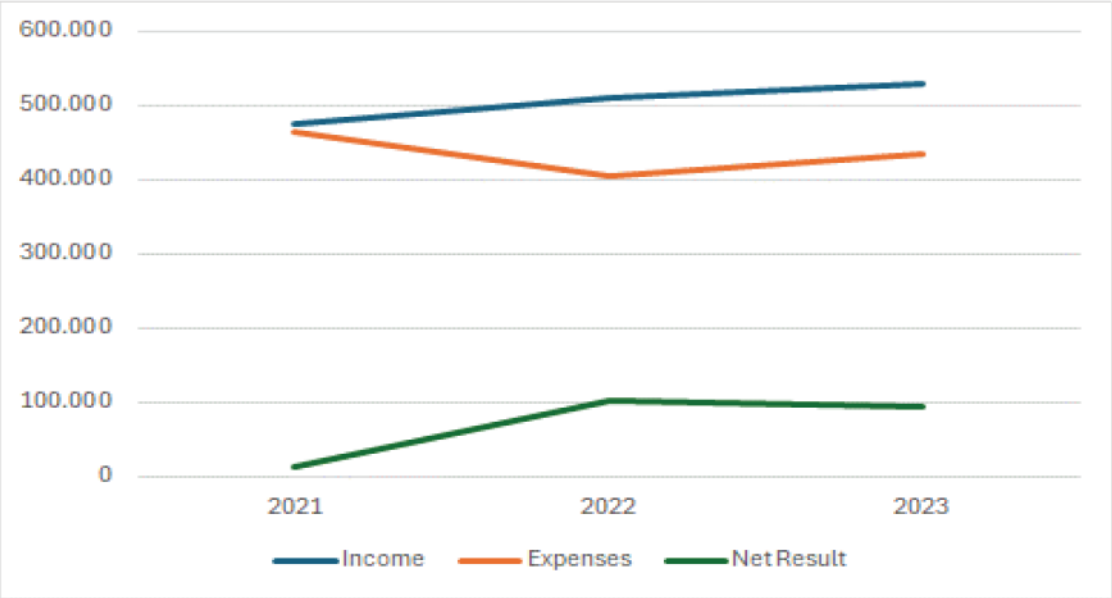
In this three-year period, BPW International has almost always had a conservative surplus.

BPW International's main source of income is membership fees. However, other sources of income such as the sale of pins and scarves also contributed to increasing budgetary income to support BPW's secretarial costs.

The expenses include various elements: the costs of the President's Staff, important for carrying out the President's mandate; the costs of the ordinary management of BPW, bank charges, expenses assigned to each member of the Executive and to the Regional Coordinators, currency gains or losses as BPW pays invoices mainly in euros but also in other currencies. Thanks to the donations received we were able to finance projects, especially in Ukraine considering the war that has now continued for over 2 years.

Revenue and expenses 2021-2023 are indicated here:

	2021	2022	2023
Income (less cost of Sales)	476.512 (7.166)	509.232 (193)	540.936 (12.000)
Expenses	463.980	406.043	480.363

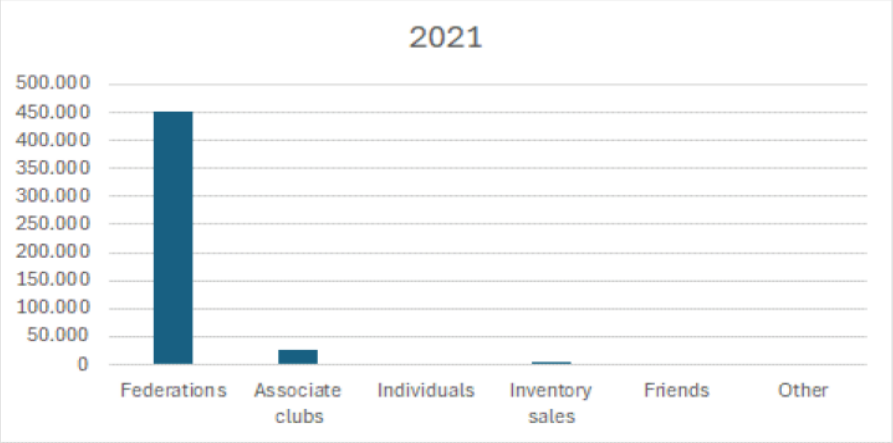


Income

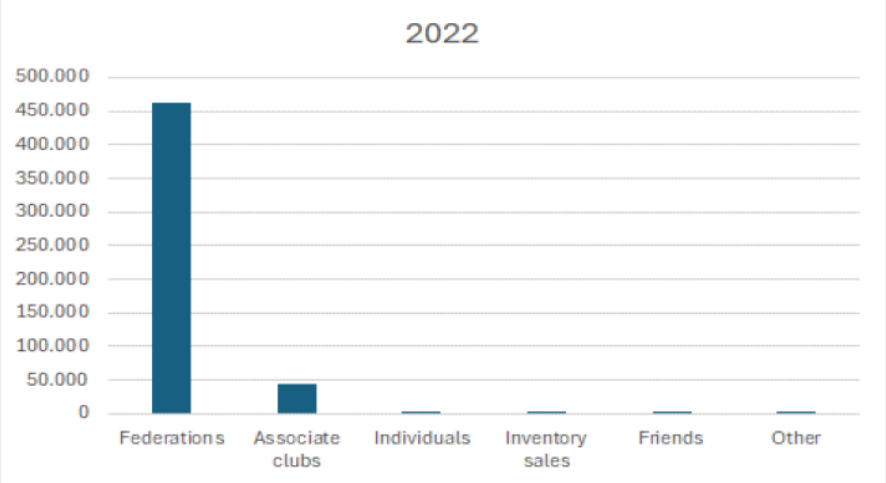
The breakdown of Income for the ordinary management of BPW is as follows:

INCOME	2021	2022	2023
Federations	452.671	461.569	484.156
Associate Clubs	25.168	43.888	44.136
Individual members	330	880	100
Inventory sales	3.557	1.012	5.385
Friends Fee	1.400	1.300	5.400
Other income	551	776	1.759

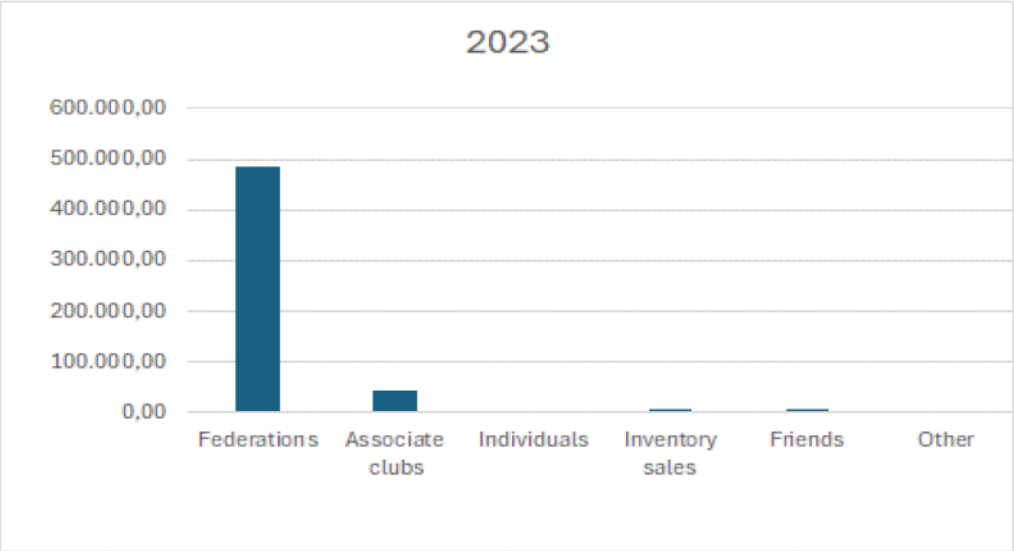
Below is the graph showing 2021 revenue as a percentage:



Below is the graph showing 2022 revenue as a percentage:



Below is the graph showing 2023 expenses as a percentage:



Membership fees by Region

I strengthened communication with the Regional Coordinators.
Below is the percentage breakdown of the Dues by individual Region:

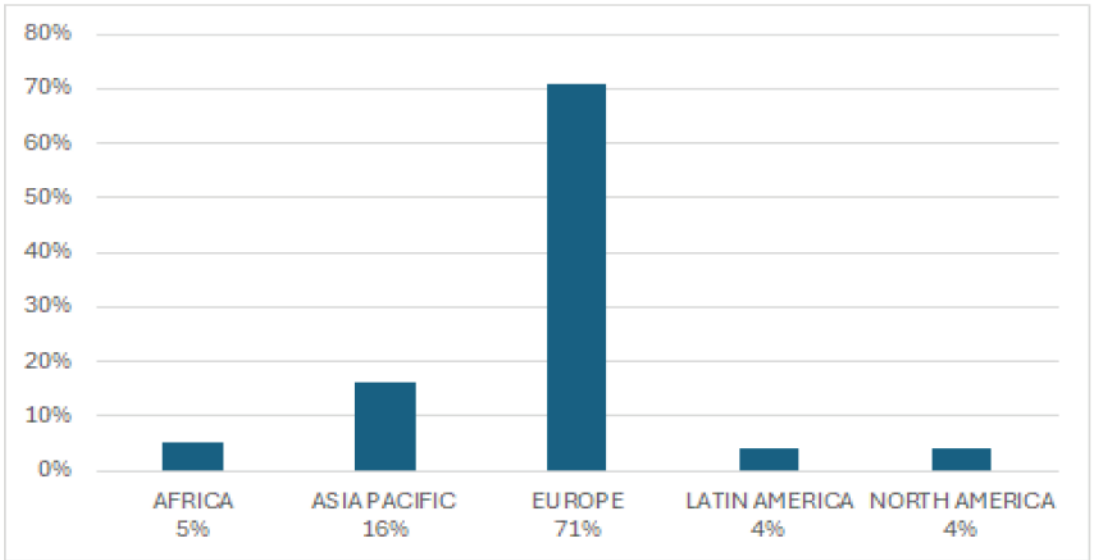
AFRICA: 5%

ASIA PACIFIC: 16%

EUROPE: 71%

LATIN AMERICA 4%

NORTH AMERICA: 4%



Expenses

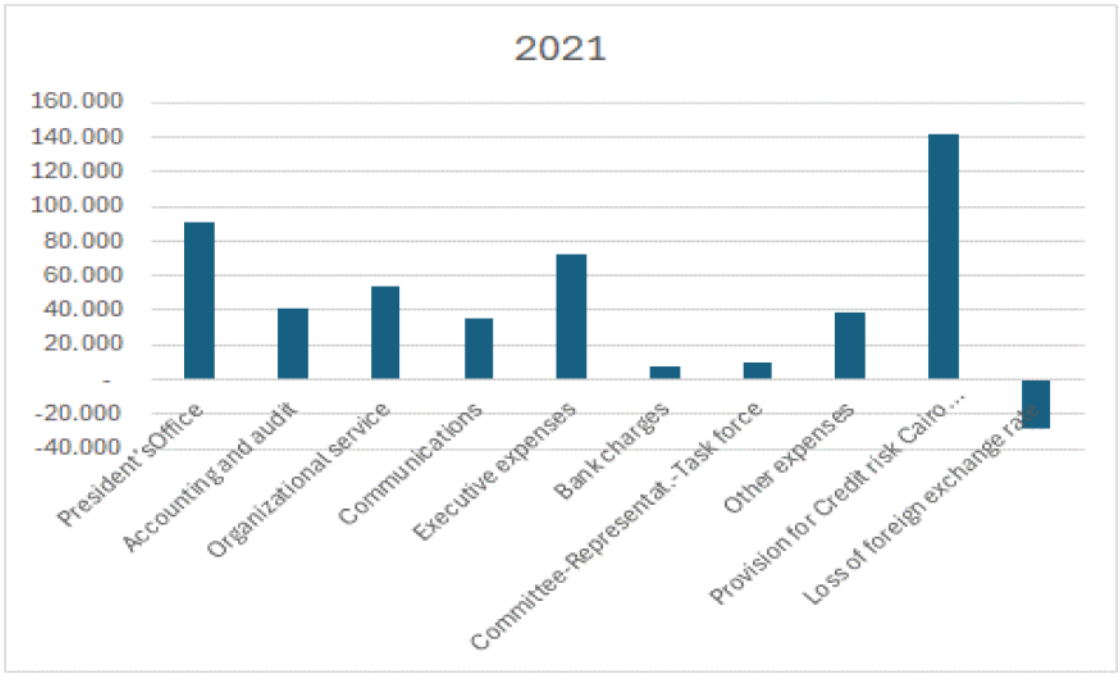
	2023 €	2022 €	2021 €
President's Office	105.996	73.153	90.803
Accounting and audit	49.069	37.988	41.627
Organisational service	57.375	60.833	53.417
Communications	34.924	28.154	34.309
Executive expenses	116.549	110.659	77.884
Bank charges	4.815	3.984	7.639
Committee-Representative.-Task force	15.209	21.084	10.174
Other expenses	39.541	34.982	34.800
Provision for Credit risk Cairo Congress	0	0	141.840
Provision for risks and charges	25.000	0	0
Provision for Dues outstanding	34.201	0	0
Loss of foreign exchange rate	-2.424	28.905	-28.513
Total	**480.363**	**406.043**	**463.980**

In 2021, total expenses were kept below the budget by 7%, considering that an amount of €141,840 was set aside for the credit risk fund for the 2017 Cairo congress.

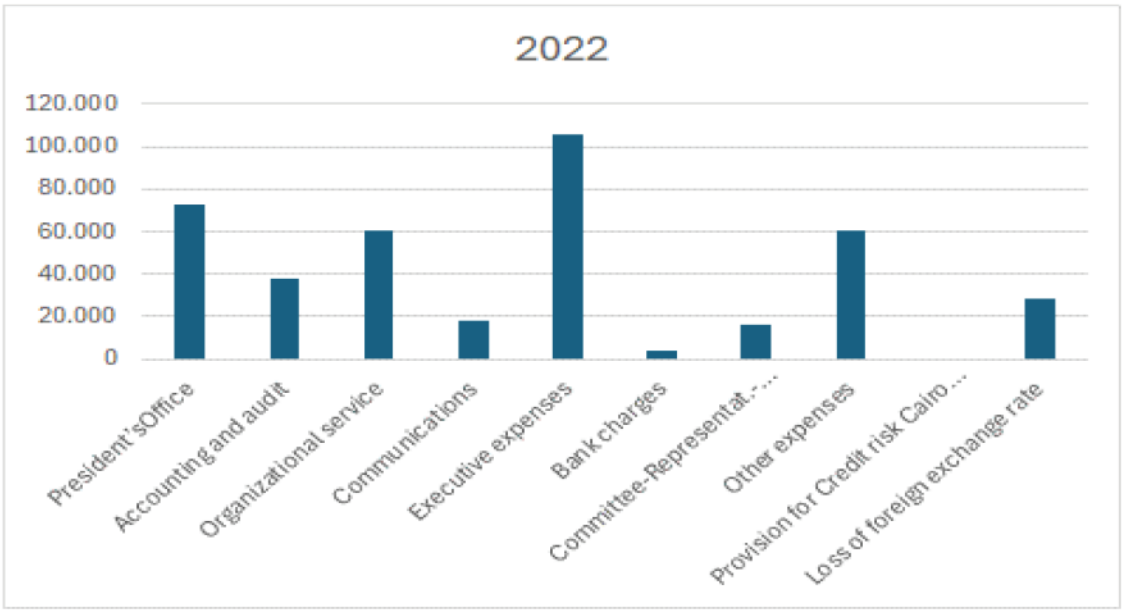
In 2022, total expenses were carefully managed under budget by 18%.

In 2023, total expenses were carefully managed below the budget to the extent of 2%, considering that an amount of €34,200 was set aside for the risk of non-collection of Dues not paid before 2021 and for Clubs and Federations to be abrogated, and also an amount of €25,000 for risk of non-collection of Dues not paid in the three-year period 2021-2023 and for future risks and charges.

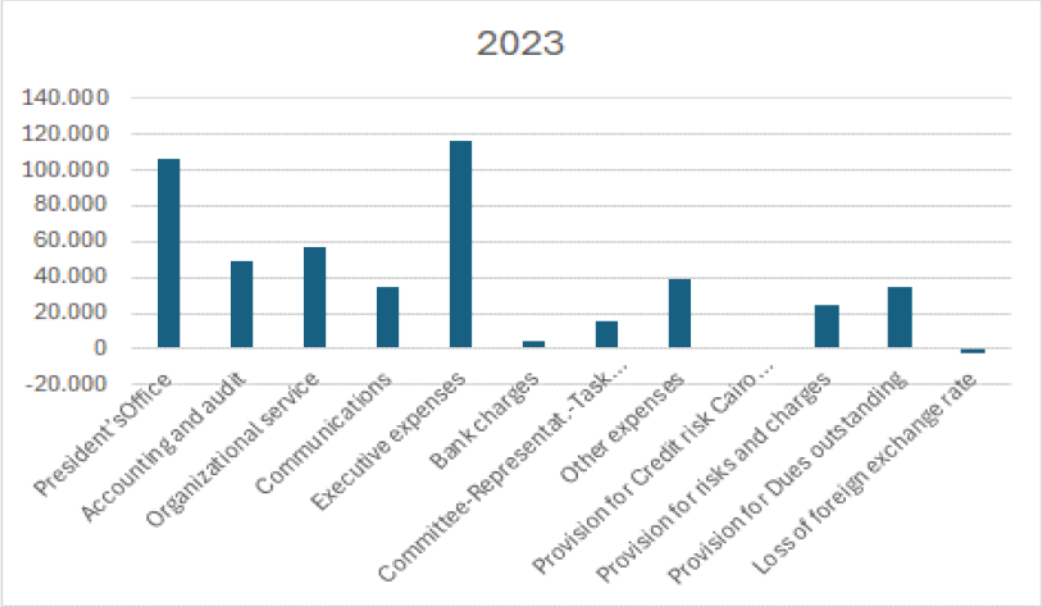
Below is the graph showing **2021 expenses as a percentage:**



Below is the graph showing **2022 expenses as a percentage:**



Below is the graph showing **2023 expenses as a percentage:**



Statement 2023

The 2023 P&L presents:

- revenue of €540,935 compared to €518,451 in the budget
- minus the cost of the stock purchased for €12,000 compared to €12,000 in the budget
- expenses of €480,363 compared to €491,451 in the budget
- net profit of €48,572 compared to €15,000 in the budget

For full audited 2021, 2022 and 2023 Full Financial Reports please see Appendix 1 in the Annex section of this Workbook.

Conclusion and Acknowledgements

I have attempted to manage the financial accounts of the Federation at the highest possible level and I think I have achieved the objectives I set for myself at the beginning of my mandate as EFO. I would like to thank the International President, the Executive for the important and constant work carried out over this three-year period, and the Regional Coordinators for their constant support. Special thanks to our Accountant Barbara Russo, for her exceptional work, her professionalism, maximum availability and collaboration, for her seriousness and dedication, always aimed at protecting BPW from an accounting point of view. Thanks also to the independent auditor for his scrupulous attention to the audit procedure and constant availability.

Eufemia Ippolito. *Executive Finance Officer 2021-2024*

Milan, June 18, 2024

4.1.6. Young BPW Representative Tomi Odunsi Fadina

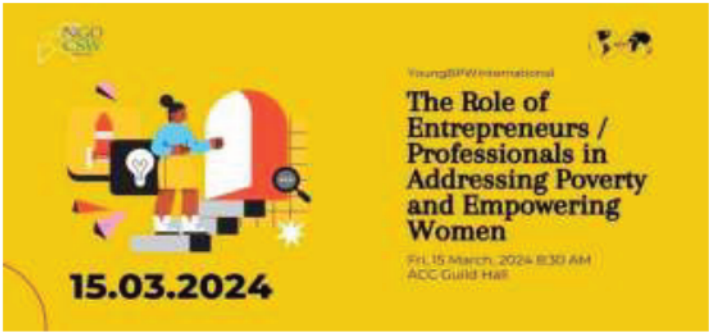
In the 2021-2024 triennium's closing year, under Tomi Odunsi Fadina's leadership, Young BPW International achieved ambitious goals.

We conducted a comprehensive member survey, focusing on recognition and mission pride. Addressing challenges such as low engagement and intergenerational rifts, we promoted intergenerational equity and diversified events with panels.

A notable achievement was our inaugural Young BPW International NGO CSW parallel event, significantly boosting global visibility. Currently, the NGO CSW 67 Planning Committee is developing onboarding materials for future events' optimisation.

UN CSW Parallel Event 2023 - Designing an Enabling Environment For Women to Thrive During Changing Times,".

Led by Tomi Odunsi Fadina, Young BPW International Representative 2021-2024 and a dynamic team of Young BPWs; Johanna Futen - Young BPW Germany, Emily Vanvleck - Young BPW USA, Olaronke Olajide - Young BPW Nigeria, Raghda Sholoudy – Young BPW Africa, Sadeexa Arya- Young BPW Nepal, Djenabou Bah- Young BPW USA.



UN CSW Parallel Event 2024 - The Role of Entrepreneurship in Addressing Poverty and Empowering Women.

Led by Tomi Odunsi Fadina, Young BPW International Representative 2021-2024 and dynamic team of YoungB PWs; Johanna Futen – Young BPW Germany, Emily Vanvleck – Young BPW USA, Olaronke Olajide – Young BPW Nigeria, Djenabou Bah – Young BPW USA, Larisa Da Lucca –Young BPW Brazil, Binita Shah –Young BPW Asia, Izadora Zonari – Young BPW Brazil, Lisa Fong – Young BPW HK.

ONBOARDING PLATFORM

Additionally, we strengthened our organizational infrastructure by launching a member onboarding platform, sponsored by Young BPW.

Communication has been pivotal in our strategy, utilizing social media platforms to develop compelling content that enhances understanding of BPW's mission, fosters fellowship among members, and raises global awareness of our events and initiatives.

Tomi Odunsi Fadina
YoungBPW International Representative

BEAM PINJINDA
YoungBPW Thailand
COMMUNICATIONS TEAM LEAD

Young BPW Social Media Content Series is planned to cover all the regions. This initiative produced 15 video contents with upto 100 photos at the Young BPW Europe Symposium with the following objectives;

Selin Ozunaldim, a gender equality activist, Young BPW Turkey, inspired young members at the Generation Equality Forum and conducted sessions on becoming Generation Equality Commitment Makers.

Young BPW's UNESCO Liaison Committee, led by Yasmin Knight (Young BPW UK), met to strategize on integrating youth into UNESCO's operations, focusing on creating a position paper on youth and advocacy guidelines, to be launched at UNESCO's 75th Anniversary in November.

Campaigns like #YoungBPW4Earth spotlight Young BPW's eco-friendly and sustainable businesses worldwide. Led by Yasmin Knight (Young BPW UK) and Tomi Odunsi Fadina (Young BPW International Representative), initiatives like "Break the Bias" aim to challenge stereotypes and promote gender equality within and beyond BPW International. Young BPW Projects.

1. Young BPW USA launched 'The Afghan Women Project' in August 2021 to support Afghan women refugees arriving in the US, offering training and mentoring. Emily Vanvleck was a finalist for the AFS Award for Young Global Citizens at the 27th Annual Youth Assembly.

2. Young BPW Nigeria initiated the 'Young BPW Lite Club' to empower young girls in schools,

establishing clubs across Nigeria. Over 3000 girls benefited, and the 'Back2School Project' continues in Lagos, Nigeria.

3. Young BPW Brazil launched the 'Empower HER Project' to foster collaboration among young BPWs and entrepreneurs, promoting entrepreneurial spirit among girls. Led by Micaille Dias Waqueed.

4. 'EL LIGADO Project' by Young BPW Latin America connects young professional women across the region, promoting collaboration and networking under Camillia Robeiro's leadership.

5. 'PROJECT PAD IT UP', with BPW LEKKI CLUB (NIGERIA), educates girls on menstrual hygiene and distributes sanitary pads, empowering them. Led by Ada Dike, BPW Nigeria.

6. Young BPW Germany's 'BPW Onboarding Project' offers a 10-week email course covering BPW offerings, structure, contacts, and values, automatically enrolling new members.

7. Young BPW Cameroon's 'Project Manoka' trains women in skills like customization and product manufacturing, enhancing lives in the rural fishing community of Manoka.

8. 'Gaunbata Sanjal', led by Sadikshya Aryal, Young BPW Nepal, won 2.5 million USD from the Women Enterprise Recovery Fund. It connects rural women farmers to urban markets via digital platforms through the Girls4Rurals network.

2024 Congress Plan

To conclude the triennium, Young BPW International will host the following events during the Congress:

1. **NGO CSW Onboarding Workshop**: Led by Johanna Füten (Vice President BPW Germany), Tomi Oduns Fadina (Representative, BPW Nigeria), Emily VanVleck (Young BPW Chair NFBPWC), Larisa DeLucca (BPW Brazil), and Binita Shah (BPW Singapore), with special guest Chularat Israngkool Na Ayutthaya (Vice President UN BPW International). This workshop prepares first-time CSW participants and facilitates networking prior to their NYC visit.

2. **Panel Discussion - "Women Supporting Women - Paving the Way Forward for the Future"**: Led by Binita Shah (Young BPW Singapore), featuring panellists Neelima Basnet (Lizca - St. Kitts), Christine Heinze (Europe), Larissa Da Lucca (Brazil), and Carole Shaw (Oceania). Topics include defining success with inter-generational support, showcasing how the 6 Cs (Communication, Collaboration, Cooperation, Creativity, Courage, Coordination) positively impact communities, and strategies for women to support each other via digital platforms, the metaverse, and sharing best practices.

Young BPW activities across regions:

- **Switzerland, Germany, Genève, Lake Geneva**: Successfully concluded #NGOCSW67 event on "Ethical Practice of AI Algorithms and its Impact on Young Girls and Women" with 50 participants.

- **Germany**: Held annual makers weekend in Frankfurt, focusing on collaboration and strategic planning.
- **Europe**: Hosted 9th Young BPW Symposium in May 2022.
- **France**: Engaged in Equal Pay Day Campaign and conducted #Negotraining capacity-building event.
- **Spain**: Won the Young BPW Cup.
- **Turkey**: Hosted various capacity-building events on topics like New Technology, Broadcasting, and Women Empowerment.
- **Italy**: Appointed Ludovica Zoccali as National Young Representative and organized 10 capacity-building events covering STEM and Protection & Safe Guarding.
- **Lithuania**: Mentored young women aspiring for executive roles.
- **Malta**: Ran GIRL2LEADER Campaign.
- **North America, Canada, Caribbean**: Set to host Regional Conference in January 2023, celebrated successful conferences, and organized awareness events like Silent Witness March.
- **Africa**: Participated in executive training, Women on Board series, and various empowerment initiatives.
- **Latin America**: Planned Regional Conference in September 2023, marked Argentina's 60th anniversary, and engaged in social media campaigns celebrating women's achievements.

Young BPW Standing Committee

Beam Pinjida	Lucrezia Delli Veneri	Ashley Maria
Rouaa Al-Jafari	Sabrina Salameh	Stephanie ~Panayi
Sapana Mehta	Sara Razz	Liz Carla

Reflecting on the past three years, we've learned invaluable lessons and gained insights from overcoming challenges together. Moving forward, our succession plan ensures continuity, empowering future leaders to build on our achievements through collaborative actions.

4.1.7. Regional Coordinator - Africa
Hadia Gondji

This report covers part of my activities from 2021 to 2024 while serving as an African Regional Coordinator during.

Membership support
Throughout the triennium, I have provided support to affiliates and federation clubs face-to-face and online. Some of the visited affiliate clubs and trainings offered are:

South Sudan

- I visited three clubs in Juba, Sudan
- I have trained 30+ Businesswomen in Agriculture
- I have supported advocacy for businesswomen in Agriculture, Trade, Women Affairs ministries
- I have supported and facilitated business link of Ethiopian and South Sudan Businesswomen

Togo

- I visited BPW Lome, Togo
- I facilitated the organisation of BPW Lome's inauguration and made a keynote speech along with BPW VP Membership Giuseppina Seidita.
- I have provided businesswomen with relevant information about BPW
- I held discussions about strengthening BPW membership
- I have visited Businessmen's business activities
- I met with government ministers (Labor and Women Affairs) to advocate for women business.

Rwanda

- I visited BPW Kigali, Rwanda
- I provided businesswomen with information about BPW
- I held discussions on strengthening BPW membership
- I have visited Businesswomen's business activities
- Support advocacy businesswomen in Labor and Women Affairs ministries
- Address businesswomen participating on training workshop

New Members

- I facilitated and contributed to establishing 18 Affiliate clubs in Africa
- I facilitated and contributed to establishing 2 Federations in Africa
- I initiated and facilitated the establishment of Young BP
- I facilitated three Federations that are currently being established (Congo DRC, Cameroon and Benin) and are expected to finalise their registration process soon.

Participation in different meeting and summits:
I have made contributions in different ways as organiser, facilitator, keynote speaker, panellist, collaborator and participant for several face-to-face and online meetings and summits. Some of these include:

- BPW Leaders' Summit
- Global Summit of Women, Portugal 2021
- Global Summit of Women, Bangkok, Thailand 2022
- Global Summit of Women Dubai 2023
- Global Women Summit, Madrid, Spain, May 2024
- BPW Executive meeting, New York, USA, March 2024
- All annual BPW International, Face to Face Executive meetings, Saanenmöser, Switzerland, October 2021, 2022, 2023, 2024
- Several online BPW International Executive meetings

BPW Regional Meetings

- Asia Pacific Regional Conference in Bahrain November 2023
- Africa Regional Conference of International Federation of Business and Professional Women, Arusha/Tanzania, August 25-27, 2022

Other International, Regional and National Meetings

- AGRF 2022 Summit – 5 TO 9 September 2022, Kigali, Rwanda

Advocacy
I have supported affiliates clubs in their advocacy activities in addressing key issues related to their business. I have helped the organization of Business to Government (B2G) meetings with the concerned government offices.

- Ministry of Trade and Regional Integration
- Ministry of Industry
- Ministry of Women Affairs

- Custom Authority on custom practices
- Organising Government to Government (G2G) meeting of Souths Sudan Agencies with Ethiopian Embassy in Juba

Capacity Building Programs
I have supported affiliates and federation clubs and participated as organizers, facilitators, keynote speakers, panellists and collaborators in several trainings, workshops, and seminars. I facilitated collaboration of clubs with different partners, such as GO Global, Initiative Africa, COMESA Federation of women, UNECA, CIEP and others in undertaking capacity building programs. Some of the capacity building programs include:

- Financial; Literacy Workshop, New Faces, New Voice, Nov, 2023, Zimbabwe.
- Business Professional Women, Export Marketing Training, Sep 2022.
- Coordinated the training on the AfCFTA Protocol provided for Women and Youth in Trade: The training was presented by Trade and Gender Experts, at UNECA 2022.
- Breakouts Sessions: Discussion has been held on identification of key focus areas and gaps that need to be addressed by the AfCFTA Women and Youth in Trade Protocol based on practical industry experience.
- Training of Businesswomen on AfCFTA in collaboration Center for International Private Enterprise-CIPE 2024.

Networking and Business Linkage Activities
I have supported affiliates and federation clubs and participated as organizers, facilitators, and participants of several networking, business linking and match making programs such as Business to Business (B2B) meetings, Business to Government (B2G) Meetings, Government to Government (G2G) meetings in support of businesswomen. Some of these incude:

- B2B of Ethiopian Businesswomen with Canadian Business Mission, Addis Ababa, Ethiopia,
- G2G and B2G meetings in South Sudan,
- Other collaboration, partnership and networking of several women led associations with BPW

Implementation of the BPW- UN Women MoU

- Coordinated the communication of different actors regionally who helped enriching the MoU
- Participated actively and contributed to popularizing the MoU.
- Facilitated in initiating implementation of MoU.

WITH Program
I have actively participated and contributed to:

- Ideas and development of WITH program.
- Popularising and marketing the WITH program.
- Identifying and mapping potential partnership in support of implementation of WITH.

- Marketing of WITH program for high potential partners and donors.

Other activities
I have initiated, organised and facilitated a philanthropic program on behalf of BPW and make a donation in support of very poor women in easing the serious challenges they face resulting from the Covid 19 Pandemic.

Plan for 2024
My focus on 2024 is more of facilitating the implementation of BPW –
UN Women MoU (WITH program) in the Africa region. I will continue supporting activities in mobilizing the seed resources and facilitate the smooth launching of the WITH program in Ethiopia as well as in some of the selected Africa countries to ensure WITH become a flagship BPW Program in Africa. In this regard, I planned the following activities.

- Popularizing the MoU
- Facilitate actions in initiating MoU implementation
- Mapping and identifying potential partnership in implementation of WITH
- Market WITH for high potential partners
- Mobilizing technical and financial resource for WITH
- Facilitating the kick start of WITH
- Participating meetings and networking
- Participate in BPW International St. Kitts Congress in November 2024

4.1.8. Regional Coordinator – Asia Pacific
Narudee Kiengsiri

Report from BPW International Asia-Pacific Regional Coordinator, Narudee Kiengsiri

BPW International Asia-Pacific region is one of the organisation's five global regions. The BPW Asia-Pacific Region comprises 28 countries across 5 Sub-Regions:

1. **The ASEAN Sub Region** - coordinated by Myrna Yao,
   includes Indonesia, Malaysia, Myanmar, Philippines, Singapore and Thailand.
2. **The East Asia Sub Region** - coordinated by Catarina Hyun Park
   includes Hong Kong, Japan, Korea, Mongolia, and Taiwan.
3. **The Oceania Sub Region** - coordinated by Carolyn Savage
   includes American Samoa, Australia, New Zealand, and Papua New Guinea.
4. **The South and Central Asia Sub Region** - coordinated by Era Prasai
   includes India, Kazakhstan, Nepal, and Pakistan.
5. **The West Asia Sub Region** - coordinated by HRH Dr. Sheikha Hissah Saad Al-Sabah
   includes Bahrain, Iraq, Jordan, Kuwait, Lebanon, Palestine, Syria, Yemen and UAE.

BPW International Executive Reports

BPW International President Catherine Bosshart, promotes "New actions through cooperation". BPW Asia-Pacific Regional Coordinator, Narudee Kiengsiri, has for this triennium translated this vision into Five Regional Goals and Strategies referred to as the 5E's and the 3C's.

The 5E Goals focus on **Education, Empowerment, Economy, Elderly, and Ecosystem.**

The 3C Strategies focus on **Creativity, Cooperation and Connection.**

These goals and strategies help BPW Asia-Pacific Affiliate Presidents in planning and executing their projects.

During this triennium, the COVID-19 Pandemic has posed significant challenges impacting on women's lives globally and necessitating lifestyle changes. In response, the BPW Asia-Pacific Committee decided to support its members by waiving 100% of Regional Dues for 2022 and Reducing Regional dues by 50% for 2023. This measure aimed to alleviate financial burdens and encourage continued participation and support within the BPW community during these difficult times. The smooth implementation of this Financial Support Policy was enabled through the good co-operation between BPW Asia Pacific Regional Executive Finance Officer, Atchara Visasvora and The BPW International Executive Finance Officer, Eufemia Ippolito.

In 2021 – 2022, we followed up on overdue payments across the region, resulting in more than 70% recovery.

In 2023 we provided financial support for one young member from each of the 5 Sub-Regions to attend The Young Symposium in Taiwan. Additionally, we offered partial financial assistance for the Asia-Pacific Regional Committee Members to join the Asia-Pacific Regional Conference in Bahrain in 2023.

In addition, we awarded one country per Sub-Region with financial support for their projects. The 5 outstanding countries that were awarded project support in 2023 at the BPW Asia-Pacific Regional Congress were Malaysia, Taiwan, Papua New Guinea, Nepal and Bahrain. Congratulations for their wonderful works.

BPW International Executive Reports

Triennium Highlights of Asia-Pacific Region

We held the Asia-Pacific Regional Conference in Manama, Bahrain, in November of 2023. The Organising Chairperson was Sheikha Hind Bint Salman Al Khalifa, the Federation President for BPW Bahrain.

At the Conference we held a Presidents Meeting, and Awards Presentation. There were many good speakers and interesting panels. We also voted to accept our Regional Regulations Updates, to make it align with International Constitution, Regulation, and Procedure Manuals. We accept virtual meetings into our regulations. Thanks to the Constitution Advisory Chair, Carolyn Savage, for all her hard work which builds on the good base started by Dr. Chonchanok Viravan, our beloved Regional Constitution Advisor and Past BPWI President who sadly passed away this triennium.

During this triennium, we succeeded in gaining 5 new affiliate clubs and 4 new federations in 7 new countries. Our quarterly reports and regional newsletters communicate within our region.

In April 2023, we had the **BPW Asia Pacific 3rd Young Symposium in Taiwan**. The Organising Chairperson was Chiahua Li. The BPW Asia Pacific Young Representative, Chiahua and her team held a wonderful symposium. They successfully managed to have the Taiwan Government sponsored the participating young BPW members registration fee. The theme was 'Women in Leadership: Thriving in a Post – Pandemic World'. The Symposium had many quality speakers, interesting topics and excellent networking among attendees.

The Asia-Pacific Regional Coordinator attended several annual events, including the UNESCAP functions and the UNCSW (Commission on the Status of Women) in New York City. The Asia-Pacific Regional Coordinator also participated in the Global Summit of Women (GSW) in Bangkok (2022), Dubai (2023), and Madrid (2024).

Additionally, the Executive Board meets every March in New York City, every October in Switzerland, and holds monthly online meetings.

The Regional Coordinator actively engaged with all the 5 sub-regions:

ASEAN Sub Region

- Participated in Global Summit for Women (GSW) Bangkok 2022.
- Welcomed BPW Myanmar Members who visited BPW Thailand in 2023.
- Visited the BPW Federation of the Philippines in September 2023.

East Asia Sub Region

- Attended the Young Symposium in Taiwan in 2023.

Oceania Sub Region

- Attended the BPW Australia National Conference in Darwin, December, 2023.

South and Central Asia Sub Region

- Visited Pakistan in March 2023.

West Asia Sub Region

- Participated in GSW DUBAI in 2023
- Presided over the Asia-Pacific Regional Conference in Bahrain in 2023.

The Asia-Pacific Regional Coordinator also attended various international events to foster networking and cooperation within BPW.

Africa Region

- Attended the Africa Regional Conference in Arusha,Tanzania, in August 2023.

European Region

- Participated in the 17th European Conference and Young Symposium in Reykjavik, Iceland in May 2022.

Latin American Region

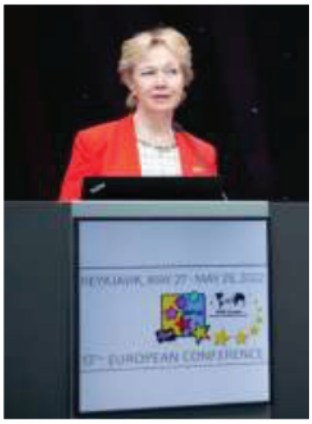
- Attended the conference in CHILE in September 2023.

North American and Caribbean Region.

- Will be attending the BPW International Congress in St Kitts and Nevis in November 2024.

Significant initiatives this triennium include supporting BPW members through attendance at Regional and International Events; supporting regional fees waived (waived and reduced during COVID-19 pandemic); updating regional regulations; supporting new clubs and new federations, and maintaining strong communication through Newsletters and Regional reports. These efforts demonstrate a commitment to growth, modernisation, and effective collaboration within the Asia-Pacific region and beyond.

4.1.9. Regional Coordinator – Europe
Anu Viks



The Triennium started for me with the enormous task of organizing the 17th European Regional Conference 27-29 May 2022 and 9th Young BPW Symposium in Reykjavik Iceland.

The post COVID-19 pandemic environment was challenging, and travel had not recovered. The most difficult issue was to estimate the number of participants. BPW Iceland made a great effort to select the best and most interesting places for the venue and dinners. BPW Iceland and European Coordination Committee worked hard to make the Conference and the Symposium a success and we managed – 250 participants, 15 workshops, top level speakers, sponsor and amazing places for the venues.

To bring the Presidents of Europe together and to share information and best practices regular online President's meetings were launched. The first online meeting took place at the end of 2020. These regular meetings have made European Presidents a strong, friendly and well organised working group.

The feeling of sisterhood was especially important during COVID-19 times to keep the Clubs operating and active. Giving each other advice and support helped many Clubs to get through the challenging COVID-19 time and keep up the numbers of membership.

BPW Europe had many working groups, my intention was to carry on the work of the groups and create new ones. With the help of two seasoned members the revision on the Groups was made, current working groups are Equal Pay Day, Learning for Leadership, Women on Boards, Charter on the Girls Rights.In addition, two new working groups have been established – Green and Sustainable and WEPs. All groups are now well established and active.

BPW Europe has been unitedly working to support our Club in Chernihiv Ukraine and refugees from Ukraine. BPW Poland has been receiving and helping the refugees who arrived after the start of the war in February 2022. Many Federations have received funds from BPW International Support Ukraine Fund for projects – Poland, Ireland, Romania, Madrid Spain to support refugees and BPW UK to finance a van in Ukraine.

BPW UK together with BOW International project was focused on helping the BPW Chernihiv Club in Ukraine. From the funds a van was purchased to help people in need to get to the medical facilities and groceries. The van was packed with goods needed in Chernihiv and delivered in April 2024.

BPW International Executive Reports

New members to the European Communications Committee (ECC) were elected in 2020 - Regional Coordinator Anu Viks, Estonia, Secretary Carmen Taheny, Ireland, Finance Officer Gudrun Jakobsdottir, Iceland, Young Representative Alice Minuto, Italy, Communication Officer Sheerah Kim, Switzerland. Communication is essential as we are the biggest region in BPW International with almost 18,000 members in 32 countries.

BPW Europe website has been modernised, social media channels have been reactivated, Newsletter was launched, and LinkedIn account was created.

BPW Europe is registered in Brussels, Belgium in the hub of women organisations Amazone building. The new registration required the updating of the Statute of BPW Europe.
BPW Europe has representation in the European Women's Lobby (EWL). In 2024 BPW Europe presented the Manifesto to EWL consisting of 5 main points – empowerment, gender equality, proportional representation in equal pay for equal work, women on Boards and decision-making and leadership in Europe.

BPW International and BPW Europe have Representative in the Council of Europe. The Representative takes part in the online and Face to Face meetings and reports the actions of BPW to the Council of Europe.

BPW Europe is represented in the European Institute for Gender Equality (EIGE). EIGE is the body of the European Union established in 2006. EIGE headquarters is in Vilnius Lithuania. BPW Europe is represented by the members of Vilnius Chamber Club.

BPW Europes face to face Presidents meeting takes place annually. In 2021 it was held in Barcelona hosted by BPW Spain. In 2022 it took place in Reykjavik, Iceland as part of the European Regional Conference.

In 2023 we took the Presidents meeting to the place of our registration – Brussels and for the first time opened the meeting for all members. The events were hosted by BPW Belgium. Brussels is the seat of the European Parliament and institutions. My intention was to introduce the institutions and their work to our members. We had a seminar in the European Parliament Info Hub, visited the European Parliament, had the round tables with five women organisations - BPW Europe invited EWL, European Women on Boards, Coface Families Europe, Soroptimists International of Europe. EIGE, workshops were held on different topics by BPW Europe, EWL and EIGE.

The 2024 Presidents meeting took place in Rome from 22-23 March and was hosted by BPW Italy. BPW Italy arranged visits to businesswomen from the Rome Club, the visit and seminar on Equal Pay in the Senate of Italy in Palazzo Giustiniani.

At the Presidents meeting on 23 March 2024 the new members to the Executive Council (name as by the renewed Statute of BPW Europe) were selected – Anu Viks Regional Coordinator (second term), Carmen Taheny Secretary (second term), Mariane Pontone Treasurer, Valentina Ceban Communication Officer and Anna Zimmerman Young Representative.

BPW International Executive Reports

By tradition the Young BPW Symposium is held every year at the same time with the Presidents' meeting. The 11th Young BPW Europe Symposium took place in Rome with 25 Young members present.

My work as the Regional Coordinator can be best described in 3 important words – inclusion, innovation and inspiration.

As the Regional Coordinator 2021-2024, I have taken part in many meetings and General Assemblies of European members – Iceland, Germany, Cyprus, Turkey, Austria, UK, Italy, Finland, Estonia, Ireland, Czech Republic, Belgium, Spain, Latvia, Lithuania.

As the member of the BPW International Executive I participated at the Regional Conferences of other Regions, I have been the speaker at webinars, workshops, trainings and conferences. I have participated at the online Executive meetings and the yearly face to face meetings in Switzerland.

These three years have been extremely busy, challenging, inclusive, innovative and rewarding. My great appreciation to all who stood by me and supported me during these years.

The next Europe Regional Conference will be in Malta 23-25 May 2025. See you in Malta!

4.1.10. Regional Coordinator – Latin America
Dianne Barragan

In my capacity as Regional Coordinator, I hereby present my summarised report for the triennium 2021-2024.

The Regional Executive

Yasmin Darwich, Regional Constitutional Advisor; (+) Flora D'Antonio, Regional Executive Secretary, recently passed; Patricia Cisneros, Regional Finance Officer, replaced the elected Ximena Ramos who passed at the beginning of the triennium; Camila Ribeiro, Regional Young BPW; Ruby Rospigliosi, Sub Regional Coordinator; Eunice Cruz, Sub Regional Coordinator; Semiramis Casas, Sub Regional Coordinator; Yara Blochtein, Environment Regional Director; Romi Ruff, Communication and Technology Regional Director

The Region

Federations: BPW Argentina, BPW Brazil, BPW Ecuador, BPW Mexico.

Clubs: BPW Santiago, BPW Puerto Varas, BPW Calbuco, BPW Llanquihue, Chile; BPW Bogota, Colombia; BPW Santo Domingo, Dominican Republic; BPW Panama City, BPW El Bosque, Panama; BPW Asunción, Paraguay; BPW Tacna, Peru; BPW Miculla, Peru; BPW Moquegua, Peru; BPW Ilo, Peru.

Programs

- **Organisational Program**; To establish systems, regular meetings, emails, controls, communication, and information that offer Affiliates a feeling of inclusion, stability and continuity.
- **Environment Program**: We are privileged to have among the members of its Executive, Yara Blochtein, who has demonstrated her commitment to Nature and who is in charge of this program that constitutes an important niche in which our members can get involved under her wise leadership.
- **Leadership Program**: The leadership program is essential for our action, and young business and professional women need to be motivated in order to assure our continuity. Our Regional Young BPW has developed a leadership program to attract new young members.

- **Mentoring and Entrepreneurship program**: Another means to achieve this is to help our members through mentoring projects. Among these programs, we recently promoted the WITH program from our MoU with UN Women for Latin American Affiliates.

Projects

- **Water Ambassadors**: Our program "Water Ambassadors' Training" was held at simultaneous online academies in seven countries in Latin America, sharing knowledge about regional water scarcity using a pilot model and technical training support. The program targeted women community leaders, intergovernmental institutions, women's organizations, and civil society. It resulted in a total of 249 qualified Water Ambassadors with the mission to become multipliers and disseminators of this knowledge at regional and local levels. The program is ongoing and well appreciated by our members.
- **The Legacy**: The project "El Legado" (The Legacy), led by the Regional Young BPW, Camila Ribeiro, is a series of videos that aim to introduce and promote the young members of BPW Latin America, fostering entrepreneurship, developing the maximum potential of each young member, and encouraging the use of their skills for the benefit of other women and girls. Please visit this link.Topics include: - From paper to reality: Strategies to boost your business results. - Women's Health: How to promote body and mind integration. - Digital Marketing: The power of communication for your business. - Sustainable projects: What are they and how to do them?
- **Web Page**: With our Communication Director, Romi Ruff, we have been working on the texts for our Latin America Web page. The goal is to have, among other things, a special thumbnail of the region's history.

Regional Activities

- **Online International Event** on August 25, 2022: Latin America held an international event with simultaneous translation in three languages addressing the whole BPW community. With this, we succeeded in our purpose, which was to be inclusive of other regions (120 members from 31 countries). We had speakers from 8 of our Affiliate countries. The theme was: "Advances, challenges, and strategies of public policies for women. Equal rights and opportunities - Work - Health - Eradication of violence."
- **BPW International 92nd and 93rd Anniversaries online celebration and Regional Candle Lighting Ceremony:** In August 2022 and 2023, BPW Latin America celebrated the 92nd and 93rd Anniversary of BPW International with brief speeches from our members, followed by our Candle Lighting Ceremony.
- **Regional Board and Regional Executive Meetings**: Ongoing regular activities, leading us towards the institutionalisation of the region. The Regional Executive has had over 18 meetings, and the Regional Board has had over 20 meetings since 2021.
- **Visits to Affiliates**: Because of the COVID-19 pandemic, the Regional Coordinator has only visited: - BPW Argentina: International Congress inspection visit. - BPW Brazil: CONFAM - BPW Santiago de Chile: Latin America 10th Regional Conference. **10th Regional Conference in Santiago de Chile**: The 10th BPW Latin America Regional Conference took place in Santiago, Chile, from September 7th to 9th, 2023. It featured

participation of over 80 members from 19 countries from all five of the BPW Regions and renowned speakers from within and outside the organisation. The International Executive, two former presidents of BPW International, Liz Benham and Yasmin Darwich, and a former International Executive Secretary honoured us with their presence.

Results according to Objectives

Our plan sought mainly to:

- **Boost regional growth**: There are 10 new Clubs and we have participated in the creation of 8 of them.
- **Ensure a good understanding of the governance, and inclusion**: We have had a webinar about governance for the Affiliates. Additionally, every time there are newcomers, the RC presented BPW International to them. We have met regularly during the triennium.
- **Improve communication and promote the image of Affiliates and the Region**: Strong presence in the social media and Website.
- **Launch new regional programs and programs**: These programs, projects and activities, have resulted in a joint effort by the Affiliates of the Region and a greater sense of belonging.

Other Activities

Participation of the Regional Coordinator in International Executive Face-to-face Meetings, online International Executive Meetings, and other International Conferences. The Regional Coordinator attended four International Executive face-to-face meetings in Saanenmöser, Switzerland, and about 20 online meetings. Additionally, the RC attended other international conferences and meetings in Europe and North America.

4.1.11. Regional Coordinator – North America and the Caribbean
Dawne Williams

Using the BPW International triennial theme, "New Actions through Cooperation," as our backdrop, the North America and Caribbean region embarked on a journey to get stronger on all fronts.

To do this we had a laser sharp focus on three pillars:

1. Constitutional Compliance
2. Growth
3. Training and Development.

As we move toward the end of triennium, we are happy to report that we have made good progress and are on our way to fully realizing each of these targets, by October 2024.

The Regional Committee and Presidents lead by Regional Coordinator Dawne Williams, started the triennial journey with a Regional Committee consisting of:

Regional Advisor (Past International President)	Liz Benham
Constitutional Advisor (Past Executive Secretary)	Bessie Hironimus
Caribbean Regional Liaison Officer/ Events Coordinator /Finance	Dr. Christine Walwyn
Regional Young BPW Representative	Natalie Baldwin

IFBPW Elected Committee Chairs from our Region 2021-2024:

Chair Arts and Culture	Sher Singh
Chair for Development, Training and Employment	Francesca Burack

BPW International Executive Reports

Federation Presidents

National President Canada	Karin Gorgerat
National President USA	Megan Shellman

FBPW Officer

Regional Coordinator	Dawne Williams

Each member of the committee did her part in ensuring that the region delivered on its promise.Thanks for the unwavering support and guidance provided every step of the journey

Constitutional Compliance

The Constitutional Advisor - Bessie Hironimus, engaged with the affiliates within the region to ensure that their governance documents were updated and in line with what subsists at the International Level. She completed reviews and engaged with the leaders as was necessary. We continue to hold our leaders accountable for good governance by their affiliates.

Growth

In terms of Growth, the affiliate clubs focused on increasing their numbers. However, for different reasons, countries like Jamaica, Barbados and Haiti, continued to struggle to grow their numbers.

Jamaica has twinned with BPW California, with a view to network and get assistance in growth and other strategies. Barbados continues with the push to improve their numbers. Haiti on the other hand continues to be plagued with political and social issues so unable to meet and grow. We continue to applaud President Irvika for her strength, resilience and unwavering commitment to BPW. She attends meetings. as her situation allows.

We continue to encourage Anguilla and Bermuda in pursuit of having them up and functioning to capacity following COVID. This has not been met with much success, but we continue to keep the communication lines open and include them in all we do.

There is an intentional focus within the region to recruit young members to ensure sustainability of BPW.

In terms of new clubs, there were three onboarded during the triennium, BPW Liamigua, BPW Nevis and BPW The Bahamas. Plans are in progress to have our first Caribbean Federation by October 2024.

BPW International Executive Reports

Training and Development

Training and Development was a feature throughout, the triennium, with sessions being held at the local, regional and international levels. During this period, we exposed members to training and development opportunities, providing them with the opportunity to move into executive positions.

These sessions included the NAC Regional Conference, the Leaders' Summit and CSW. During the triennium every active affiliate club and federation, ushered in a new President and National President respectively. These transitions were all seamless, which speaks to the high-level Succession Planning within the region.

As a region, we met via formal meetings bimonthly, informal meetings as was necessary and were active at the local, regional and international events. Most worthy of note was the 2023 North America and The Caribbean Regional Conference that was a pinnacle of learning, networking, engagement and fun, set in a relaxed atmosphere.

At the President's meeting held during the Regional Conference, Past National President Karin of Canada, was selected by the Region to be the next Regional Coordinator.

The election will take place at Congress 2024, and we wish the nominates Regional Coordinator, Karin a successful election and eventual reign.

BPW Jamaica celebrated their 50th anniversary in 2024 and BPW St. Kitts is looking forward to celebrating 50 years in 2025. Whenever possible members travel to support each other at their special events.

The affiliates continue to work on their projects and concentrate on the WEPS.

The USA and Canada represented the region at CSW in 2023 and 2024 and did us proud. Each affiliate club and federation has been active in their community. Thanks to all for showing up and unleashing the BPW vision in the communities you serve.

We turn our focus to Congress 2024; we are ecstatic to host in the North America and the Caribbean region and in St. Kitts specifically. We look forward to a lifechanging event as BPW ends one triennium and starts another. We know that the learning, friendships and partnerships forged will serve to make BPW better.

As I now prepare to demit the office of the role of Regional Coordinator for North America and the Caribbean region 2021 -2024, I am grateful and humbled to have been afforded the opportunity to serve in this capacity. I leave with confidence knowing the region will be well served at this level, in the capable hands of RC nominated Karin.

Thanks to all on whose shoulders I stood, thanks for the support and love from my International, Regional Committee and Regional President colleagues. I could not have done this without you. May each of you continue to take BPW forward from wherever you are planted. My BPW Sojourn will be forever etched in my memory.

4.1.12. Immediate Past President
Armany Asfour

Report on the Role and Contributions of the Immediate Past International President of BPW International

Introduction

As the Immediate Past International President of the International Federation of Business and Professional Women (BPW), my role in supporting the incoming president, Dr. Catherine Bosshart, was guided by the Procedure Manual.

My tenure involved offering mentorship, sharing my experiences, and ensuring a smooth transition for the new leadership. Despite the challenges posed by the COVID-19 pandemic, I diligently fulfilled my responsibilities, attending executive meetings, participating in significant events, and advocating for the organisation's initiatives.

Mentorship and Support

During the first year of this triennium, I offered mentoring and supporting to the next President. This role was crucial in providing continuity and stability within the organisation. I attended all executive meetings, where I shared my experiences and insights, ensuring that the new leadership could benefit from the knowledge gained during my presidency.

Participation in Executive Meetings

Throughout the year, I actively participated in executive meetings, contributing my experience and offering mentorship. These meetings were essential platforms for discussing strategic directions, reviewing progress, and addressing challenges faced by the organisation. My

involvement ensured that the transition of leadership was seamless and that the incoming president had the necessary support to lead effectively.

Leaders' Summit and Advocacy

One of the highlights of my tenure was participating in the Leaders' Summit on the margins of the Commission on the Status of Women (CSW) in New York. This event provided an excellent opportunity to advocate for BPW's mission and connect with other leaders in the field. I used this platform to promote the registration of BPW Affiliates' projects on the BPW International website, emphasizing the importance of visibility and collaboration in advancing our goals.

Handover Ceremony

It was my pleasure to personally conduct the handover ceremony to Dr. Catherine Bosshart in Cairo. This event, celebrated with members of BPW Egypt, marked a significant milestone in our organisation's history. The ceremony, held after the virtual general assembly of the last triennium, symbolised the continuity and resilience of BPW despite the global challenges posed by the COVID-19 pandemic. The in-person celebration in Cairo was a testament to our commitment to maintaining our traditions and fostering a sense of community among our members.

Challenges and Achievements

The world witnessed a pandemic that significantly impacted our ability to travel and conduct in-person events. Consequently, we had to conclude the triennium online, adapting to the new normal of virtual meetings and assemblies. Despite these challenges, I successfully concluded the financial report of the Virtual General Assembly and submitted it to the International Board within one year, as mandated by the Procedure Manual.

Conclusion

In conclusion, my role as the Immediate Past International President of BPW was marked by a commitment to mentorship, support, and advocacy. Attending executive meetings, participating in the Leaders' Summit, advocating for project registrations, and conducting the handover ceremony were pivotal in ensuring a smooth transition and continued success for BPW. The challenges posed by the COVID-19 pandemic were significant, but through resilience and adaptability, we concluded the triennium successfully. It has been an honour to serve in this capacity, and I remain dedicated to supporting BPW's mission and the new leadership as we continue to empower women worldwide.

Chapter 4

4.2 Standing committees

4.2 STANDING COMMITTEES

4.2.1 Agriculture

Chair: Cristina Gorajski Visconti, BPW Italy

Steering Committee Members:
Noreen Binti Abdullah, BPW Malaysia: Anna Giovannoni, BPW Italy; Nadia Gomides, BPW Brazil; Jyoti KC MS BPW Nepal; Saliba Lode Raffoul, BPW Lebanon.

No report received.

4.2.2 Art and Culture

Chair: Alexis Sher Singh, BPW USA

Steering Committee Members:
Lea-Ann Berst, BPW USA; Jalpa H Vithalani, BPW India; Esra Koyunoglu, BPW Turkey; Susan Oser, BPW USA; Pratimaya Pun, BPW Nepal; Subarna Maharjan, BPW Nepal; Axelle d'Almedia, BPW Africa; Francesca Calero Benitez, BPW Spain.

The Arts and Culture Standing Committee initiated a process, created a mission statement, and organised.

From October 2021 we came together as a committee, first meeting in December 2021. We commenced the work plan we had contacting BPW's around the globe for any woman contributing to communities using art and culture.

Despite COVID, and being a few months behind, we decided on a platform called ArtsLink to be creative and interview artists who used their work in their communities.

Our purpose was advertised in BPW's globally, with this description. "ArtLink, the BPWI arts and culture calendar, seeks to publicise and celebrate contemporary and traditional arts, artists and cultural events of excellence occurring within BPWI member chapters, communities, and regions. Such programming should be of high artistic quality, promote learning, and be open to the public. "We advertised and launched a grand zoom meeting where an unprecedented 125 registered from 25 countries. From that time to present, the committee has worked cohesively and presented outstanding work.

The last interviews were launched in May 2024 – for more information please go to the following link : https://artslinkbpw.wixsite.com/artslink

4.2.3 Business Trade and Technology

Chair: Paz Martin, BPW Spain

Steering Committee Members:
Sara Martin, BPW Brazil; Carol Hanlon, BPW-Australia; Shafeeqa Al Ameri, BPW-Emirates; Thank Al-Khasawneh, BPW Jordan; Daniela Arrigoni, BPW Italy; Julia Claussen, BPW Germany; Rhadika Lama, BPW Nepal, Ariadna Mayoral, BPW-Spain; Fatiha Otmane, BPW Marruecos; Carole Pan, BPW Taiwan; Alida Perkov, BPW-Croatia

The BPWI Standing Committee for Business, Trade and Technology is dedicated to promoting the advancement of women in business, trade, and technology. Through its extensive activities and partnerships, the committee has played a pivotal role in empowering women and fostering gender equality in these crucial sectors.

This report highlights the Standing Committee's key achievements and impacts throughout 2021-2024.

2021: Empowering Women Through Digital Transformation

Recognising the transformative power of digital technologies, the Standing Committee emphasized the importance of women embracing these tools to enhance their businesses and contribute to a more inclusive, sustainable, and trustworthy global economy.

Key Events:

- IV FORUM ADRIONET (September): The Standing Committee actively participated in this conference, exploring "New Strategies to Promote Innovative Entrepreneurship" and fostering connections among women entrepreneurs.
- INTERNATIONAL NETWORKING CEUTA (October): Supported by the Standing Committee, this event aimed to establish alliances and enhance the competitive advantage of new products and services developed by women entrepreneurs, fostering collaboration and growth opportunities.
- XXXIII CONFAM (October): The Standing Committee engaged in this conference on "Challenges and Perspectives for a Woman Entrepreneur in a Changing World," focusing on accelerating the adoption of digital technology among women entrepreneurs, empowering them to navigate the evolving business landscape.
- African Congress for Women and Youth Entrepreneurs and Businesswomen (Cairo, November): The Standing Committee presented on "How BPWI-SC for Business, Trade and Technology can Provide Solutions to Transform Women-Led Business Models for a Post-Covid Future," highlighting strategies for women entrepreneurs to thrive in the post-pandemic era.
- I TALENT UMBRETE (Sevilla): Standing Committee members served as mentors for aspiring women entrepreneurs at this event, sharing their expertise and providing guidance to help them succeed in their ventures.

2022: Championing Equal Pay and Global Collaborations

The Standing Committee for Business, Trade and Technology continued its unwavering commitment to promoting equal pay and fostering international connections to advance women's empowerment.

Key Initiatives:

- Equal Pay Campaign: The Standing Committee partnered with the international company TRASMED-GRIMALDI GROUP, endorsed by the Spanish Minister of Industry, Trade, and Tourism, to raise awareness about equal pay by flying the Equal Pay Flag on their ships throughout February.
- UN Virtual Forum (March): The Standing Committee participated in a conference on "Empowering Women in the Digital Age," exploring strategies to bridge the digital gender gap and ensure that women have equal access to digital opportunities.
- DELICIAS CON ARTE FAIR (Madrid, May): The Standing Committee supported this, the first comprehensive art fair at the Spanish Railway Museum, which provided a platform for women artists and entrepreneurs to showcase their work and connect with potential buyers.
- "TOWARDS EQUALITY" Meeting (Madrid, October): Co-organized with SALVAMENTO MARITIMO, this meeting brought together the international maritime sector to focus on achieving SDG 5 (Gender Equality), highlighting the importance of collaboration in addressing gender-related challenges in the maritime industry.
- XXXIV CONFAM (Campo Grande, November): The Standing Committee presented the Action Plan and BPWI's networking tools, fostering new connections with women entrepreneurs in Latin America, expanding the committee's global reach and impact.
- Shock Plan for Ukrainian Refugee Crisis (April-December): The committee played a vital role in this initiative, which supported the economic inclusion of Ukrainian women refugees in the Spanish economy by providing job training, business guidance, and employment assistance, demonstrating the committee's commitment to social responsibility and humanitarian support.

2023: Expanding Networks and Raising Awareness

The committee continued its efforts to strengthen women's networks and raise awareness about critical issues facing women in business, trade, and technology.

Key Events:

- Equal Pay Day Advocacy: The Standing Committee partnered with both TRASMED-GRIMALDI GROUP and SALVAMENTO MARITIMO to raise awareness about equal pay on Equal Pay Day in February, emphasizing the importance of pay equity in achieving gender equality.
- INTERNATIONAL NETWORKING (Sao Paulo, September): The Standing Committee held an INTERNATIONAL NETWORKING event in Sao Paulo to build strong relationships with women entrepreneurs and managers globally, fostering cross-border collaboration and knowledge exchange.

- XXXV CONFAM (Curitiba, November): The Standing Committee participated in this conference, continuing to engage with the global community of women entrepreneurs and advocates.

2024 (to date):

International Networking Events: The committee has continued its international networking efforts through events in Lisbon (April) and Oporto (June), expanding its reach and strengthening connections with women entrepreneurs worldwide.

Webinars on Breast Cancer and Climate Change: The committee hosted webinars on "Partnership for Breast Cancer, May 24" and "Climate Change and Its Impact, June 24)

Memoranda of Understanding (MOUs): The BPWI SCBTT Committee has established strong partnerships through the following Memoranda of Understanding (MOUs):

- TRASMED-GRIMALDI GROUP (Spain, February 2022): This MOU, endorsed by H.E. Reyes Maroto, Minister of Industry, Trade, and Tourism of the Spanish Government, signifies a shared commitment to increasing the number of women in leadership and decision-making positions within the company.
- SALVAMENTO MARITIMO (Madrid, February 2022): Through this MOU, the committee and SALVAMENTO MARITIMO join forces to collaborate on initiatives that promote women's development and empowerment within the maritime sector.
- ANEMONA LLC (USA, June 2023): This MOU focuses on achieving Sustainable Development Goals (SDGs) 5 (Gender Equality) and 10 (Reduced Inequalities) by working together to bridge the technological gender gap.

Conclusion and Future Goals

The Standing Committee for Business, Trade and Technology has actively contributed to empowering women in business, trade, and technology. Through its events, partnerships, and advocacy efforts, the Standing Committee has played a significant role in promoting digital inclusion, fostering international connections, and advancing gender equality.

Looking ahead, the Standing Committee aims to:

Expand: Reach more women in underserved regions.
Advocate: Strengthen policy advocacy for gender equality.
Innovate: Develop new programs to address emerging challenges.

By continuing its impactful work, the Standing Committee envisions a future where women are equally represented and empowered in all sectors of the economy.

4.2.4 Development, Training and Employment

Chair : Francesca Burack, BPW USA.

Steering Committee Members:
Rana Abweh, BPW Jordan; Yazmeen Anshary. BPW Malaysia; Nani Arriaza; BPW Spain; Francesca Cassar, BPW Malta; Edita Dolfini, BPW Croatia; Faith Gabona Kadondi, BPW Uganda;Judi Kilachand, BPW USA; Kathia Magdeleine, BPW St. Martin; Mona Naffa Nazzl, BPW Jordan; Angela Tomazos, BPW Australia

From Strangers to Sisterhood – The Development, Training and Employment Standing Committee 2021-2024

It has been an honour and a privilege to serve IFBPW as Chair of IFBPW's Development, Training and Employment Standing Committee, 2021-2024.

Our team is composed of women from all around the world, who came together as strangers and developed into a cohesive team and sisterhood. We have been meeting bimonthly for the past three years; weekly for two months leading up to our webinars. We started out by developing a shared vision and mission, shared goals which led to a shared optimism, a true example of collaboration and cooperation, which helps to build a team.

Together, we have developed five outstanding products:

Webinars: "Collaboration: The Pathway to Strength, Success and Sisterhood" and "Mastering Intergenerational Communication". September 24, 2024

Panels: "The Future of Work for Women in the 21st Century" and "Inclusive Hiring and Working With People With Disabilities". Fall 2024

Resource Guide: Listing of Trainings and Employment Programs of IFBPW Clubs and Federations.

Our first product was a webinar: "Collaboration: The Pathway to Strength, Success and Sisterhood."

No one on this team had ever created a webinar from start to finish - researching the topic, creating a script, developing visuals for the PowerPoint presentation and actually delivering the content during the webinar. We worked hard, while making new friends, learning new skills, and having fun along the way!

Everyone was encouraged to join in the conversation and was valued for her individual inputs. This created an environment that encouraged active listening among members, participation, contribution of ideas, creativity and innovation.

We also created subcommittees and worked to help our sisters worldwide communicate, share information and collaborate.

The members of this team were committed to the success of the project, by sharing responsibilities, showing up and supporting each other. In between our meetings, members developed content for the webinar script and the visuals. The content was presented at our meetings and all of us critiqued and provided constructive feedback. The final product was created by unanimous, decision of every word and visual in this webinar. This is a real success story.

I created a safe environment for our team, which also led to learning, speaking and developing English language skills for one of our members, who then participated in our webinars in English and in a presentation about our team.

The Development, Training & Employment Standing Committee was then asked to write an article for the BPW Newsletter about the process we went through to develop our webinar. This article, highlighting our process, my leadership and team building skills is located in BPW International's Newsletter Archives on our website November 18, 2022 - 2nd volume 2022 / No. 9 under the subcommittee section. Some of this report is based on the article, written by the team members

Resource Guide

IFBPW is an organisation rich in resources and talent, but there is no centralised listing of trainings and employment programs that clubs and federations have produced or offer to help members enhance or develop personal and business skills.

We decided to produce a Resource Guide which lists trainings and employment programs that can be shared rather than each club and Federation producing its own. This created an opportunity for lots of cooperative thinking and discussions regarding key ingredients to include in this guide.

This is an ongoing project that needs your input. You can find the Guide on our website at https://www.bpw-international.org/2023/09/22/call-to-action-resource-guide-project-from-sc-development-training-employment/

Panel: "The Future of Work for Women in the 21st Century"

Our panel of distinguished guests Ana Duarte McCarty, Shyama Venkateswar and Larisa Miller with Moderator Francesca Burack addressed the everchanging work environment and the challenges it presents.

How does the business world look today and what is shaping the businesses of the future? Where are the opportunities for women in the business world and how can women prepare themselves for the future workplace? What does diversity, equity and inclusion (DEI) really mean in the workplace and why are they important? What are the implications of technology and how to prepare for its constant change which greatly influences how we will work in the future?

All of the above and more were addressed during the webinar which is recorded on the website at https://www.bpw-international.org/webinars/

Webinar: "Mastering Intergenerational Communication" September 24, 2024

One of the most important skills to develop is one's ability to effectively communicate with everyone regardless of generational bias in the workplace and life. This interactive webinar with breakout groups for discussion focuses on the different communication styles, social, cultural and economic influences, technological impact and tools and takeaways to implement immediately for communicating with each generation.

Panel: "Inclusive Hiring and Working With People With Disabilities" Fall 2024

There are many laws in different countries concerning people with disabilities in the workplace. But there are also our expectations and biases and the human side of relationships and interchanges with people with disabilities.

This panel of distinguished experts will be covering these topics and more with an open Question and Answer session following the panel discussion.

I am proud to conclude this report by thanking each of the 10 members of the Development, Training and Employment Standing Committee (who appear on the team slide and are included in this report) who worked so hard on each and every product from start to conclusion and produced such professional products to support our BPW community.

I look forward to our reunion at the European Conference in Malta, May 23-25, 2025.

I also want to thank Ursula Schmid, BPW Webmistress for her support of our team during this triennium.

4.2.5 Environment and Sustainable Development

Chair: Angela Donato, BPW Italy

Steering Committee Members:
Caterina Reda, BPW Italy; Marion Volk, BPW Germany; Maria Zachariou, BPW Cyprus; Marilia Furlan Aquino, BPW Brasil; Ozge Varis, BPW Turkey; Nantarika Chansue, BPW Thailand; Arial Sadikshya, BPW Nepal.

Scientific conference on environment and sustainability to be held in 2025.

The BPW Standing Committee on Environment and Sustainability met regularly. Our main achievement during this triennium is the successful collaboration of the SC with the Environment Commission and the Italian Ministry of Tourism. The BPW Standing Committee on Environment and Sustainability successfully participated in the 'Montagna' call for proposals by the Italian Ministry of Tourism. We were selected as winners and awarded a budget of approximately 20,000 euros. As part of our project proposal, we included the hosting of a scientific conference on environment and sustainability to be held in 2025. This funding will be crucial for organising a hybrid conference.

Throughout the bid planning and application process, several meetings were held with the Standing Committee members and the Environment Commission (Italy) to discuss and refine our project proposal. These collaborative sessions were crucial in shaping the vision and execution plan for the conference.

Additionally, as representatives of BPW, we actively participated in several Organisation for Economic Co-operation and Development (OECD) meetings. These engagements provided valuable insights and partnerships that both supported the successful bid and will serve to enhance the scientific conference on environment and sustainability scope and impact.

We are excited to organise this international conference and look forward to the positive impact it will have.

Project Ideas and Additional Initiatives

The Environment Commission and the SC has also deliberated on several project ideas aimed at utilising reclaimed materials to create artworks. This initiative has culminated in a virtual art exhibition featuring both American and Italian artists. The exhibition is already active and will be promoted through BPW channels in September and October.The exhibition will showcase and encourage good practices in environmental sustainability.

The next three years will be instrumental in executing these initiatives, and we are confident that our efforts will catalyse positive change and inspire sustainable practices globally.

The Steering Committee is excited about the potential impacts of our upcoming conference and exhibition, and we look forward to continuing our work towards a greener, more sustainable future.

4.2.6 Health

Chair : Naglaa Dabees Lotfy, BPW Egypt

Standing Committee Members:
Colleen Babiuk, BPW Canada; Sabine Bährer, BPW Switzerland; Roberta Chiesa, BPW Italy; Marcia Coronha Lima, BPW Brazil; Charmaine Emelife, BPW Nigeria; Claudine Ouedraogo, BPW Burkina Faso; Mercedes Pérez, BPW Spain; Nisreen Qatamish, BPW Jordan; Maisa Shawky, BPW Egypt; Beena Pyakurel Shrestha, BPW Nepal; Angelia Wan Hun Hee, BPW Malaysia.

Introduction

Empowering Women Through Health: A Holistic Approach to Wellness and Well-Being

A healthy woman is able to produce, work and implement. I have witnessed this myself in the last few years when I had health challenges that prevented me from performing several duties especially in my role for promoting health and as a Professor of Radiology responsible about serving patients. However, I have been able to collaborate with several stakeholders.

This report highlights the key activities undertaken in the domain of women's health awareness, with a particular focus on Egypt. The report covers collaborations with the Egyptian Medical Women Association, participation in cancer awareness webinars, efforts in promoting early breast cancer screening through mammography, and the co-organisation of a webinar on climate change's impact on health, business, and displacement in June 2024.

Through my profession as a Professor of Radiology and Head of Radiology Departments in 7 University hospitals and Head of the Women Imaging Unit in Tanta University I have organised many campaigns for health awareness for women, and implemented several projects for early screening for breast cancer.

I have contributed to several outreach convoys in rural areas in Egypt to raise the health awareness among women in the rural areas. I have conducted several awareness sessions regarding Female Genital Mutilation. (FGM) Collaboration with the Egyptian Medical Women Association.

In a strategic move to enhance women's health awareness in Egypt, we have spearheaded a series of campaigns in partnership with the Egyptian Medical Women Association. These campaigns are designed to educate women on various health issues, emphasising the importance of regular health check-ups and preventive measures. The initiatives have reached a wide audience.

Webinars on Cancer Awareness: Recognising the critical need for education on cancer prevention and early detection, I have participated in numerous webinars focused on cancer awareness. These webinars, attended by a diverse group of stakeholders, provided comprehensive information on the signs and symptoms of various cancers, risk factors, and the importance of early diagnosis. Special attention was given to breast cancer, highlighting the life-saving benefits of regular mammography screenings.

Promotion of Early Breast Cancer Screening: One of the cornerstone efforts has been the vigorous promotion of early breast cancer screening through mammography. A disease that I have myself suffered from.I have been collaborating with national health campaigns and advocated for accessible and affordable mammography services for women across Egypt. Public service announcements, social media campaigns, and community outreach programs were utilised to encourage women to undergo regular screenings, thereby improving early detection rates and outcomes.

National Health Awareness Campaigns: In alignment with national health initiatives, I have joined forces with various health organisations in Egypt to amplify the message of preventive health care. Participation in these national campaigns has included distributing educational pamphlets, and setting up mobile clinics to provide screenings and health consultations. These efforts have significantly contributed to raising public awareness and fostering a culture of proactive health management among women.

Webinar on Climate Change and Its Impact on Health, Business, and Displacement: In June 2024, the Health Standing Committee has co-organised a landmark webinar addressing the intersection of climate change, health, business, and displacement. This event brought together experts from multiple disciplines to discuss the far-reaching implications of climate change on public health and economic stability from across BPW International. Topics covered included the health risks posed by environmental changes, the impact on business operations and workforce displacement, and strategies for building resilient communities. The webinar not only educated participants but also spurred dialogue on developing sustainable solutions to these pressing global challenges.

4.2.7 Legislation

Chair: Stella Kammitsi, BPW Cyprus

Standing Committee Members:
Jamnia Al Sbagh, BPW Jordan; Talita Carmo Zanelato, BPW Brazil; Nadège Illboudo, BPW Burkino Faso; Jitka Kadlcikova, BPW Czech Republic; Monica Negro, BPW Italy; Heini Vaari, BPW Finland.

No report received.

4.2.8 Membership

Chair: Guiseppa Seidita, Italy

Steering Committee Members:
Ahumada Olga, BPW Argentina; Cissé Fatou, BPW Senegal; Mabonzo Prima, BPW Canada; Otañes Dolores, BPW Ecuador; Pontone Mariane, BPW Germany; Ranuncoli Fior, BPW Santo Domingo; Sabato Adriana, FIDAPA BPW Italy; Volk Marion, BPW Germany; Fahiyah Yahaya, BPW Malaysia.

The Membership SC regularly organised Zoom meetings with the team to carry out our activities. I would like to share with you two important activities we have undertaken together during this triennium.

1. We prepared a "Member Satisfaction Plan" to help our Presidents to manage their clubs and to give their members the opportunity to take an active part in our BPWI.
2. We developed a project "AWARD about women's rights".

Member Satisfaction Plan

We believe that it is important to welcome new members, but it is also fundamental to get them involved in clubs' activities. We wanted to support the Presidents and provide them with the necessary tools (questionnaires) in order to:

1. Define "member satisfaction" for your club.
2. Create a Member Satisfaction Plan.
3. Implement and refine the plan.

They could also use our existing resources, our website, newsletters and our newest resource, the Directory. I want to highlight the main steps of the plan.

STEP 1: Defining "member satisfaction" for the club is the first phase to ensure that members may have a positive experience and know what they want from their club.

Making changes which reflect the members' needs and wants is the key to guarantee a good experience. You can use the three questionnaires we have provided to help you do this.

STEP 2: Create a member satisfaction plan. Membership loss is a problem for many clubs, and the reasons are often the same: 1) Conflict within the club: this is the very first reason why members leave their club. 2) Fear of not making a difference: if the club doesn't involve members in the activities they want to do, or if they don't feel that their voices matter, even the best projects can't make members feel like they're making a difference. 3) Lack of a sense of belonging: members who do not feel a sense of belonging will not stay in the club for long.

STEP 3: Implement and refine your plan. Once you have surveyed your members and considered their responses and concerns, it is time to propose changes and remove barriers.

It is necessary to communicate your plan for member satisfaction. Remember that one of the reasons a member stays in a club is because he /she understands the club's goals.

A member who knows what's going on in the club feels like an important part of the club.

AWARD about Women's Rights

We have also prepared a project "AWARD about women's rights" and put it on our website in "BPW Projects", thanks to the member Adriana Sabato from FIDAPA BPW Italy. The project aims to promote education and respect for women's rights in schools. The project would like to award a prize to highlight the best topic or classroom work:

- Violence against women or
- Women's Rights

The prize will be awarded annually. Therefore, each year a different club - selected in rotation by the members of the Standing Committee - will organise the competition at local level. The prize will be given to girls in their final year of secondary school. The school will be chosen by the local club through appropriate contacts with the headmaster.

The Municipality of Ferrara, Italy, implemented the project for the school year 2022/2023 on the International Women's Day. BPW International, FIDAPA BPW Italy - Club Ferrara and IIS "N. Copernico - A. Carpeggiani" School Institute of Ferrara concluded a long process of working together to transmit knowledge about the situation of women to the younger generations. The final ceremony of the "AWARD of Business and Professional Women International" took place on March 8th in the "Scotti" classroom of the school.

Steering Committee Meetings

We worked well together and I have been at their disposal for any suggestions and advice. Through a number of zoom meetings, we had the opportunity to exchange ideas and define together the actions to help our members and to promote membership. During the meetings each member presented the situation about membership in her Region, the requests from Affiliates and we defined the best way to support them.

What emerged was the very difficult situations in some clubs to pay the dues for the critical economic situation in their countries. We communicated these problems to the Executive Finance Officer to find the best solution to meet their needs. All the members promoted the communication with our Affiliates all over the world. Clear and effective communication is very important to improve our membership and to promote the associative leadership.

All the members of the standing committee were given the information about membership and the documents to create new clubs and all necessary explanation. The results are very significant, thanks to our activities to promote the membership according to the best practice: now BPW International has 50 new Clubs and 4 new Federations. BPW International counts Affiliates in 118 new countries, particularly in 25 new countries.

I thank all the members of the Standing Committee for their great support during this triennium and for their great competences and availability. "Together we can reach the stars" Dr. Lena Madesin Phillips.

4.2.9 Projects

Chair: Naphaphen Vejjajiva, BPW Thailand

Steering Committee Members:
Margarida Yassuda, BPW Brazil; Miflinso Virginie Gnassounou, BPW Cotonou-Benin; Yetunde Omolara Oladeinde, BPW Nigeria; Reham Al-Zughier, BPW Jordan; Sindy Leung, BPW Hong Kong.

Naphaphen Vejjajiva Standing Committee Chair – Project, BPW Thailand | Margarida Yassuda Committee Member BPW Brazil | Miflinso Virginie Gnassounou Committee Member BPW Cotonou-Benin | Yetunde Omolara Oladeinde Committee Member BPW Nigeria | Reham Al-Zughier Committee Member BPW Jordan | Sindy Leung Committee Member BPW Hong Kong

The Standing Committee for Projects has had an impactful and productive term, significantly contributing to various initiatives under the banner of BPW International.

One of the key highlights of our efforts has been the successful coordination and implementation of the BPW International Help for Ukraine and Syria project, alongside encouraging ongoing and new project updates from BPW clubs and federations worldwide. BPW International Help for Ukraine and Syria operated under the dynamic leadership of BPW International President Dr. Catherine Bosshart.

The BPW International Help for Ukraine project has garnered substantial support and raised significant funds to aid those affected by the crises in Ukraine and Syria. This initiative has provided much-needed assistance, including shelters and other forms of relief to refugees fleeing the conflict zones.

Key contributions and support:

Many BPW Associates Clubs and Federations have stepped forward to contribute to this cause, showcasing the global solidarity and commitment of BPW members. Among the top donors were BPW Taiwan and BPW Thailand, whose generous contributions played a crucial role in the success of this humanitarian effort. The unified efforts of these clubs/Federations not only provided immediate relief but also demonstrated the collective strength of BPW in responding to international crises.

Leadership and Execution:

Dr. Catherine Bosshart's leadership has been instrumental in steering this project to success. Her strategic vision and hands-on approach ensured that the resources were efficiently allocated to provide maximum relief to those in need. The project's execution involved meticulous planning and coordination with local and international to ensure that the aid promptly reached the most affected and vulnerable populations especially women and children.

Ongoing Projects and Awards:

The Standing Committee for Projects has been proactive in encouraging past award winners of the BPW International 'Power to Make a Difference', to continue their impactful work. These award-winning projects, which have been instrumental in various fields such as women's empowerment, education, and community development, were encouraged to prepare and send their updated project reports for the upcoming BPW International Congress 2024 in St. Kitts.

BPW International Power to Make a Difference Award was originally created by Past International President (PIP) Dr. Chonchanok Viravan, she was my sister, now PIP Dr. Amany Asfour is in charge of the Award.

The Award aimed to recognise BPW outstanding leadership, advocacy and action (excellent projects), and to know how many women and children BPW International had helped. Until now, BPW International had helped over 30,000 women and children around the world.

Recognition and Motivation:

The Committee will encourage BPW Associated clubs/Federations to submit their outstanding projects to compete for the BPW International Power to Make a Difference Awards at the BPW International Congress 2024, as we want the deserving BPW projects to be duly recognised for their outstanding contributions.

To recognise and motivate the sustained efforts of past BPW Power to Make a Difference Award winning projects, a Certificates of Recognition will be awarded to those updated ongoing project reports. This initiative aims to highlight the ongoing contributions of BPW Clubs and Federation to maintain and expand their projects. The recognition not only serves as a morale booster but also underscores the long-term commitment of BPW International to making a tangible difference in communities worldwide.

Project Updates and Database:

One of the significant tasks undertaken by the Standing Committee for Projects was to encourage all BPW Clubs and Federations to update their project information on the BPW Projects website (https://www.bpw-projects.org/) created by PIP Dr. Antoinette Ruegg.

This platform serves as a comprehensive database for both old and new projects, providing visibility and facilitating knowledge sharing among BPW members. By updating their projects,

our BPW Associated clubs/Federations can showcase their ongoing efforts and achievements, fostering a spirit of collaboration and continuous improvement within the BPW network.

Conclusion:

The achievements of the Standing Committee for Projects this term are a testament to the dedication and collaborative spirit of BPW members worldwide. From raising substantial funds for humanitarian relief efforts in Ukraine and Syria to encouraging ongoing projects and preparing for the BPW International Congress 2024, the committee has demonstrated exemplary leadership and commitment.

Acknowledgements:

The success of these initiatives would not have been possible without the hard work and dedication of the Committee Team members. Their unwavering support and efforts have been pivotal in achieving our goals. A heartfelt thank you to all members for their contributions this term.

Future Directions:

Looking forward, the Standing Committee for Projects aims to continue its efforts in supporting and expanding BPW initiatives globally.

By fostering a collaborative environment and providing the necessary resources and recognition, we can ensure that BPW remains at the forefront of empowering women and contributing to global development.

In conclusion, the collective efforts of BPW members worldwide have made a significant impact, and we are committed to building on this momentum in the years to come. Thank you once again to all the dedicated members for their hard work and unwavering commitment to our shared goals.

I would like to extend my heartfelt thanks to the Standing Committee team members for their exceptional contributions and unwavering dedication this term. The success of our initiatives is a direct result of their hard work and collaborative efforts.

Special thanks go to:

Margarida Yassuda, BPW Brazil, Reham Al-Zughier, BPW Jordan, Sindy Leung, BPW Hong Kong, Miflinso Virginie Gnassounou, BPW Cotonou-Benin, and Yetunde Omolara Oladeinde, BPW Nigeria for all your support. Together, we have achieved remarkable success, and I am confident that we will continue to make a significant impact in the future. Thank you all for your exceptional contributions and dedication to BPW's mission. Submitted by SC Projects Chair, Naphaphen Vejjajiva, BPW Thailand

For more information on Projects please see Appendix III in this workbook.

4.2.10 Public Relations

Chair: Dana Marcela Sas, BPW Romania

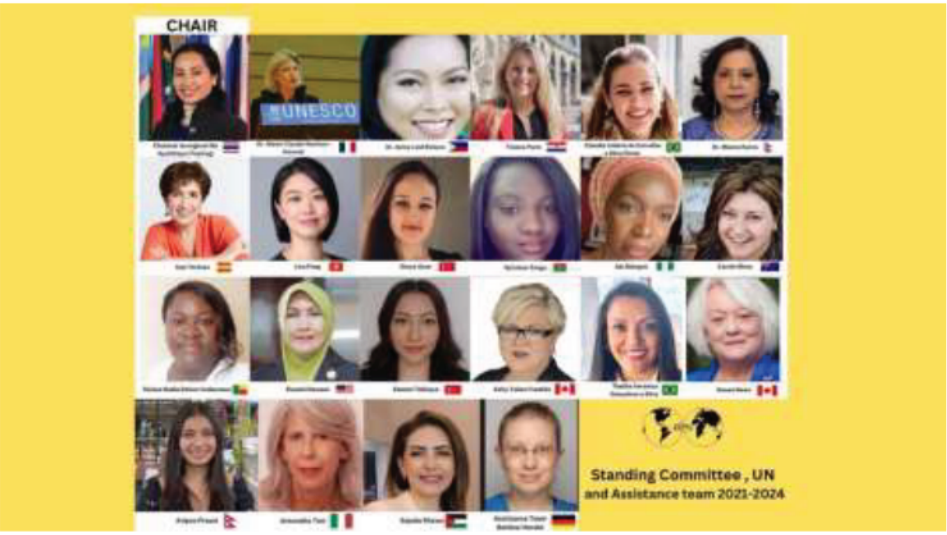
Standing Committee Members:
Samrin Basnet, BPW Nepal; Luzia Grecu, BPW Canada; Valerie Lim, BPW Singapore; Sarah Mantah, BPW France; Maria Alberta Mazzadri, BPW Italy; Rosemary Sibisi, BPW Zambia; Tasia Yiannar Yiallourides, BPW Cyprus, Carmen Zogheir, BPW Lebanon.

No report received.

4.2.11 United Nations

Chair: Israngkool Na Ayutthaya Chularat (Toyting)

Standing Committee Members:
Marie-Claude Machon- Honoré, BPW France; Raïssa Nadia Destin Vodounnou, BPW Benin; Tiziana Paris, BPW Croatia; Lisa Fong, BPW Hongkong SAR; Winding Sylviane Alexia Zongo, BPW Burkina Faso; Jenny Elmaco, BPW The Philippines; Inés Tortosa Céspedes, BPW Spain; Ajo Nadia Balogun, BPW Nigeria; Derya Uzun, BPW Turkey; Carole Shaw, of BPW Australia; Kelley Tallon Franklin, BPW Canada; Thalita Verõnica Gonçalves e Silva, BPW Brazil; Avipsa Prasai, BPW Nepal; Rozaini Nawawi, BPW Malaysia; Sajeda Shawa, BPW Jordan; Antonella Tosi, BPW Italy; Dawn Nason, BPW Canada; Meena Karna, BPW Nepal; Claudia Pirani, BPW Brazil; Sanem Tekkaya, BPW Turkey;



The United Nations Steering Committee is organised by First Vice President and comprised of four Working Group Chairpersons and members. A diverse collective of twenty-two women from twenty member states, we operated in a spirit of collaboration, cross-sectional engagement, playing crucial roles enhancing activities.

The teams are shown in the image below.

Convening monthly United Nations Standing Committee (UN SC) worked in groups and we wish to acknowledge the multiple contributions of diverse women across the triennium who have joined us, left us, and supported us in fulfilling the vision of “new actions through cooperation.” We acknowledge the leadership of Judith van Unen, who sadly died during the second year of her leadership as Chair of the the Commission on the Status of Women (CSW) Team, her work continues.

UN SC Working Groups made progress by informing members of the various processes at United Nations, UN Women and navigation of the UN System.

Mutual learning and informing across time zones and cultures was instrumental in supporting individuals, and Projects. Work in our collective advocacy spanned 17 SDG Goals and shared herewith:

Education and Advocacy UN Working Group affirms education and advocacy as the basis of our society. Our group acted as a Clearinghouse for Information on UNESCO mandate for peace through education, science and culture, with education as a key enabler of the SDGs. BPW International's role as an official partner is advocating for Girls’ and women’s empowerment through Education in STEM, ICT, TVET, and AI. We advocate for leadership in all areas, including STI, Entrepreneurship in Africa, and water, theme of 2023 International NGO-Liaison Committee Webinar led by BPW International with group contributions.

The core of our mission is to build capacity for key messages on Inclusive, Equitable Quality Education as a human right, consult members for local inputs to collective drafts for HPL SDG4-Steering Committee & TES through CCNGO-Education 2030 representation and youth.

We served as voices of voiceless, using knowledge to transform mentalities based on – UNESCO Instruments, Education recommendations, AI Ethics, Digital Literacy for Gender Equality, Sustainable Development. Applications for UNESCO GWE/Literacy prizes submitted (2021-24) by BPW Benin 's project ''Digital Literacy for Girls and Women from Disadvantaged Environments'' pre-selected in 2021. Members were encouraged to register projects on Education on the BPW website, UNESCO Coalition Platform served as partners for accelerating Gender Equality. Group Members appreciated enrichment, good practices, challenges, and unique experiences of cooperation for change.

CEDAW Working Group

The UN CEDAW committee is the body of independent experts monitoring implementation of the most important human rights treaty for women. Conventions of CEDAW oblige ratified States legally in key areas. For more information: https://www.ohchr.org/en/treaty-bodies/cedaw .

Our three UN SC CEDAW working group members participated in meetings, attended UN CSW, provided reports, and gave input into panel discussions.

Global UN CEDAW contributions were undertaken by BPW Member States as follows: *Brazil* underwent review by UN CEDAW Council assessing girls' and women's rights concerning sexual, reproductive rights, escalating and (often) forced child/adolescent pregnancies. Canada (ratified 1981, optional protocols 2002) undertook complaint recommendations 2012 regarding women's property rights. CEDAW established *Canada* "should provide monetary compensation matching deprivation. *Nepal* engaged in initiatives to promote gender equality, women's rights establishing groups with decent employment/equal wages, social protection with National Women's Commission (NWC) of Nepal tracking CEDAW's observation progress and found areas to improve: gender-based violence, educational access, health services, participation in political/public life, agency access to government aid.

Brazilian, Nepalese and Canadian states highlighted recommendations needed in health protocol for children in cases of sexual violence and: training professionals – decriminalising abortion – gender equality – equal family responsibilities –combating human trafficking.

UN SC CEDAW was also empowered to advance UN SDG Goals by utilising mechanisms of CEDAW.

Commission on the Status of Women (CSW) Working Group

Throughout this triennium the CSW working group guided BPW International contributions and efforts leading to 66th, 67th and 68th session of UN CSW. BPW clubs worldwide participated in monitoring, preparation, advocacy, policy support. This working group supported the drafting of the annual BPW International Statements to CSW these can be found on the NGO Participation section of each CSW.

Collaborative efforts ensured comprehensive input. BPW International organised impactful parallel events during CSW 67th and 68th sessions (and virtually during the COVID impeded 66th Session), addressing complex challenges faced by women.

Examples from CSW 68th Session include:
'Transformational Leadership: Systems Thinking to Address Poly-crises and Structural Challenges in Women's Access' – explored innovative strategies for financial inclusion, entrepreneurship, equitable workplaces to accelerate gender equality. Speakers emphasised the importance of a human rights-based approach in tackling economic, social and political gender gaps.

'Breaking Single Parent Poverty Trap' – aimed at addressing economic challenges faced by single parents, focusing on gender-sensitive solutions strategies to alleviate poverty among single-parent families.

'Global Collaboration to Tackle Period Poverty' — Addressing global issue of period poverty and impact on women's health and opportunities. Featuring collaboration between BPW USA, BPW Canada, and international partners.

'Breaking Barriers: Transforming Institutions for Gender-Responsive Change' – focused on institutional reforms to support gender equality, empowerment of women across various sectors, promoting gender-responsive policies/practices.

At CSW 68th Session - BPW International members contributed (collectively, and to their own governments), to a submission for the recommendations to be included in the Zero Draft agreed conclusions. Recommendations focused on gender-responsive actions on 3 / 3 climate change, fostering inclusive digital technologies, equitable policies, collaborative international efforts to advance women's empowerment.

Human Rights (HR) Working Group

The Human Rights Working Group collaborates with all other working groups in the UN SC and shares the UN Human Rights Council structure, actions and articles of thirty human rights documents found at https://www.ohchr.org/en/universal-declaration-of-human-rights.

Members of the HR Working Group have participated in multiple forums, including CSW, UNESCO, CEDAW Reporting and UDHR reporting. Group members both reported back to and informed the other members of the UN SC and broader BPW International members.

The UN SC Human Rights Committee has served to inform
work opportunities for multilateral collaboration, cross-sectoral, and transnational applications. During the triennium they collaborated on:

- UN revitalization processes (and UN reform processes)
- NGO Caucus dialogues, collaboration, and substantive inputs
- Young BPW, Regional, National dialogues
- Complexities of Beijing +30 rules for Civil Society
- UN Women (DGC) NGONY, OSCE/ODIHR bodies of work
- Recommendation papers for BPW Statements, National work

For the Summit of the Future UN Civil Society Conference held in Nairobi – the HR SC supported the Delegation in their key engagements:

- Dr. Mary Lawlor SR on situations of human rights defenders.
- Ms. Reem Alsalem SR on violence against women and girls.
- Prof. Tomoya Obokata SR on contemporary forms of slavery.

HR Working Groups Member State work:

- Brazil's coordinator of Climate Justice Program Public Defender's Office hosted First Congress in São Paulo, working ahead to UNFCCC COP 30.
- Malaysia's campaigns on Cybersecurity for women garnering government attention and funding.
- Australia contributed to a key review of a potential National Human Rights Act raising key issues on economic security, diversity and inclusion and safety and security.
- Canada presented at Permanent Missions of Malta NYC, with Permanent Mission Representatives: Sweden, Tajikistan, Albania, Deputy to Ambassador US Dept of State, UNODC introducing topic: Women and Organized Crime to UNCSW, United Nations, historically.

A closing note of congratulations is extended between UN Standing Committee Working Groups on their intergenerational, cooperative sharing of unique experiences and expertise for the mutual benefit of all women and girls.

4.2.12 Young BPW

Chair: Tomi Odunsi Fadina, BPW Nigeria / Brazil

Standing Committee Members:
Rouaa Al-Jafari, BPW Jordan; Tripathi Bishakka, BPW Nepal; Lucrezia Delli Veneri, BPW Italy; Pinjida Dilokpat, BPW Thailand; Sara Razza, BPW Malaysia; Maria Ashley BPW USA, Sapana Mehta, BPW Nepal; Stephanie Panayi, BPW Cyprusw.

For more information please see Section 4.1.6 Exective Report on Young BPW.

Chapter 4

4.3 Taskforces

4.3 TASK FORCE REPORTS

4.3.1 Anti Human Trafficking

Chair : Kelly Tallon Franklin, BPW Canada

Taskforce Members:
Deanza Walwyn-Bowrin, BPW St Kitts & Nevis; Luciano Yamamoto, BPW Saint Martins; Valentina Solarin, BPW USA; Ivone Soares, BPW Mozambique; Nermin K. Ahmad, BPW USA; Emily Van Vleck, BPW USA; Jo Kinsey, BPW UK; Larissa Ndoumba, BPW Cameroon; Izadora Letchacoski, BPW Brazil, Larisa DeLucca, BPW Brazil

Overview:

The Anti-Human Trafficking Task Force, within the International Federation of Business and Professional Women (IFBPW), is a diverse collective of active and peripheral members. Each encouraged to participate, contributing time, energy guiding work and information, thereby showcasing the power of collective action.

Our Task Force, formed with steadfast commitments, dedicated to address the multi-faceted crisis facing women and girls. Particularly in areas of economy, migration, conflict, food insecurity, education, employment. These crises heightened risks, exploitation of women and girls, necessitating coordinated, committed response.

Human trafficking encompasses sexual exploitation, forced labour, debt bondage, domestic servitude, organ removal, forced begging, child soldiers, forced marriage, linked crimes.

Objectives of the Taskforce: build awareness, education, community engagement, resource development, policy/advocacy methodology utilising multi-pronged approach executing our strategy plan via:

- Regular Meetings discussions, news, discussions, activity planning.
- Educational Initiatives, professional training task force, webinars, panels.
- Communication: private WhatsApp group assisted navigation in language/culture.

- Resource Sharing created Google Docs reports, data research briefs.
- Event Participation Presentations regionally, internationally agencies, Government, Stakeholders.
- Collaboration Reporting
- IFPBW trend sharing, analysis and influence

Achievements

The achievements of the Anti-Human Trafficking Task Force stand as a testament to collective efforts. As a significant group, we made strides in key areas, instilling a sense of productivity and encouragement among members. We have to date:

- **Diverse members** from four of five global regions serving two trienniums.
- **Increased awareness engagement** through concerted effort in education awareness, engaging audiences, including civil society and our Social media project on July 30th, gained notable success and significant attention.
- **Developed Resources.** We have developed high-quality videos and educational posts. The series completed at the end of 2024 have provided resources that are invaluable for member sharing presentations.
- **Proactively advocated for influencing advanced Policy making** related to human trafficking and positioned to advance relevant ongoing work.
- **Community Building strategies**: These initiatives have fostered a sense of community, member support, shared skills, joint perspectives and worked towards common goals.
- **A Shared leadership model** effectively providing members opportunities to speak and lead.

Challenges:

Despite marked progress-hurdles remain, these are:

- **Resource Limitations**: High-quality educational materials, videos, webinars requires time and secured funding.
- **Global Coordination**: Time zones, language, diverse regions posed hurdles, but member commitment and flexibility navigated them successfully.
- **Engagement and Participation**: Sustaining high levels of engagement and participation, given diverse situations, ages, and responsibilities, meant accepting commitment in all capacities without criticism or comparison.

Recommendations:

To build on successes, address challenges faced, the following recommendations are proposed:

- **Resource Allocation**: Secure dedicated funding for development.
- **Enhanced Communication Tools**: refine, improve communication tools, platforms to facilitate coordination.

- **Member Engagement**: recognising member commitments, training with certificates accolades.
- **Implement Strategies**: Sustain, increase member engagement, provide leader development opportunities.
- **Strategic Partnerships**: Amplify impact to leverage expertise in short or long-term efforts.
- **Policy Advocacy**: Train members to approach Member States, pragmatic meetings, relational dialogue, understanding Country's positions to assist influence, prepare for invitations.
- **Capacity Building**: Find members whose primary focus is on human rights concerns in Human Trafficking Gender Based Violence (GBV) nationally and globally.

Key Activities:

These activities have worked towards the advancement of Sustainable Development Goals (SDGs) 1, 4, 5, 8.7, 16, 17 and have linkages to Treaties, Conventions, Accords – Beijing Accord, Turkish Treaty CEDAW, 1949 Articles of Trafficking UN:

- Created National Outreach February 22nd National Human Trafficking Awareness Day - #ProjectMapleLeaf signalling awareness.
- Created Global Outreach July 30th #ProjectInterclusion in variopus languages with culturally sensitive imaging. (United Nations World Day to End Trafficking in Persons).
- Resources PDFs for global support hotlines.
- Created a Task Force Logo and nail files.
- Mentored members to attend Member State Ambassadors Civil Society meetings and apply for National, United Nations jobs.
- Planned and presented six years of CSW in person, virtual Side/ Parallel events, meetings with UNDOC, UNCAC UNHRC.
- Undertook leadership roles/engaged in Caucuses, Federations, Organisations to strengthen membership and influence (Soroptimists, NGO NY, Caucus Europe & North America, Women's Resource Institute, International Council of Women, Rotary Int'l, Women Graduates, Widows for Peace Through Democracy, Women's Aid.

Key Member Meetings:

- Ambassadors from Permanent Missions of Malta, Albania, Moldova, Canada, Poland, Ukraine
- Senators/Parliamentarians All Political Party Groups Caucuses from Canada, USA, Salvador, Costa Rica, Mexico, Bangladesh, Uganda, Mozambique, Jordan

Task Force Member(s) activities:

- Canada: policies, bills, laws royal assent
- Brazil: education to prevent forced child/adolescent pregnancy
- USA: webinar by United Nations NY, Young BPW Reps with Human Trafficking Institute research launch and survivor experts
- England: Belfast meetings Human Trafficking support programs and Ukraine support

- Mozambique: Women in Politics Rights and Safety
- St Martins: Awareness event in conjunction with book club/women's business groups

Contributions: briefs, manuals, research bodies of work (testified in committee/courts of law):

- OSCE/ODIHR Codes of Ethical Practices ensuring Human Rights of Survivors.
- United Nations Special Rapporteur on Contemporary Forms of Slavery - Canadian visit and review meetings.
- Women and Gender Equity Human Trafficking Committee Canada.
- Senate of Canada Commissioned Study Child Online Harms - Pornhub/Mindgeek Online Child Protection Violations in Pornography.
- United Nations Special Rapporteur on Violence Against Women - Study of Prostitution and Violence against Women and Girls.
- Congressional Committee(s).
- US Dept of Justice (FBI).
- Guns and Gangs Canada/USA Board Security Review.
- Global Law Enforcement (UNODC).
- Global Criminal Justice System US Dept of State.

Bill and Policy Advancing:

- Canada Bill 41, Protection from Coerced Debts Incurred in relation to Human Trafficking Act, 2023 Royal Assent.
- Canada Bill 251, Combating Human Trafficking Act, 2021 revised 2024 Royal Assent.
- Canada Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act.
- Canada-Memorandum 166 Education Act Mandatory Staff Training, Student Prevention Classes.
- Canada- Child and Youth Act amended to remedy human rights gaps in child protection.

Conclusion:

The Anti-Human Trafficking Task Force made significant progress in its mission to combat human trafficking and exploitation both to support victims and survivors and change legal and policy landscapes. The task force has laid a strong foundation for future work. While challenges remain, the commitment and collaboration of task force members learning to share with others is pivotal. A clear vision for the next triennium is necessary to dedicate resources and propel the collaborative spirit of the Anti-Human Trafficking Task Force to make lasting impacts for women and girls worldwide. Listen to Survivors.

4.3.2 Archives

Chair : Catherine Bosshart, BPW Switzerland

Taskforce Member:
Andrea Voellmin, BPW Swizerland

During this triennium, I had not much time to dedicate to the archives. We found the first printed minutes of the foundation meeting of BPW International which lasted from 24 to 26 of August 1930 in Geneva, Switzerland.

“Atria” Archives in Amsterdam – the place where our documents are deposited – have during my triennium changed as well in regard of staff as in its structures. All the responsible historians with whom I worked retired or left the archives. These circumstances make it more difficult to finalize the repertory of the BPW International archives.

To help advance the project, the Executive agreed to create a fund called “Archives” where we deposited each year the rest of the money which was supposed to be used for a repertory of the BPW International “Archives”. The aim is to find in the long run a young archivist who can support me to finalize the repertory of the whole archives.

4.3.3 Child Marriage Prevention

Chair : Guiseppa Seidita, BPW Italy

Taskforce Members:
Rasmata Kabre, BPW Burkino Faso ; Nasreen Mahdi, BPW Pakistan ; Dana Sas, BPW Romania; Victoria Anzola, BPW Bogatà; Krishni Hettiaratchi, BPW Canada.

Child marriage is a serious violation of human rights, and we cannot allow it. Statistics show that every three seconds a girl under the age of 18 is married - that means 10 million underage girls get married every year - mostly without their consent and usually to an older man. Most of these marriages take place in Africa, particularly in sub-Saharan Africa. According to the UNICEF Research Digest, Africa has the highest incidence of child marriage. Demographic and health data for Africa show that in Niger, Chad, and Mali, more than 70% of girls get married before the age of 18. The battle against child marriage is linked to SDG 5, Target 5.3 as well as SDG4.

Recent research on child marriage in Africa shows that most national governments in the region are either unaware of the seriousness of the issue and/or have not prioritised child marriage as a serious problem which has far-reaching implications for health, education, and the economic development indices. Many girls around the world are forced into marriage without being able to exercise their right to choose. The main causes of the phenomenon are the entrenched poverty, cultural norms and the religious beliefs deeply rooted in patriarchal traditions.

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

Child brides are often forced into early sexual activity and soon become pregnant. Most countries have passed laws to control and reduce the spread of this phenomenon, but other customary and religious laws have greater influence on family life or personal matters. More efforts are needed to increase investment in girls' education, in economic empowerment programmes to educate girls, and in awareness campaigns to educate people about the negative economic and health consequences.

For African societies in transition towards urbanisation and modernisation, gatekeepers of traditional beliefs and moral codes, strongly defend child marriage as the "last holdout" of "culture" in the midst of profound development pressures and globalisation.

Consequently, traditional authority figures seek to consolidate their influence by focusing on the family, sexual relations and other "private" aspects of social relations. Thus, the practice of early marriage in Africa and Asia is reinforced in the short term by the very process of 'development'. There is therefore an urgent need for self-efficacy training programmes to change mindsets that are bound by entrenched poverty, cultural norms/religious beliefs and deeply rooted in patriarchal traditions. I believe it is our duty to help the many children around the world who are victims of this violence and are forced into early marriages.

All BPW members should give their support to BPW friends around the world who are dealing with this terrible problem. What can a BPW club do for that?

- Undertake projects to promote education and raise awareness of the 'value of education' to the family and community.
- Carry out health education projects for girls and communities.
- Undertake projects to promote the education and empowerment of women.

- Taking legal action to defend the rights of child brides.
- Promote an information and awareness campaign on this sad phenomenon.
- Carry out awareness-raising activities to overcome gender stereotypes and the culture of stereotypes; Promote social welfare and gender policies.
- Promote women's empowerment.

The members of the Task Force and I have always cooperated with the BPW clubs, and we want to continue our collaboration to fight this terrible phenomenon. During CSW 68 in New York, we took part in some side events on this topic to promote our activities. In various countries we have organised meetings with BPW members and political representatives to discuss this issue and launch an information and awareness campaign. The meetings were attended by representatives of UNICEF and other international organisations. We need to create a network between our clubs and other organisations around the world to work together against this sad phenomenon.

Today this problem still exists, even in Italy, in fact we have many migrants from African countries and from countries at war, and unfortunately this practice has been implemented. Many women and girls from African countries live in Italy, some of them arrived by boat and are accommodated in shelters.

It is necessary to raise awareness among governments and at the same time promote the education and empowerment of young women in order to change this bad situation. It is very important to create a cultural change through education, because this is the best strategy to fight the problem.

We are running an information and awareness campaign about child marriage in the world. Our campaign includes some meetings in the different regions of BPW. In Burkina Faso, a member of the Task Force, Rasmata Kabre, is implementing a project to help young women with obstetric fistula: she provides them with accommodation, health care and education. In Sicily, with club BPW Messina Capo Peloro, we achieved the opportunity to create media awareness of this phenomenon with a symbol for the campaign against child marriage: a white zagara flower. We made a pin offered to all BPW members around the world. I hope we will be able to eliminate this terrible phenomenon very soon.

I would like to conclude this short report with a thought of my own: being members of BPW International must lead us to work for a stronger, more meaningful, and more prosperous society, a society built on commitment, innovation, economic development and human rights. A society that cares for the less fortunate and promotes justice with respect for diversity. We all have a strong desire to promote the empowerment of women to achieve equal opportunities in all fields of society and their full affirmation in society.

4.3.4 COVID 19 Reshaping the Future

Chair : Luisa Monini, BPW Italy

Taskforce Members:
Margherita Mazzelli, BPW Italy; Anna Parrini, BPW Italy; Alga Rossi, BPW Italy. Ester Eomois, BPW Estonia; Selda Alemdar Dinçer, BPW Turkey; Nicole Pillinger ,BPW Ticino; Genny Fumanti, BPW ITALY; Dora Mauro, BPW Buenos Aires; Sara Beatriz Louzan Rossi; Dianne Glenn, BPW Auckland

"New Actions Through Cooperation" is the motto chosen by International President Catherine Bosshart for her three years Presidency of BPW International. Years which have been marked by Pandemics, environmental disasters and wars that have impacted on most BPWI affiliates in the world. This has given rise to the organisation of various initiatives concerning the role of women in the pandemic emergency, in the theaters of war and at the international negotiating tables for peace.

BPWI affiliates of this taskforce, gave their voice to challenge the shortcomings of society and to become involved in solutions to the pandemic emergency and to protect women's rights, especially their right for a life free from all forms of of violence.

The BPW International Women Reshaping Future Taskforce acted on multiple fronts following the motto of our International President Catherine Bosshart, and in the light of the 17 SDGs identified by the U.N. to be reached by 2030.
BPW Italy

The Italian members of the BPW International Taskforce have made several contributions with webinars, conferences and projects.

February 2021	Milano Club Webinar 'COVID and the most fragile among us'.
March 2021	Milano Club 'Women in action in the world: new actions through cooperation'.
May 2021	Bitonto Club 'Initiatives for young people in schools to discuss with teachers and parents the problems that emerged with the Pandemic'.
September 2021	Brescia Club Seminar with two panels with the participation of Catherine Bosshart 'The BPWI, flywheel of economic recovery in the world' and 'Women in health, research and science for a better future'.
January 2022	The International Webinar 'BPW Women's Debate Open' on 'Gender Specific Medicine and Gender Differences in Sars Cov 2 infection' was held with the participation of Catherine Bosshart and Luisa Monini in the presence of young Asian women professional debaters.
May 2022	At the 17/th European conference in Reykjavík Luisa Monini presented 'How to communication gender specific medicine in the post-COVID Era', Margherita Mazzelli and Anna Parrini presented a very current project 'Internet, the great opportunity for the elderly too: how to bridge the digital divide through young tutors'. Alga Rossi presented

	'Empowered Young Women promote economic_recovery thanks to ICT', Genny Fumanti presented 'Music therapy, therapy with songs and art therapy project dedicated to the response and support to the emotional emergency caused by COVID'.
June 2022	Milano Club: 'Seminar on the role of women, ambassadors of Peace'.
March 2024	Milano Club: 'Conference on Women in action in the world: new actions through cooperation'.
March 2024	San Vincenzo-Val di Cornia- Livorno Clubs: 'Active Ageing Club-Women at the heart of the cultural and economic social-health system', with the participation of Luisa Monini, Anna Parrini, and Margheriita Mazzelli.

BPW Estonia

September 2021	Ester Eomois organized several initiatives on the: 'COVID impact on female (managers) careers', so her focus was on work and life balance issues related to COVID-19.

BPW Turkey

October 2021	Selda Alemdar Dinçer shared information on the earthquake that hit Turkey. This combined with the impact of the COVID-19 pandemic had severe Social and Health consequences. Selda reported that BPW Istanbul Club established a collaboration with the online platform that was made to give Hiwell psychological support accessible to everyone.
May 22	At the BPW European Regional Forum in Reykjavík, Selda Alemdar Dinçer presented: 'Solidarity matters'.
June 2024	Selda Alemdar Dinçer, after the earthquake, announced the official partnership of BPW İstanbul Club, with Hiwell, one of Turkey's first online digital psychology platforms in order to support women with the motto: "We will heal together". More information see link https://www.hiwellapp.com

BPW Switzerland

February 2022	Nicole Pillinger, BPW Ticino shared information about a Zoom conference held by a cardiologist about the differences between women's and men's hearts and the consequences of the ways women and men experienced having COVID. Nicole suggests that this difference should be better known by women and that there should be better communication between doctors and women. Nicole believes this could be a project for the Taskforce.
May 2022	Reykjavík - Nicole Pillinger presented: 'Ensure access to care for people suffering from long-term condition during and after pandemic'.

BPW Argentina

February 2022	Dora Mauro, BPW Buenos Aires, organized a workshop on: '*Empowering women to prevent feminicides in post-COVID Era'*.
May 2022	Reykjavík - Dora Mauro presented: 'Empoderando a las mujeres para prevenir femicidios en la era Post COVID: porque en Pandemia aumentaron los casos'
May 2022	Reykjavík - Sara Beatriz Louzan Rossi presented: 'Health, Work and Development for the Era Post COVID'.

BPW NZ

September 2021	Dianne Glenn, BPW Auckland reported that due to the severe restrictions due to the COVID Lockdown, the only way to continue working was virtually through 'Zoom' Board meetings.

Conclusion

The contributions received by the BPW International Taskforce Women Reshaping future after COVID were, at the beginning of the pandemic, delivered via webinars and zoom meetings; then, as pandemic restrictions gradually lifted, and vaccination was available, this allowed us to return to in person meetings. At this time, meetings, conferences, workshops and seminars were organised, and above all, projects have been carried out. I would point out that the pandemic first and then the wars, have greatly reduced the activities of the affiliates in the world.

4.3.5 Equal Pay

Chair: Bettina Schleicher, Country of BPW Membership: Germany

Taskforce Members
Sheila Crook, BPW Canada; Elke Ickert, BPW Germany; Johanna Marius, BPW Egypt; Marta Susana Solimano, BPW Argentina; Carmen Kraushaar, BPW Germany.

The Equal Pay Day Taskforce supports the global awareness campaign for Equal Pay launched by BPW International in 2009.

The task force is primarily aimed at the members of BPW International and their individual BPW clubs, but is also available for inquiries from other organisations and works together with other task forces as required.

Since the start of the campaign, more than 40 countries have actively addressed the issue of Equal Pay through the activities of BPW and most of them have introduced an Equal Pay Day. Almost all member countries are involved in the campaign. Thanks to BPW, the campaign has become a global movement.

The aim of raising awareness of Equal Pay through the campaign has been achieved. However, as Equal Pay has not yet been achieved and women still receive overall less pay for paid work than men, and in some cases receive less pay on average for the same work. This injustice is no longer tolerable and it is time the gender pay gap is abolished.

The task force has, and is, also working on this by supporting the Equal Pay campaign. To raise awareness of this issue, a side event on "Closing the Wage Gap" was held during the CSW in New York for over a decade. We invited politicians, entrepreneurs and experts to this side event and discussed with them how the global wage gap could be closed. The side events were always very well attended. After each side event, more countries joined the campaign.

As a result of the COVID-19 pandemic, face-to-face events changed and the task force worked mainly online. However, we are planning to hold face-to-face CSW events again in the coming years.

The task force and its members were available to the countries as contacts and provided them with support. We took part in internet events and sought direct contact with BPW clubs and exchanged ideas with them.

With the help of the campaign, the issue of "equal pay for equal work" has achieved a high level of awareness worldwide. BPW International has cooperated with other institutions and organisations. Many BPW clubs have established contacts with their respective governments, parliaments, governments, companies, trade unions and the public.

Every year, more and more supporters come forward for this important issue. The activities in the countries vary, but are always carried out with great commitment from the members. From individual small events or meetings to large demonstrations and high-profile media events. Several countries have received financial support for the Equal Pay campaign from their governments or from companies. Companies offer discounts equal to the pay gap on Equal Pay Day.

In many countries, Equal Pay Day is reported on television, on the radio and in the newspapers. Trade unions have also taken up the issue. In many countries, the pay gap has also become an election issue for political parties.

However, BPW has also succeeded in working with associations that attract a great deal of attention. For example, national women's soccer teams support Equal Pay. Numerous websites have been set up for Equal Pay Day and the demand for equal pay. The internet is full of the topic "Equal Pay". The campaign uses a logo developed by a BPW for its activities to highlight the pay gap. In Germany, for example, the task force has succeeded in getting the "Equal Pay Day" campaign included in a school textbook. Our campaign has resulted in laws being passed in some countries to prevent pay inequality. The task force has also maintained contact with the European Commission in Europe, among others, which is working very hard for equal pay. Our campaign has succeeded in raising awareness of unequal pay among large sections of the population and increasing the pressure on politicians and companies. We have found many allies in the process. The issue has become a global topic, and not just at BPW. Even if the pay gap still exists worldwide, we can see that the gap is closing. BPW is driving this issue forward and all countries and members are proud that BPW has done much to close the pay gap. The task force with its members, BPW International and the many active BPW women have contributed to this.

4.3.6 Friends and Fellows

Chair : Guiseppa Seidita, Italy

Taskforce Members:
Catherine Bosshart, International President; Chularat Israngkool Na Ayutthaya, Vice President UN; Jenny Gulamani-Abdulla, Executive Secretary; Eufemis Ippolito, Finance Executive Officer; Patricia Maya, Member Services; Tomi Odunsi-Fadina, Young BPW; Hadia Gondji, Regional Coordinator African Region; Narudi Kiengsiri, Regional Coordinator, Asia Pacific

Chapter 4

4.4 Ad Hoc Committees

4.4 AD HOC COMMITTEE REPORTS

4.4.1. Constitutional Advisory Committee (CAC) Report 2021-2024

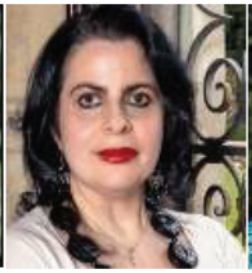
Chair: Carolyn Savage, BPW New Zealand Past President

Committee members:
Beatriz Vidigal Xavier da Silveira Rosa; BPW São Paulo – Brazil; Carla Laura Petruzzelli, FIDAPA BPW Italy; Ojobo Atuluku, BPW Premier, Nigeria; Samantha Sherman, NFBPWC, USA.

BPW International Executive ex-officio members:
President Catherine Bosshart BPW Switzerland; Executive Secretary Jenny Gulamani-Abdulla BPW Canada.

Chair :
Carolyn Savage
BPW New Zealand

Beatriz Vidigal Xavier de Silveria Rosa,
BPW São Paulo



Carla Laura Petruzzelli,
FIDAPA BPW Italy

Ojobo Atuluku
BPW Premier,
Nigeria

Samantha Sherman
NFBPWC USA

BPW International Executive ex-officio members

Catherine Bosshart,
BPW Switzerland

Jenny Gulamani-Abdulla,
BPW Canada

Ad Hoc Committee Reports

To begin a very warm thank you is extended to the amazing women who agreed to be members of this committee and when family, work or health commitments resulted in a step back then no shame in being human and having to put yourself, your career or family first. Our Aims are about respect, mentoring, support, education and leadership and we all learn and grow because of the empowerment we give each other.
Following Congress 2021, I felt honoured to be asked to be the Constitutional Advisory Committee (CAC) Chair for 2021-24, following in the footsteps of former Chairs and mentors Past International President (PIP) Sylvia Perry (2014-17, 2017-21) and Past International President (PIP) Chonchanok (Nok) Viravan (2011-14). The success of your Ad-hoc CAC Committee, was due to exceptional women, their experience, knowledge and representation from the five (5) Regions.

The CAC had several unique challenges and sensitive issues requiring diplomacy and confidentiality. The meetings had a clear agenda (unfortunately still some not achieved) and minutes:

- CAC met at least every six (6) weeks in the last two and half years
- provided constitutional advice for the President and Executive on non-compliance issues
- the last two (2) months, met almost weekly to review the proposed amendments and resolutions

An overview of the work of the CAC committee for 2021-24:

1. Ensured the latest versions of the Constitution and Regulations and Procedure Manual, with any changes that had been voted on and completed by PIP Sylvia Perry 2021, were uploaded into the BPW International website.

2. Found that the BPW International Policy Advocacy Resolutions Register and Operations Resolutions Register had not been updated since 2014, these urgently needed the proceedings from 2017 and 2021 on the passed resolutions to be included and uploaded into the website. Members have had no access to this vital advocacy information since 2014.

3. Following the XXX BPW International online Congress 2021, there have been no published proceedings and had to review the draft proceedings on what was voted on:

    - find if any motion for the proposed amendments which could not be presented be ‘left on the table’:
        - no motion was recorded but the CAC committee reviewed those submitted 2020/21 and have incorporated into the detailed updates
        - provided the mover (or if no longer an Executive member as four (4) years since they were submitted) they have a new mover, with acknowledgement of the original mover included as supporters of motions, being ‘lifted off the table’ at Congress 2024

- motion on the transfer of money from BPW International account held in the Chase Bank USA, which was voted in favour, but *'no proceedings, no motion'* has been noted by some

- review of the letter that had been issued to the International Board, from the Young BPW members on the proceedings and items of concern and what should be changed in the procedure manual, for example use of social media.

- Mid-2021: had started to review the existing Constitution and Regulations and Procedure Manual. Plus
  - Organisation Guidelines CAC version 2 (dated 11/29/2013)
  - Regional Coordinating Committee Regulations, Bylaws or Guidelines

4. In brief:
   - Organisation Guidelines have invaluable sections that should be added as appendices to the Procedure Manual, e.g. congress planning and specifications, application for Affiliation to BPW International as an Affiliate Club or Affiliate Federation
   - Bylaws and Regulations had significant sections that did not comply with BPW International governance documents and will need updating (Asia-Pacific updated 2022-23)

5. BPW International Registration and existing Constitution and Regulations, the process to date:

   - February 2022: presented to the BPW Intercontinental meeting that we had started a more detailed review of our Constitution and Regulations
   - End of 2022: International President was advised:
     - BPW International could not be registered in the Geneva Registre de Commerce
     - the CAGI – Welcoming Centre for non-profit organisations (NGOs), Geneva, where BPW International was registered in 2011, advised their legal team would review our documents
     - instructed to work with NGO specialist lawyers to help in the update of the documents for registration.
   - January 2023: the Anti-Money Laundry Act (AMLA) was updated, as per other international laws in respect to risks of money laundering on non-profit organisations
   - October 2023: A detailed update of the Constitution and Regulations were completed, presented to the Executive
   - October-December 2023: online and face-to-face PowerPoint presentations across all the Regions were held

- December 2023: draft proposed amendments, with rationales, issued to International Board to vote on two motions, accepting these being presented at an Extraordinary Virtual General Assembly (EVGA) and to pay for registration costs in Switzerland
- January 2024: updated presentation at the BPW Intercontinental meeting
- February 2024: International Board online meeting to vote on EVGA was lost
- March 2024: presentation at the Leadership Summit.

6. This piece of work to update the existing Constitution and Regulations (C&R), has resulted in:
   - Significant number of meetings and PowerPoint presentations
   - early morning and overnight meetings in New Zealand time
   - updated draft document for review by Swiss legal team, their recommendations included in final updates for Congress 2024
   - 4,470 'woman hours' to complete the documentation to date

7. Congress 2024: following information prepared, with some proposed amendments included into C&R updates:

- Sections:
  5.1 **20** - detailed draft updated Constitution amendments
  5.2 **41** - draft updated Regulations amendments
  5.3 **18** - proposed amendments, **13** (2020/21), **5** (2024)
  5.4 **6** - proposed internal resolutions
  5.5 **14** - proposed procedure manual amendments, one (**1**) from Regulations, **9** (2020/21), **4** (2024)

- Three amendments required further information or did not comply with the Aims; therefore mover advised accordingly these could not be accepted as is.

- Draft Constitution and Regulations (Statutes), in book form and colour with proposed changes.

- Standing Orders (Rules of Debate), noted that proposed friendly amendments be issued by the 17th September to help the process (new).

CAC 2021-24 hopes the next committee achieve the same level of collaboration and pleasure in respecting our organisation in a democratic and responsible manner, with due care while acknowledging our origins and without forgetting our sustainable future.

4.4.2. German Feminist Foreign Policy (FFP)

Authors : Christine Heinze and Nadine Lasarzewski, BPW Germany

During her term as W7 Advisor in 2022, Christine Heinze was asked by the German Ministry of Foreign Affairs to moderate the initial panel discussion ”Women in the Global Economy“ which led to a call for position papers from the international civil society on German Feminist Foreign Policy.

On behalf of BPW Germany / BPW International, Christine wrote a position paper and, since then, was invited a couple of times to contribute further to the process.

Nadine was invited to contribute the perspectives of Young BPW in a series of workshops at the German Ministry of Foreign Affairs to review the draft of German Feminist Foreign Policy. In March 2023, the final strategy on Germany Feminist Foreign Policy was presented by Annalena Baerbock, German Minister of Foreign Affairs.

Historical Context and Initiation

Germany's development of a Feminist Foreign Policy (FFP) was part of a broader global trend influenced by countries like Sweden, which pioneered FFP in 2014. Germany's approach to feminist foreign policy has been shaped by its commitment to gender equality, human rights, and sustainable development.

Initiation and Key Milestones:

1. **Influence from International Models**: Inspired by Sweden's pioneering efforts, German policymakers began to explore feminist perspectives in foreign policy. This movement gained momentum with the support of civil society organisations and advocacy groups pushing for a more inclusive and equitable foreign policy framework.
2. **Political Advocacy**: The advocacy work of groups like Women7 (W7), during Germany’s G7 presidency, played a significant role. Organisations under W7 called for gender equality and women’s rights to be prioritised in G7 policies, leading to significant political and financial commitments from the German government.
3. **Institutional Support**: The establishment of the Federal Ministry for Economic Cooperation and Development's (BMZ) Gender Equality Strategy in 2014 marked an important step. The strategy aimed to integrate gender perspectives into all aspects of German development cooperation.
4. **Policy Formulation**: In 2021, the Federal Foreign Office under Annalena Baerbock, who became Germany's first female Foreign Minister, formally introduced feminist principles into German foreign policy. This policy emphasizes intersectional approaches, human rights, and the dismantling of structural inequalities.

Core Components of German FFP

1. **Intersectionality:** German FFP addresses the intersection of various forms of discrimination, including those based on gender, race, and economic status. This

approach ensures that policies do not merely focus on gender in isolation but consider the broader socio-economic and political contexts.
2. **Human Rights and Justice**: A central pillar of German FFP is the promotion of human rights and social justice globally. This includes supporting women's rights, advocating for LGBTQ+ rights, and challenging oppressive regimes that violate these principles.
3. **Economic Empowerment**: Economic empowerment is crucial, with a focus on promoting women's participation in the economy through initiatives like microfinancing, entrepreneurship support, and fair trade practices.
4. **Inclusive Peace and Security**: German FFP prioritises the inclusion of women in peace processes and conflict resolution. This is based on evidence that women's participation leads to more sustainable and effective peace agreements.
5. **Environmental Sustainability**: The policy integrates gender perspectives into environmental sustainability, recognizing the disproportionate impact of climate change on women and advocating for their role in climate action and decision-making.

Implementation and Results

1. **Policy Integration**: Since its formal adoption, FFP principles have been integrated across various sectors of Germany's foreign policy. This includes diplomatic efforts, development cooperation, and international trade agreements, reflecting a commitment to mainstream gender equality across all areas.
2. **Increased Funding for Gender Initiatives**: Germany has increased its funding for programs that support gender equality and women's empowerment globally. This includes support for women's rights organisations, initiatives to combat gender-based violence, and efforts to enhance women's economic opportunities.
3. **Advocacy and Diplomacy**: Germany has actively used its diplomatic influence to advocate for feminist principles in international forums, including the United Nations and the European Union. This has led to stronger international resolutions and agreements that support gender equality.
4. **Women's Participation in Peace Processes**: German FFP has contributed to increasing women's participation in peacebuilding and conflict resolution efforts. This aligns with global frameworks like UNSCR 1325, which emphasises the importance of women in peace processes.
5. **Environmental Initiatives**: Programs addressing environmental issues now consider gender impacts, supporting women in climate-vulnerable regions and advocating for their leadership in environmental governance.

Challenges and Criticisms

1. **Implementation Gaps**: Despite progress, there remain gaps in the implementation of FFP principles, particularly in regions with strong patriarchal structures and in areas where gender equality is met with resistance.
2. **Measurement of Impact**: Quantifying the impact of FFP remains a challenge. There is ongoing work to develop better metrics and evaluation frameworks to assess the effectiveness of feminist policies.

3. **Resource Allocation**: Ensuring consistent and adequate funding for FFP initiatives is a continuing challenge. Competing priorities and limited resources can sometimes undermine the sustainability of gender-focused programs.

Conclusion

German Feminist Foreign Policy represents a significant evolution in how foreign policy can incorporate gender perspectives to achieve broader goals of equality, justice, and sustainability. While there are challenges in implementation, the strides made in integrating feminist principles into various aspects of Germany's international engagements underscore the transformative potential of such an approach. The ongoing commitment to refining and expanding these policies will be crucial in addressing the complex global issues of the 21st century.

4.4.3. Resolutions Chair Report for Congress 2024

Chair: Vicky Mee (BPW New Zealand)

Members: Jo Kinsey (BPW UK), Colleen Babiuk-Ilkiv (BPW Canada), Nadia Vodounnou (BPW Akpapa-Benin).

Ex officio: Executive Secretary Jenny Gulamani-Abdulla

Advisor: Constitutional Advisory Committee (CAC) Chair, Carolyn Savage

Resolutions for debate at this Congress were due by 17th May. Nineteen resolutions were received by that date but six were determined to lie with the CAC Committee. Thirteen resolutions submitted in 2024 were considered by the Resolutions Committee.

At the XXX Virtual General Assembly from 21-30 March 2021 time constraints prevented the presentation of six internal resolutions and, as Resolutions Chair, I checked with the movers of those resolutions to see if they wanted to maintain them for the XXXI General Assembly. Three of the movers requested that their proposed resolutions be resubmitted for this Congress and they were 2020-11, 2020-12 and 2020-18.

In all sixteen resolutions were reviewed by the Resolutions Committee with eight being in the external advocacy category and eight in the internal operational category. The resolutions were ready and posted on the Congress website by 17th July 2024.

For the first time for BPW International a pre-Congress amendment process is in place with amendments to resolutions to be submitted by 17 September 2024. Those accepted by the movers will be classed as friendly amendments and the wording provided in the Congress bags. Those submitted by 17th September but not accepted by the movers can be debated at the General Assembly but no new amendments will be voted on at the General Assembly.

I encourage delegates to attend the Resolutions workshop held prior to the Congress to discuss the resolutions. Some are complex and the proposers will be present at the workshop to help clarify and answer any questions raised. This is also an opportunity for all delegates to learn or to refresh about resolution processes and timing to ensure all goes smoothly on the Congress floor.

Resolutions underly much of BPW International's advocacy work and they provide a mandate for new internal initiatives. My thanks go to all those who developed and submitted resolutions for their dedication to the work of BPW International.

I would like to thank the Resolutions Committee for their committment and expertise in reviewing the documents prior to Congress and my thanks also go to CAC Chair Carolyn for her advice on procedural matters.

4.4.4. Women 7 (W7)

Author: Christine Heinze, W7 Advisor and Co-Chair Economic Empowerment, Justice and Rights during the German G7 presidency in 2022 BPW Germany

Introduction

Women 7 (W7) is an official engagement group of the Group of Seven (G7), focusing on promoting gender equality and women's empowerment within the G7 agenda. During Germany's presidency of the G7 in 2022, the W7 process played a significant role in advocating for gender-focused policies and commitments. This report outlines the key activities, outcomes, and recommendations of the W7 under the German G7 presidency.

1. Overview of Women 7 (W7) The Women 7 (W7) engagement group brings together civil society organisations and experts to influence G7 policies on gender equality. Established to ensure that gender issues remain central to G7 discussions, W7 operates by:
    - Conducting policy dialogues.
    - Developing comprehensive recommendations.
    - Engaging directly with G7 leaders and policymakers.

    In 2022, W7 was tasked with addressing persistent and emerging gender equality challenges, with a particular focus on the impacts of the COVID-19 pandemic, climate change, and economic inequality.
2. The W7 Process during the German G7 Presidency a. Objectives Under Germany's G7 presidency, W7 aimed to:
    - Advocate for gender-responsive pandemic recovery strategies.
    - Highlight the disproportionate impact of climate change on women.
    - Promote economic justice and empowerment for women globally.
    - Push for increased political representation and participation of women.

Methodology

W7 employed a multi-faceted approach to achieve its objectives:

- Consultations: Engaging with a wide range of stakeholders including NGOs, experts, and activists.
- Research and Reports: Publishing detailed recommendations and analysis on key issues.
- Dialogues: Organising virtual and in-person meetings with G7 ministers and representatives.
- Advocacy Campaigns: Launching public campaigns to raise awareness and mobilise support.

Key Activities

1. W7 Summit: Held in May 2022, the summit gathered over 60 civil society representatives and gender experts to finalize the W7 recommendations.
2. Policy Recommendations: The "W7 Recommendations to the G7" document was presented, focusing on integrating gender equality into all areas of the G7's work. 3. Engagement with G7 Leaders: W7 representatives held direct meetings with G7 ministers and sherpas to discuss the implementation of the recommendations.
3. Key Recommendations and Policy Proposals The W7 recommendations covered several critical areas:

a. Economic Justice and Empowerment

- Gender-Responsive Recovery: Implementing policies to ensure that economic recovery from the COVID-19 pandemic addresses the needs of women and marginalized groups.
- Equal Pay and Labor Rights: Enforcing measures to close the gender pay gap and protect labour rights for women, including those in informal sectors.

b. Climate Justice

- Gender-Inclusive Climate Action: Integrating gender perspectives into climate policies and ensuring women's participation in climate decision-making processes.
- Support for Women in Climate-Vulnerable Regions: Providing targeted financial and technical support to women in regions most affected by climate change.

c. Political Participation and Representation

- Quotas and Targets: Introducing and enforcing quotas for women's representation in political and decision-making bodies.
- Support for Women Leaders: Enhancing support mechanisms for women leaders and candidates, including training and mentorship programs.

d. Healthcare and Education

- Access to Healthcare: Guaranteeing universal access to sexual and reproductive health services and rights.
- Education Initiatives: Investing in education programs that address gender disparities and promote STEM education for girls.

Outcomes of the W7 Process

a. Integration into G7 Agenda Many of the W7's recommendations were reflected in the official G7 communiqué and related documents. Key achievements included:

- Commitments to Gender-Responsive Recovery: G7 leaders acknowledged the need for inclusive economic recovery strategies.
- Climate Policy Inclusion: The G7 agreed to consider gender impacts in their climate action plans.
- Support for Women's Leadership: Enhanced support for increasing women's participation in political processes was noted.

b. Enhanced Visibility and Advocacy The W7 process elevated the visibility of gender equality issues within the G7 framework, ensuring sustained advocacy and action:

- Increased Civil Society Engagement: Strengthened collaboration between G7 governments and civil society on gender issues.
- Ongoing Monitoring: W7 established mechanisms for tracking the implementation of G7 commitments to gender equality.

c. Challenges and Areas for Improvement Despite significant progress, the W7 process also highlighted ongoing challenges:

- Implementation Gaps: Ensuring that G7 commitments translate into concrete actions at national and international levels remains a challenge.
- Sustaining Momentum: Maintaining focus on gender equality beyond the German presidency requires continuous advocacy and monitoring.

Conclusion

The W7 engagement under the German G7 presidency in 2022 marked a crucial step in integrating gender equality into global governance frameworks. By actively participating in the G7 process, W7 succeeded in advocating for policies that address the needs and rights of women and girls worldwide.

Continued efforts are needed to translate these commitments into tangible outcomes and to ensure that gender equality remains a priority in future G7 agendas.

References

- W7 Recommendations to the G7 2022
- G7 Germany Presidency Overview
- Official G7 Communiqué 2022

Chapter 4

4.5 UN. Reports

4.5 UN REPRESENTATIVE REPORTS

4.5.1 United Nations – New York.

IFBPW New York UN Report 2021 - 2024

This report is submitted on June 12th, 2024, by Dr. Helena Kane Finn, Main Representative, IFBPW United Nations New York.

This document includes reports from the IFBPW New York UN Representatives:
Nermin Ahmad, Francesca Burack, Judi Kilachand, Tess Mateo, Susan O'Malley, Alison Smale, Shyama Venkateswar and Helena Finn covering the years 2021 – 2024.

It is a clear and definitive illustration of the dedication of the IFBPW New York Representatives to the United Nations.

Nermin Ahmad, is UN Representative for IFBPW, President of NFBPWC-NYC Affiliate Chapter and Chair of the NFBPWC Women on the Move Initiative. Nermin's areas of primary concern is Migration and Sustainable Development.

Nermin also served as Rapporteur for the monthly IFBPW meetings of the IFBPW New York UN Representatives. She became Treasurer for the Committee on Migration in 2022 and will continue in that capacity until 2026. She is the Convener of the Subcommittee on Xenophobia, Racism and Social Inclusion through June 2026. Among her many accomplishments, she has been involved with the Afghan Women Project, identifying migrants for interview. She presented at the Achieving Economic Empowerment for Displaced Business and Professional Women, CSW 67 event.

Nermin Represented Subcommittee on Xenophobia and Social Inclusion during a visit with Moroccan Representative to the UN, H.E. Omar Hillale. In the Subcommittee on Xenophobia and Social Inclusion, Nermin co-wrote the final report made available to all UN member countries. She co-authored the Subcommittee's statement on combatting xenophobia for refugees leaving Ukraine. Her blog was accepted by the United Nations Network on Migration for publication on behalf of the Subcommittee on Xenophobia, Racism and Social Inclusion published in late spring 2023. She served as Speaker at the Journalists' Fourth International Forum for Migration (JIFORM), Toronto Canada, in November 2023.

Francesca Burack, IFBPW UN New York Representative. Francesca has continued to focus on learning, literacy, and education. She has been actively working with the former Vice Chair of the Literacy and Learning NGO to push a global massive long-term action that would bring

children around the world up to grade level reading using artificial intelligence (AI) tools for education. Francesca attended the UN supported meeting, The Future We Want Model UN. She attended all of the CSW's during this triennium, supporting a variety of BPW presentations and panels in person, including those that included both our present international president and our immediate past president.

Francesca attended the reception hosted by the Turkish Consulate during CSW67. Annually, she organizes the dinner out in Harlem for our BPW members during CSW. She has mentored many Young BPWs. She has attended the meetings of the General Secretary. At the Intercontinental Meeting Group, together with two members of her team, from Spain and Uganda, she presented on the importance of teamwork, BPW Standing Committees and collaboration. Members of her standing committee have also presented twice at the Leaders' Summit. She attended the Secretary General's monthly meetings open to the NGO's. Francesca also attended meetings on the passage of the ILO Convention 190: The Right of Everyone to a World of Work.

Judi Kilachand, IFBPW UN New York Representative. Judi has worked on the BPW International Standing Committee on Development, Training & Employment (DT&E), headed by Committee Chair Francesca Burack; activities around the BPW Leaders' Summit in 2022 and 2023; the UN - meetings of the CSW 67 & 68 and the Committee on Migration; and a partnership between NFBPWNYC/IFBPWNYC with OneShared.World (OSW). Judi worked as a member of BPW International's Standing Committee on Development, Training & Employment (DT&E), headed by Committee Chair Francesca Burack. During the last quarter of 2023, Standing Committee DT& E has been working on a training program or workshop on Intergenerational Dialogue and Communication looking at communication of generation groups: Baby Boomers, Gen X, Millennials, Gen Z, and Generation Alpha using role playing and interactive conversations.

The blog entitled, From Strangers to Sisterhood: Our Collaboration Journey, was published in the November 2022 BPW International newsletter. DT&E completed a centralised Resource Guide listing training, development and employment programs projects and activities in the BPW Worldwide community which is now housed on the NFBPW website. Judi attended the BPW International Leaders' Summit in March 2023 and 2022 and assisted in the presentations about DT&E Standing Committee's work each year with BPW International Standing Committee DT&E Chair Francesca Burack and Jordan representative Mona Naffa.

Tess Mateo, UN Rep NYHQ/ DPI/NGO 2021-2024. Tess worked in supporting activities on behalf of BPW International and all women and girls today and tomorrow. Tess focuses on increasing the number of females in high growth, high margin, wealth creating renewable energy, technology, and sustainable food/STEM sectors that are critical on the only remaining path to a sustainable 2050. She is a trusted advisor to the leaders of UN Women, UNCTAD, UN Global Compact, ITU, ILO, ITC, UNDESA and others in the UN Sustainable Development Network and several countries. She is a featured speaker at UNGA, CSW, International Day for Women and Girls in Science, Global Summit of Women, Global InvestHer, UN STI and SDG Summits. Given her global networks and knowledge of the private sector and having opened the stock exchanges in over 20 countries, she is a sought-out collaborator.

Tess regularly disseminates information on renewable energy, STEM, emerging technologies and sustainable food information, and shares UN communications to global BPW networks.

To build a pipeline and ecosystem of future leaders, Tess recruits female students from universities and Young BPW to engage with the UN's and GSW's Youth Forum.

Tess works with dozens of IFBPW members to share knowledge and amplify messages in regional and local networks and is asked to contribute to and review many UN publications as well as IFBPW position statements and remarks.

Susan O'Malley, IFBPW New York UN Representative has attended monthly meetings of IFBPW UN representatives and supported with agendas, reports, and minutes. She has attended Clare Fulcher events.

Susan edited IFBPW Statement for UN Women's listing of ECOSOC accredited NGOs for CSW68. She wrote a UN Column for NFBPWC monthly Newsletter.

In NGO CSW/NY Susan served as Advisor to Co-chairs Pamela Morgan and Ivy Koek, where she attended monthly meetings, and co-chaired a parallel event with Canadian Senator Marilou McPhedran, Parliamentarians Against Poverty for CSW68. She spoke at 3 parallel events on widows representing WPD Widows for Peace through Democracy as their UN Representative with the Global Fund for Widows and NAWO (UK). She attended NGO CSW/UN Women/ Commission on the Status of Women briefing, the Vienna Cafe round table discussions, two briefings for US NGOs at the US Mission. Susan plays cello in the UN Orchestra four concerts a year.

Susan serves as Advisor to NGO Save Cambodia (Thayyvie Sin): working on Universal Periodic Review for Cambodia. Susan works with Fahima Gaheez (NGO Afghan Women's Fund) to secure a humanitarian parole for Afghan Mohammad Shah Janat who was jailed and tortured by the Taliban. Janat worked with Fahima for 5 years to build and run schools for girls in rural Afghanistan.

Alison Smale, Former UN Under-Secretary-General for Global Communications Report. Areas of Concern: Global communications; impact of food scarcity on women.

Alison believes that we should benefit more than we do now as a group from the experiences of our wonderfully diverse membership. For example, we all travel. Where have people heeded our experiences with the UN? Is there a way to collect our experiences each month into good practical guidance e.g., for younger women who we can advise?

Brainstorming sessions revealed that the tastes and backgrounds of individuals leading the groups influence our work perhaps more than they should. It is so hard to fathom how much our world has changed in the past 3 years. Alison points out that we have stuck to our goals and used the clarity they can bring to support the UN in crucial matters such as the delivery of grain and other vital supplies.

All UN Representative New York's deliberations have been well served by Helena's leadership and emphasis on the importance of human rights. Exposing atrocities wherever they occur is

vital, just as is uniting to lend heft to our actions is one of the most important things to preserve. It is a truism, but we can only overcome the fears and fright of recent times if we do so together!!

Shyama Venkateswar, IFPBW UN Representative. Areas of Concern: Future of Work for Women; Diversity in the workplace.

BPW International Committee event planned with Judi Kilachand. Shyama also planned a Development, Training and Employment Standing Committee (DT&E) event headed by Francesca Burack. The topic was Transformative Leadership. Shyama's talk explored how business leaders can change their perspective from a singular focus on shareholder capitalism to incorporate a wider and more nuanced understanding of stakeholder capitalism. This is a crucial lens that business leaders must buy into so that there is shared consensus in investments in communities, sustainability, climate change, and social well-being of all across lines of difference. The discussions focussed on:

1. How do we build inclusion;
2. What behaviours and actions are required?
3. What is the legacy of leadership that each one of us wants to leave behind?

Shyama joined CSW in November 2022, hoping to promote Women in Tech. There is a great deal of need in more intentional DE&I efforts in the tech space so that women and equity-deserving groups can advance. With Judi Kilachand, she is discussing the possibility of convening women leaders in tech to talk about challenges, some of the initiatives that they are implementing to make a difference, and how they can mobilise allies in this work.

Here is an article on the current challenges in the tech sector on DEI-related issues: https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/tech-layoffs-are-already-deteriorating-dei-efforts.aspx.

Helena Kane Finn, IFBPW Main Representative UN New York, Former US Diplomat. It is a great honour to serve as the Main Representative for the IFBPW at the United Nations in New York.

Our monthly meetings have served to intensify the cooperation amongst the eight IFBPW New York UN Representatives on issues ranging from migration to diversity in the workplace. Our talented and dedicated group of eight New York Reps have endeavoured to fulfill the goals set forth by our organisation. They have brought to bear their varied experience in business, academia, journalism, foundation management and advocacy. I have held monthly meetings of our group so that they can exchange information and find ways to cooperate on projects of mutual interest. For example, Judi Kilachand has coordinated with Francesca Burack on Development, Training and Employment. She has also provided mentorship for our newest member, Shyama Venkateswar, whose expertise in the areas of diversity and tech are invaluable assets to our group going forward. Susan O'Malley has shared her vast experience with our entire group, providing them with guidance, particularly about the CSW. Susan's work on widows has helped to highlight an aspect of potential empowerment that is frequently overlooked. Alison Smale, an accomplished journalist who has formerly held a very senior post at the UN, has briefed our group on the impact of the current crisis in Europe on local communities. Tess Mateo has been an inspiration to us all through her energetic participation

in multi-faceted endeavours designed to promote the cause of equality for women and girls. Nermin Ahmad has utilised her considerable bureaucratic skills in running the NFBPWC-NYC. Her work on immigration and women on the move has improved the lives of women in transition. Francesca Burack has heightened awareness of trafficking of women and girls through her work with the task force.

Overall, our meetings have promoted harmonious and productive exchanges amongst our members. It has been very rewarding to witness the high level of cross-fertilisation amongst those in our small group. It has been my responsibility to make sure that we all find ways to promote the overall Mission. First and foremost, we wanted to make sure all of us, working both with one another and in different channels, were seeking to help women to realise the Sustainable Development Goals.

4.5.2 United Nations – Geneva

IFBPW Triennium Report 2021 - 2024

This report is submitted on 30 June 2024 by Doris Gerber Cerrud Viquez, Main Representative, IFBPW United Nations Geneva.

This document includes reports from 2 of the IFBPW representatives to the United Nations Geneva, Françoise van Leeuven and Doris Gerber Cerrud Viquez, covering the years 2021 to 2024 and is an overview of the work and commitment of the IFBPW representatives in Geneva, within the United Nations.

Françoise van Leeuwen, IFBPW UN Geneva Representative / ECE, ILO. (CEDAW – Slovakia report on Roma Women; UNECE Water Convention and Protocol on Water and Health and ILO update on Apprentiships)

CEDAW Slovakia: The experts commend Slovakia on the adoption of temporary special measures for Roma women. The Committee asked about:

- Services provided to female Ukrainian refugees and healthcare for Roma women.
- The right to abortion for Roma women and the integration of children into school.
- In the context of Slovakian Anti-Discrimination Act about legal treatment and National Action Plan: is there any concrete change?
- Career counselling provided to Roma women, and access to healthcare?
- Measures taken to increase awareness among women about pension benefits and social security.

UNECE - The Water Convention and the Protocol on Water and Health. The Convention on the protection and use of transboundary watercourses and international lakes is a unique international instrument and intergovernmental platform which aims to ensure the sustainable use of transboundary water resources by facilitating cooperation. It is open to all UN member States, since 2016. The Convention supports countries through the application of its strategy for implementation at global level.

UN Representative Reports

ILO - Apprenticeships to ensure fair and transparent process.

Protection: taken measures to respect, promote and realise the fundamental principles and rights at work in apprenticeships.

Agreement: written an agreement between an apprentice and a host enterprise.

Equality and diversity in quality apprenticeship: Taking special account of the situation and needs of persons belonging to one or more vulnerable groups or groups in situation of vulnerability.

Promotion of quality apprenticeships: Setting national goals and allocating resources for education, vocational training, lifelong learning and employment policies.

Facilitating effective public-private partnership. Promoting a culture of lifelong learning with high technology.

Doris Gerber Cerrud Viquez, IFBPW UN Geneva Representative / ECOSOC, ILO. (CEDAW overview, Turkey's Istanbul Convention

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

At each session, the CEDAW Committee examines eight to ten State party reports and adopts concluding observations. A report is published at the end of each session, below is a summary of each of the sessions from July 2021 to October 2023.

79th Session, 21 June to 9 July 2021.
Due to the COVID-19 pandemic, the CEDAW committee held online meetings and postponed the review of eight State party reports. However, they progressed on other activities to protect women and girls. On June 24, the Committee held a discussion on the rights of indigenous women and girls, with contributions from various states and organisations. **The Committee adopted statements on Turkey's withdrawal from the Istanbul Convention and on children born of violence in conflicts**. Guidelines for addressing reprisals were established. Updates to working methods were made, including limiting online sessions. The Committee adopted decisions under the Optional Protocol and engaged with various organisations.

80th Session, 18 October to 12 November 2021.
The CEDAW committee met in person in Geneva after one and a half years, reviewed reports from ten States, and engaged with NGOs and national human rights institutions. Significant progress was made on rationalising working methods and addressing gender-based violence. An exceptional report was requested about women and girls in Afghanistan. The Committee also adopted follow-up assessments and final decisions on individual communications and engaged in meaningful exchanges with various stakeholders.

81st Session, 7 to 25 February 2022.
The CEDAW committee expressed deep concern over the situation in Ukraine and urged for peace and women's equal participation in peace processes. The Committee met in Geneva,

reviewed reports from eight States parties, and engaged with NGOs and national human rights institutions. They discussed the Committee's 40th anniversary, future general recommendations, and regional sessions. Progress was made on working methods, accessibility for persons with disabilities, and gender-based violence. Task forces on Afghanistan and indigenous women advanced their work. The Committee also adopted follow-up assessments, final decisions on communications, and continued inquiry proceedings. The session included valuable exchanges with various stakeholders.

82nd Session, 13 June to 1st July 2022.
The CEDAW committee considered eight State party reports and adopted concluding observations on those reports. It had published a statement on women's access to safe and legal abortion in the United States of America and had participated in an informal meeting with States parties on the Committee's draft general recommendation on the rights of indigenous women and girls. It had also held a meeting with the Human Rights Committee.

83rd Session, 10 to 28 October 2022.
The CEDAW committee reviewed eight State party reports, engaged with NGOs and national human rights institutions, and improved working methods. They made significant progress in addressing gender-based violence and the situation of women and girls in Afghanistan. Additionally, **they adopted General Recommendation No. 39 on the rights of indigenous women and girls, marking a milestone in addressing intersectional discrimination**.

84th Session, 6 to 24 February 2023.
The CEDAW committee reviewed eight State party reports, engaged with NGOs and (National Human Rights Institutions (NHRIs), and appreciated the support from International Women's Rights Action Watch Asia Pacific (IWRAW) and Fundación CERMI Mujeres. The Committee thanked UN entities and other bodies for their information and acknowledged progress in working methods and hybrid session planning. Highlights included a discussion on women's representation in decision-making, five decisions on individual communications, and key exchanges with various stakeholders. The Committee offered its condolences for the victims of the earthquake in Syria and Turkey.

85th Session, 8 to 26 May 2023.
The CEDAW committee reviewed eight State party reports, adopted concluding observations, and held informal meetings with NGOs and NHRIs. The Committee expressed gratitude for detailed information from UN entities and intergovernmental bodies, including contributions from UN country teams. **A notable highlight was the joint review with the Committee on the Rights of the Child for Sao Tome and Principe**. Progress was made in harmonising working methods, developing recommendations on gender-based violence and women's participation in decision-making, and preparatory work on gender stereotyping. Task forces on Afghanistan and Ukraine analysed relevant information and prepared for follow-up visits. The Committee also adopted three follow-up assessments and three final decisions on individual communications and advanced several inquiry proceedings. Positive interactions occurred with UN-Women, the Committee on the Rights of the Child, and the Special Rapporteur on violence against women and girls.

86th Session, 9 to 27 October 2023.
The CEDAW committee reviewed nine State party reports, including a provisional review of Nicaragua and requested an exceptional report from the Democratic Republic of the Congo on conflict-related sexual violence. They held meetings with NGOs and NHRIs, noted high engagement, and received valuable information from UN entities. Progress was made in harmonising working methods, planning general recommendations, and addressing gender-based violence. Task forces on gender stereotyping and gender/sex self-identification made headway in their respective areas. The Committee also analysed gender persecution in Afghanistan and received briefings on the situation in Ukraine. **They adopted statements on Israel-Palestine peace and safeguarding girls' health, conducted follow-up assessments, and discussed inquiry proceedings.** The session included fruitful events and exchanges with various UN bodies and experts.

4.5.3 United Nations – Vienna

IFBPW Triennium Report 2021 - 2024

This report is submitted by Rita Assogna, Main Representative, IFBPW United Nations Vienna

During the last three years I have represented IFBPW-International at the United Nations Vienna.

In Vienna there are two UN-Commissions reporting to ECOSOC members: the Commission on Narcotic Drugs (CND) and the Commission on Crime Prevention and Criminal Justice (CCPCJ), which I have attended regularly as observer.

The two other UN Offices located in Vienna, namely the UN Office for Industrial Development (UNIDO) and the International Atomic Energy Agency (IAEA) do not enjoy any close or ongoing relationship with ECOSOC members.

There are six NGO Committees in UN Vienna, namely: Committee on Ageing, Committee on Peace, Committee on Status of Women, Committee on Sustainable Development, Committee on Drugs and Committee on Family.

In 2023 I became the Main representative after the sad death of Marlene Parenzan, who had previously managed the entire organisation of work as the main representative. This meant in addition to the two Committees of which I was already a member, and in which I am on the boards (on Ageing and Peace), I also stepped up to take care of the two Committees of whom Marlene was in charge: CSW (status of Women) and CSD (Sustainable development).

All four committees have held meetings almost once a month – partially in hybrid form to facilitate participation as much as possible - with the aim to provide a forum for NGOs interested in discussing and analysing the work of the UN intergovernmental bodies.

Since there are only two Commissions in the UN Vienna with which the NGOs are in contact, namely the Commission on Narcotic Drugs (CND) and the Commission on Crime Prevention and Criminal Justice (CCPCJ), in the last two years the NGO-Committees have considered that all their efforts should be aimed at working together with these two Commissions. This means that the NGO-Committees should either deal with problems associated with drugs or with crimes. Furthermore, the NGO-Committees should intensify contacts with each other to work together with the two Commissions.

As Vice Chair of the Committee on Ageing I was actively involved in the preparation of the side event "New form of Criminal Acts Against (and Abuse of) Older Persons - a Rapidly Growing Threat to Vulnerable Persons using ordinary and Advanced Communication Tools" on May 14th 2024, which received a considerable success. Furthermore, I was involved in the preparation of the IDOP 2022 and 2023 (International Day of Older Persons) which takes place on October 1st every year. I was invited to participate in the "Celebration of the 75th Anniversary of CoNGO" in Vienna (28 April 2023) and also in the "Vienna Human Rights Conference and Human Rights Fair advertising the flyer of the working Paper Stop Non-State Torture: Enforcing Human Rights for Everyone" (10-11 December 2023). I also participated in the "Humanity at the Crossroads: Autonomous Weapons Systems and the Challenge of Regulation" on 29-30 April 2024 in Vienna.

4.5.4 United Nations – Food and Agriculture (FAO) Rome

IFBPW Triennium Report 2021 - 2024

This report is submitted in June 2024 by Cristina Gorajski Visconti BPW-representative to Food and Agriculture Organisation (FAO) / Chair of Standing Committee Agriculture Rome-Ancona

The Food and Agriculture Organisation (FAO) is a specialised Agency of the United Nations leading international efforts to defeat hunger. FAO's goal is to achieve food and security for all and make sure that people have regular access to enough high-quality food and lead active, healthy lives. The FAO helps governments and development agencies coordinate their activities to improve and develop agriculture, forestry, fisheries, and land and water resources.

IBPW is one of the international non-governmental organisations active at FAO for almost 20 years. IBPW has accumulated knowledge through discussions and collaborations with other NGOs and Civil Society associations that can help reflecting on the issue 'Role of Women in achieving the objectives contained in the 2030 Agenda' (the well-known SDGs).

It is generally considered, that the efforts in meeting the Sustainable Development Goal (SDG) 1 of defeating hunger and poverty have been pushed back by the COVID-19 Pandemic, which has devastated lives and livelihoods. In addition, efforts in poverty reduction have been increasingly harmed by environmental disasters, political tensions, war and violence and this is why the implementation of all the SDGs is only 12% on track!

UN Representative Reports

Attending the FAO in Rome it was possible to be regularly informed about international agricultural conditions and to be able to transform issues and topics into Advocacy programs and projects for the benefit of all BPW members.

In person and online sessions are the most important opportunities for the UN-system to work with Member States and other institutions (from Movements, Academia, Groups, to Private sector).

Since the COVID-19 pandemic, meetings have been held in hybrid mode or totally online. This provides the opportunity to observe and participate with the FAO, and other Rome Based Agencies like International Fund for Agriculture Development (IFAD) and the World Food Program (WFP), to understand the leveraging of joint funding mechanisms and the development of policy tools to facilitate the localisation and integration of the Agrifood systems approach based on UN development frameworks for Actions at the global, regional and country level.

As representative of BPWI I attended specialised meetings:

- FAO Conference and working groups held in person and online recently convened by CSIP Mechanism (https://www.csm4cfs.org/).
- The Committee for Food Security (CFS) Plenary #51 was held in Rome in October and was adjourned in November to conclude the discussions and adopt the Final Report. The 10 page long adopted document contains very important recommendations, namely:
    - Stressing the need to refrain from using food and water as weapons of war in conflict areas, and
    - Endorsement of the CFS Voluntary Guidelines 23/51/3 on Gender Equality and the Empowerment of women and girls in the context of Food security and Nutrition as a key State agreed global policy framework in support of country-led efforts towards achieving food security and nutrition. With involvement of women, girls and youth.

Considering the non-binding nature of the document, this will be presented to the UN General Assembly through ECOSOC to ensure wide dissemination to all relevant UN agencies, and Commissions, including the Commission on the Status of Women (CSW).

During this triennium as BPW Main representative, as well as during my time as Coordinator of the Ad Hoc Group of INGOs at FAO (come to end in 2022) I have witnessed how clear the importance of Agriculture is as an irreplaceable human activity. It has long been said 'there will be no food security without Rural Women'. I am proud to have proposed to BPW International to establish a Standing Committee Agriculture (with very valuable advice from members representing rural women almost all over the world)

My activities in 2023 were severely limited due to the inability to attend meetings in person but I assured connection to online meetings especially those concerning contributions to CFS working groups (on food, women, NGOs) and the FAO Global Forum on Food Security and Nutrition (FSN Forum).

Agriculture is an important part of Humanitarian Aid, and particularly for women who fall into the technology gap and who remain 'offline' in many zones worldwide.

With BPW Clubs, I implemented the dissemination of Programs and Projects in Agriculture and encouraged Actions and Cooperation at national level also using the contacts offered by Gèraldine Crevat during the BPW Intercontinental Meetings.

A very interesting response was received for our Kitchen Gardening, started by BPW Lebanon members and adopted in different zones (more information: https://www.bpw-international.org/update-kitchen-gardening-benefits/)

Conclusions

Quoting from a speech by FAO Director General last year emphasising the role of young people, and rural women currently busy in the Family Farming tasks (visit https://www.fao.org/familyfarming-decade/home/en/) :

"The bottom line is that all of us can act effectively and efficiently, in a coherent manner and with greater compassion, by speaking up and influencing decision-makers to ensure no-one is left behind. We can also waste less food, eat nutritious, seasonal food and care for our natural resources like soils and water."

The speech was presented to the 194 members States and recognised Non-State Actors.

For IBPW together with other women-lead organisations, the proposals in favour of achieving the SDGs by leaving no one behind require Alliances and Collaborations. To radically reinvent our food systems, we must understand and correctly interpret the positive signs of implementation coming from rural societies. Crop and livestock farmers, fishers, pastoralists, producers and small retailers-especially women are turning to innovative ideas and digital technologies.

Improvements in production and less waste keeps more money in our pockets also helping to reverse environmental degradation. Agrifood systems can be transformed … Leaving no one behind. So, there is room for BPW International to confirm and implement our special set of Actions and Cooperations from our Federations/Members that can prepare environmental services and train Agents for change to contribute to the Agrifood system transformation. I remain available for further information and to collaborate where appropriate.

4.5.4 United Nations Educational, Scientific and Cultural Organisation (UNESCO)

IFBPW Triennium Report 2021 - 2024

This report is submitted on 29 June 2024 by Marie-Claude Machon-Honoré, IBPW Main Representative at UNESCO.

After 2 years' mandate as Chair of the International Conference of NGOs & President of the NGO-UNESCO Liaison Committee, I ran for the ICNGO Elections in December 2020 and was re-elected on behalf of IFBPW (2021-22) as member of the NGO-UNESCO Liaison Committee, in the first ballot for Europe & North America regional seat, with Lesha Witmer as alternate.

As Representative of the Liaison Committee to the CCNGO-Education 2030 Coordination Group since 201, I kept on pushing for SDG 4-5-6-17 at the HPL SDG4-SC. I had IFBPW registered as member of the CCNGO-Ed2030 and was nominated Lead of Education & Advocacy group of BPW-UN SC.

I thus pursued conducting collective consultation with NGOs across sectors including IFBPW for inputs from countries, inter-alia, on the Futures of Education, the Independent Report of the CCNGO-Ed 2030, the Berlin draft Declaration on ESD, Paris Declaration and co-construction of UNESCO Global Cooperation Mechanism on Education up to the UNESCO pre-Transforming Education Summit in June 2022 and UN TES in September 2022.

I facilitated the presence of Young BPW representatives, connecting them to the CCNGO Coordination members of the HPL-UN-TES Advisory Committee. The UN TES was a key political process, with youth as central actors and education at the top of the global political agenda of governments. We supported a call for commitment to action to achieve SDG 4 targets including, inter alia, Inclusive Education, Adult Learning, Women's and Girls' Education. CCNGO/CSOs members enabled a strong voice, calling for a real transformation of education, framed within a rights-based, inter-generational, climate-saving and gender-transformative agenda and BPW International was part of this.

Further to the TES and Futures of Education, IFBPW contributed written inputs to the zero draft of the Pact of the Future based on the CCNGO-Ed 2030 collectively revised Draft, on 12-02-2024.

As member of the Liaison Committee & CCNGO-Ed 2030 CG, I was invited by UNESCO-NGO major partners, inter alia, the CMAtlv (Lifelong Learning World Committee) to speak at its 6th international hybrid forum, on the Role and Engagement of Civil Society Organisations in the Futures of Education as well as co-ordinate & moderate a workshop on Gender Equality, inviting BPW IDF to speak and Women Organisation partners.

I delivered a key note speech "The Arts at the heart of Education-Going beyond our differences for the sake of Humanity and Peace" for the In SEA's General Assembly (June2022), sharing BPW International diverse actions through cooperation.

As Observer to the UNESCO'S 41ST General Conference on behalf of IFBPW, I took the floor on 11 -11- 2021 before the Education Commission to urge UNESCO and delegations to further develop gender specific programs across sectors to accelerate girls' women's learning like the WWAP new flagship project and coalition of which BPW is a member; for gender equality in the water domain; and to acknowledge and upscale initiatives from partners, like BPW International STEM Task Force members from Houston, Gagliato, Paris, NYC, Kigali (Rwanda), Abuja (Nigeria), sharing knowledge that resulted in implementing new classes and after-school programs training hundreds of African girls in STEM and climate actions.

After participating in all key UNESCO meetings on Education as Observer from the Berlin Conference up to the July Global Education Meeting, I was a panellist addressing the role of partnerships with the Coordination group in the online 10th Global Meeting of the Collective Consultation of NGOs-Education 2030 in December 2021.

I was actively involved with Lesha Witmer (WfWP advocacy Lead) in the Committee's reflection to update the documents on Strengthening Partnerships presented to the Chair of the Non-Governmental Partners Committee and approved by the 2020 ICNGO. We also participated in the consultation on the 2012 UNESCO Directives, advocating for reinitiating the thematic debates to open up a dialogue between NGOs and Member States at the NGP Committee as recommended by the 40th UNESCO General Conference.

BPW International was the Lead for the international NGO-UNESCO Liaison Committee first International Webinar on Science Technology and Innovation & Entrepreneurship in support of SDGs (24 May 2022). The theme was proposed by BPW International President to the 2018 ICNGO for an International UNESCO-NGO Forum postponed due to the pandemic and recommended by the 2020 ICNGO again. Together with Lesha Witmer, (WfWP advocacy Lead), we convened two round tables with UNESCO Heads of Education, Inclusion & Gender Equality and WWAP as key note speakers and partners, and high level panellists from CSOs and Academia, with a focus on Arica. A young member of BPW Benin-Cottonou was invited as panellist on the digital opportunities and entrepreneurship. Given the success of the webinar and need for more girls and women to get an education in STEM -STI at academic and vocational levels. We elaborated a recommendation for adoption by the 2022 ICNGO, on a follow-up to the first international webinar on STI & Entrepreneurship, to continue mobilising multi-stakeholders and NGOs across sectors.

BPW International ran for the 2022 ICNGO Elections for the Liaison Committee for the 3rd time and shortly lost the elections with 2nd best score for the regional seat and at large. It was a significant change in our approach of work and advocacy at UNESCO but it enabled new actions through cooperation, strengthening our bilateral partnerships with the sectors to accelerate Gender Equality.

I co-organised & moderated a thematic session for the 2022 ICNGO on Education-The evolving role and future of CSOs and partnerships in the global movement, for the transformation of education in a fast changing and challenging world. We presented with high

level speakers of the CCNGO-Ed2030 coordination group and NGO partners, consolidating our partnerships & advocacy on Education as a Human Right.

Since the COVID 19 pandemic, UNESCO had been engaged in a multistakeholder approach and global coalitions through digital platforms like the Global Education Coalition.

Along this line, the Global conference on the Internet of Trust (21-23 February, 2023) was convened in a hybrid mode enabling debates in person and a vast online multi stakeholder consultation that BPW international contributed to regarding the Guidelines for the Regulation of Digital Platforms for Information as a Public Good. As one of the key UNESCO partners for Gender Equality, BPW International was invited by the UNESCO Education, Inclusion and Gender Equality section to share the call for nominations of the UNESCO Prize for Girls' and Women's Education (8 March 2023) among its network and submitted three candidatures-from Nepal, Biratnagar on Literacy and two from Nigeria (SHEcodesAJ & MIRAISHA project) in STEM. I facilitated their applications with UNESCO Education sector. UNESCO and BPW International are grateful for their hard work which shows BPW actions and commitment across countries to gender equality in and through Education, in STEM and with a Lifelong learning perspective. Nepal was the only candidate in 2024. After being invited to a virtual meeting (July 2023) by the Chief of Education, Inclusion, Gender Equality sector with the UNESCO-UNICEF stakeholder coalition for Gender Equality and Girls' and Women's Empowerment in and through Education, BPW International was included as member of the Advocacy group and its logo posted on the "Global Accountability Dashboard" launched at the 42nd General Conference.

With the support of UN VP, we organized a webinar to call for contributions of transformative actions and advocacy strategy (survey filled in on 12-January 2023) from BPW federations across countries to respond to this Call to Action for Gender Equality (UN TES 2022). As an Observer I was invited to the first online meeting for consultation on the revision of the 1974 Recommendation, and participated in the Inter-governmental Special Committee meeting on the Revision of the Recommendation on Education for International Understanding, Cooperation and Peace and Education relating to Human rights and Fundamental Freedoms (30 May-2 June 2023) at UNESCO. BPW was one of the few NGOS to take the floor to thank UNESCO for including NGOs in the process and to recall our attachment to human rights, advocacy for SDG4, Gender Equality and Peace.

A second session took place in person in July 2023 to finalise the revised text for adoption by the 42nd session of the General Conference as The Recommendation on Education for Peace, Human Rights and Sustainable Development. The Committee on Non-Governmental Partners of the Executive Board is the opportunity for NGO partners to make their actions in cooperation with UNESCO visible. I took the floor on behalf of BPW International at its 217th session, on our new actions through cooperation as aligned with UNESCO's programmes and priorities.

The 42nd session of the General Conference took place from November 7 to 22, 2023, at UNESCO Headquarters. Member States and Observers including BPW International were able to speak for 3 minutes (13 Nov 2023. 1pm) in the Plenary session of the general policy debate. A forum for partnerships took place in a dedicated space, allowing interventions of Collectives of NGO partners. BPW intervened as member of the collective group Voix des Filles, to present the advocacy and actions of BPW in CI and Francophone Africa (Burkina

Faso and Senegal) and for the 2023 celebration of the International Day of the Girls' Rights with the active contribution of BPW Bassam-Impérial president, member of the Voix des Filles Executive Bureau.

BPW is also active in the steering committee of the collective NGOs group-Sharing Dance for Peace-to celebrate the 2024 edition the International Day of Peace. I addressed the audience to mention the commitment of the Founder of BPW International to intercultural dialogue and Peace and key role of women in the resolution conflicts and negotiations for Peace.

On 14 December 2023, Partners of the Global Education Coalition were invited to attend the Formal Dialogue on the Evolving Right to Education in a lifelong perspective to foster a global consultation, and to take this Initiative forward. The Formal Dialogue centred on the evolving right to education, recognising education as a fundamental human right that needs to be protected and promoted throughout life. It reflected on persisting key challenges in education, such as equity and inclusion, gender equality and also the relevance of the existing framework and the need of its adaption to changing global dynamics like digitalisation and climate change.

The 15th NGO-UNESCO International Forum was the opportunity for BPW International President, Dr Catherine Bosshart to come to UNESCO as invited panellist with three Women's International NGOs 'Presidents, to address the question of Transforming Mentalities, January, 25, 2024. It was also the opportunity to meet with UN VP Chularat Toyting for the first time in person and exchange on our work.

On November 7, 2023, together with Nolwenn Leroy, newly appointed representative to UNESCO, we attended the launch of the Report-UNESCO in Action for Gender Equality to address pressing challenges with solutions and data. BPW attended the High Level panel discussion on the occasion of the 30th Anniversary of Salamanca Statement, organised by UNESCO,13 March 2024.Despite significant progress in making education inclusive in the last decade, deep disparities remain. Millions of children and youth are still denied their right to education. Poverty, geographical location, gender, language, disability, ethnicity, migration or displacement status continue to dictate and limit education opportunities. **It is in this context that BPW International signed a joint NGO letter to Human Rights Council members regarding the resolution to advance the right to education through a new optional protocol to the Convention of the Rights of the Child.**

On 29 May 2024, I attended the dialogue with the Laureates of l'Oreal and 17 June 2024 was another occasion to take stock of the Transforming Education Summit (TES) ; the Global Platform for Gender Equality held a side event to showcase countries' transformative actions in taking forward the TES Call to Action on advancing gender equality and girls' and women's rights in and through education. The last questionnaire for consultation on 43/C5 that was filled in by BPW International was about the relevance of UNESCO in these troubled times. Its role as Laboratory of Ideas on the Futures with the first setting standard instrument on the Ethics of AI at UN level, its Convening Power for SDG 4 and partnerships, with priorities on Gender Equality, Youth & Africa is more necessary than ever.

4.5.5. United Nations Industrial Development Organisation (UNIDO)

IFBPW Triennium Report 2021 - 2024

This report is submitted on 21 June 2024 by Beatriz Vidigal Xavier da Silveira, IBPW Main Representative at UNIDO São Paulo, Brazil.

The UNIDO agency in Brazil, is located in Brasília. UNIDO is working hard in the energy sector, a sector that I know well because of my professional activity.

UNIDO implemented in this triennial the GEF Biogás Brasil project, which is led by the Ministry of Science, Technology and Innovations (MCTI) and financed by the Global Environment Fund (GEF) and has the International Center for Renewable Energy (CIBiogás) as the main executor entity.

As part of this project, several biogas plants managed by women received investment to purchase equipment and services to promote efficiency and safety improvement. The Women of Biogas network, created by Brazilian professionals in the sector and incubated by Instituto 17, was a Brazilian Highlight during the World Biogas Summit in the United Kingdom, and won the award in the AD Hero of the Year category ("Hero of the Year in Anaerobic Digestion") in recognition of the organisation's catalytic role in the country. I highlight that UNIDO's role in Brazil in recognising and developing the work of women entrepreneurs in the energy sector is evident, as was promised to us (BPW) years ago.

4.5.6. United Nations Economic and Social Commission Asia Pacific (UNESCAP)

IFBPW Triennium Report 2021 - 2024

This report is submitted on 30 June 2024 by Dr M.L. Preeyapun Sridhavat, IBPW Main Representative at UN ESCAP Bangkok, Thailand.

UN ESCAP Representatives: Chularat (Toyting) Israngkool na Ayutthaya; Dr. Narudee Kiengsiri and Dr. Jenny Elmaco.

UN Representative Reports

Over the years, BPW International has contributed significantly to the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP). Despite the challenges posed by COVID-19 and other crises, BPW International has prioritised its efforts to promote gender equality and women's empowerment, aligning closely with UNESCAP's goals.

BPW's Contribution to UNESCAP

BPW International aims to develop women's professional and leadership potential at all levels. It promotes inclusive and sustainable development in the Asia-Pacific region, focusing on women's empowerment with these goals: UN Women Asia-Pacific WEPs Awards - two members of BPW Thailand got this award for Leadership Commitment to a Gender-inclusive Workplace.

Advancing Gender Equality with Sustainable Development Goal 5: UNESCAP recognises gender equality is essential for sustainable development, making BPW's contributions highly relevant.
Economic Development: Empower women economically to broader economic growth. BPW's programs enhance women's entrepreneurial skills for regional economic development and poverty reduction.
Capacity Building: BPW's focus on education and training increases women's capacity to participate in the economy and society, aligning with UNESCAP's emphasis on building inclusive societies.
Policy Influence: BPW influences policies at national and regional levels, supporting UNESCAP's mandate to foster policy dialogue and cooperation among member states, civil society, and stakeholders.

UN Representative Reports

Key Contributions of BPW to UNESCAP's Work (2021-2023)

Digitalisation and Women's Empowerment - Digital Literacy Programs: BPW launched several initiatives to bridge the digital divide for women in the Asia-Pacific region to enhance thousands of women with essential digital skills, enabling them to access information, participate in online education, and engage in digital economies.

Online Business Training: In response to the COVID-19 pandemic, BPW adapted its business training programs to online platforms, empowering women entrepreneurs to leverage digital tools for business development, marketing, and e-commerce.

Climate Action and Environmental Sustainability -Green Entrepreneurship Initiatives: BPW has promoted green entrepreneurship by supporting women-led businesses focusing on sustainable practices.

Climate Policies Advocacy: BPW has participated in UNESCAP forums and conferences, advocating for gender-responsive climate policies and promoting the women's perspectives in climate action plans.

Financing for Women - Financial Program Access: BPW has partnered with financial institutions to develop women's access to finance programs, including financial literacy training, credit facilitation, and women-led startups support.

Gender-Responsive Budgeting Advocacy: BPW has advocated for gender-responsive budgeting at national and regional levels, ensuring that public budgets address the needs of females.

Integration of Key Events and Initiatives from 2021 to 2023:

2021: Building Back Better: The 77th Commission session (CS77) of UNESCAP, held on 26-29 April 2021, focused on "Building back better from crises through regional cooperation in Asia and the Pacific." This session analysed the socio-economic impacts of the pandemic and set out a policy agenda for building back better with four critical interconnected areas: broadening social protection, investing in a sustained recovery, strengthening connectivity and supply chains, and mending the relationship with nature.

2022: Agenda for Sustainable Development: The 78th Commission session (CS78), held online and on-site in Bangkok from 23-27 May 2022, focused on "A Common Agenda to Advance Sustainable Development in Asia and the Pacific." This session outlined pathways for sustainable post-pandemic recovery, emphasised digital opportunities, financial resources, climate action, and gender equality. The Bangkok Declaration commemorated the 75th Anniversary of UNESCAP, underscoring the need for a people-centric approach and new partnerships.

2023: Accelerating Climate Action: In 2023, UNESCAP adapted to virtual and hybrid formats for key events, ensuring continued engagement and collaboration including:

- Eighth Asia Pacific Urban Forum (23-25 October 2023)**: Urban challenges and sustainable development.

- Committee on Macroeconomic Policy, Poverty Reduction, and Financing for Development (1-3 November 2023): Economic policy and poverty reduction.
- Seventh Asian and Pacific Population Conference (15-17 November 2023): Population dynamics and sustainable development.
- The seventy-ninth session of the Economic and Social Commission for Asia and the Pacific (15-19 May 2023) focused on accelerating climate action for sustainable development.
- Voluntary National Review Lab (14 July 2023): Integrating South-South and triangular cooperation in VNRs.
- Delivering on the Sustainable Development Goals through Solutions at the Energy, Food, and Finance Nexus (18 July 2023): Emphasising interconnectedness in achieving SDGs.
- Youth Climathon (6-7 January 2024): Engaging youth in climate actions.
- Training on Empowerment of Women Entrepreneurs and Older Persons through ICT (15-19 January 2024): Reinforcing inclusivity and expertise-driven collaboration.

Impact and Future Directions

BPW International's contributions have significantly impacted women's empowerment in the Asia-Pacific region. BPW focuses on supporting UNESCAP through its representatives in actions similar to or in line with these themes:

- **Scaling Digital Literacy Programs**: BPW aims to support UNESCAP in reaching more women with digital literacy programs, particularly in rural and underserved areas.
- **Promoting Climate Resilience**: BPW will continue to support green entrepreneurship and advocate for climate-resilient policies in collaboration with UNESCAP.
- **Enhancing Financial Inclusion**: BPW plans to support UNESCAP in expanding partnerships with financial institutions to provide more women with access to finance.
- **Strengthening Advocacy Efforts**: BPW will continue to advocate for gender equality and women's empowerment at UNESCAP forums and other international platforms.

Conclusion

By focusing on digitalisation, climate action, and financing for women, BPW has supported UNESCAP's mission to promote inclusive and sustainable development in the Asia-Pacific region.

Furthermore, BPW is committed to expanding its initiatives and continuing to advocate for gender equality policies that empower women. Through these efforts, BPW International will continue to play a crucial role in advancing the goals of UNESCAP and the broader international community.

As the main UN representative for UNESCAP, I extend my heartfelt gratitude for Dr. Narudee Kiengsiri, Dr. Jenny Elmaco, and Chularat (Toyting) Israngkool na Ayutthaya. Your dedication and tireless efforts have significantly advanced our mission. Your commitment has been instrumental in ensuring our voice is heard and our impact is felt across the Asia-Pacific region.

UN Representative Reports

We wish to pay tribute to our legendary Dr. Chonchanok Viravan, whose visionary leadership and unwavering commitment to women's empowerment brought us together for UNESCAP. Dr. Chonchanok's legacy continues to inspire us, and her passion for justice and equality will remain a guiding light for our future endeavors. May her soul rest in peace.

4.5.7. United Nations Economic Commission for Latin America and the Caribbean (UNECLAC)

IFBPW Triennium Report 2021 - 2024

This report is submitted on 16 June 2024 by Patricia Maya, IBPW Main Representative at UN ECLAC, Santiago de Chile.

UN ECALAC Representative:
Clara Gacitúa. member of BPW Santiago Chile

The Economic Commission for Latin America and the Caribbean (ECLAC), (CEPAL as Spanish acronym), which is headquartered in Santiago Chile, is one of the five regional commissions of the United Nations. It was founded with the purpose of contributing to the

economic development of the region, reinforcing economic ties among countries and with other nations, and promoting social development as one of its primary objectives.

Brief summary of some UNECLAC virtual meetings which were focused in our advocacy:

2023 - October 5th Session of the Regional Conference on Social Development in Latin America and the Caribbean. In the ¨2014-2023 decade, the average economic growth was just 0.8%, average growth in the number of people employed was 1.3%, marking the lowest level in 70 years. In the region, 47,9% of workers are employed informally and women represented 69,8% of all inactive persons in 2022. According to ECLAC´s data, a high proportion of households lives in conditions of vulnerability: in 2021, nearly 60% of Latin America´s population was in the low-income stratum, meaning it lived with income below 1.8 poverty lines, and nearly 80% had income below three times the poverty line¨

2023-October 65th Meeting of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean ¨Delegations from participant countries shared their current situation regarding: - indigenous women, afro descendent women, - rural women, women with disabilities/living with HIV, - migrant women, young women and LGBTI+people and how they have been working on programs, education, feminist movements, sexual and reproductive rights, care systems, equal conditions of work, equal participation of women in position of leadership¨
2023-November 16 days: UN Secretary-General and ECLAC staff join the UNITE Campaign to eliminate violence against women and girls ¨Orange colour has become the symbol of the campaign which runs from the International Day for the Elimination of Violence against Women. According to UNECLAC report at least 4,050 women were victims of femicide in 26 countries in the region¨

2023-December Child marriages and early unions: inequality and poverty among women, girls and adolescents in Latin America and the Caribbean ¨general information of the region with early unions which are more prevalent than marriages, some consequences, socioeconomic inequalities and ethnicity as an important factor¨

2024-January ECLAC and ILO: low economic growth in the region affected the dynamism of labour markets during 2023 the latest report published by both UN agencies informed about the increase in the regional employment rate recorded in 2022, which was significantly attenuated in the first six months of 2023.

2024-February Briefing for Ministers and High-level Authorities of the Machineries for the Advancement of Women in Latin America and the Caribbean about CSW68. During the event, the document the 2030 Agenda for Sustainable Development and the Regional Gender Agenda in Latin America and the Caribbean Gender Indicators to 2023 was presented. And it was also shared progress and information from the region to support the participation of governments in the deliberations of the CSW.

2024-February and March Enhancing Statistical Capacity through the Global Training on Small Area Estimation: Lessons from Asia Pacific, Africa, Latin America and the Caribbean. This meeting recognises the importance of data for informed decision-making. The objectives were to facilitate the knowledge exchange among researchers, statisticians and

policymakers, so participants could gain insights into methodologies, best practices and collaboration with other institutions.

2024-April Panel discussion: The fundamental role of women and gender mainstreaming in the implementation of the Escazú Agreement. During the Third meeting of the Conference of the Parties to the Escazú Agreement, the Draft decision on mainstreaming the gender perspective, the Draft decision on the action plan on human rights defenders in environmental matters in Latin America and the Caribbean, and the Draft decision on national implementation were reviewed.

2024-April Preparatory meeting for the third meeting of the Conference of the Parties to the Escazú Agreement (preCOP3): ¨The Parties approved the Action Plan on Human Rights Defenders in Environmental Matters. At the COP3, the States Parties approved a draft decision in which they welcome all measures, initiatives and activities aimed at integrating and strengthening the gender perspective in matters related to the Escazú Agreement. They also encourage Parties to continue to promote the full and effective participation of women in all their diversity, including indigenous women, and the incorporation of a gender equality perspective into the Agreement´s implementation ¨

2024-May Presentation of the Project ¨Strengthening Feminist Foreign Policy and Feminist International Cooperation through a community of practice among Chile, Colombia, Mexico, Germany and ECLAC. The region has shown significant progress in terms of Feminist Foreign Policy. Chile, Colombia and Mexico are currently three countries that have a Feminist Foreign Policy. Mexico was the first country to adopt it in 2020 and on the other hand, Chile is the first South America country to adopt it and working on it since 2022 and officially presenting it in June 2023. The objective is to establish the principle of equality and non-discrimination as a guiding axis. Later in 2023, as part of the commemoration of Women´s Day, Chile launched its first Feminist Foreign Policy Action Plan. Among other milestones in the region, Colombia presented its Feminist Foreign Policy in March 2024 during the CSW68. This is the first triangular cooperation measure on gender equality and feminist cooperation in which ECLAC participates in it. https://www.cepal.org/en https://www.cepal.org/es .

4.5.9. World Health Organisation (WHO)

IFBPW Triennium Report 2021 - 2024

This report is submitted by Sabine Bährer-Kohler, IBPW Main Representative at UN/WHO Representative Geneva.

It is for me a great honour to serve as the Representative at the United Nations in Geneva. Throughout the years 2021-2024, I have been able to follow the work and accompanying the work of the UN in various forms and contexts.

Extract:

It is more than important to bring BPW International together with other important international organisations, such as in 2023 and 2024 with the World Federation for Mental Health (WFMH), which has a consultative status with the WHO and which has UN representatives at the United Nations Economic and Social Council (ECOSOC) in New York, USA and whose future president Prof. Dr. Sabine Bährer-Kohler will be from 2025-2027.

From September 2023 to springtime 2024 we had an intensive exchange about the Global Platform for Gender Equality In and Through Education's Initiative and a possible contribution of another international NGO. Prof. Dr. Sabine Bährer-Kohler gave an international presentation about BPW International and the Global Platform for Gender Equality In and Through Education's Initiative.

In April 2023 the BPW International member project for Good Health & Wellness for Woman had an outstanding event about health and resilience in Switzerland. It was a great pleasure for Prof. Dr. Sabine Bährer-Kohler to support this valuable event.

In July 2022 Prof. Dr. Sabine Bährer-Kohler participated at the session of the Security Council and on the situation of the Sahara/West Africa at the World Kiswahili Language Day. She was impressed about the situations and concerns of the different countries. The speakers focussed on the very complex situation of women and networks.

In 2021 the Civil Society Unit, Department of Global Communications, United Nations informed about the announcements for the Civil Society Representatives. Prof. Dr. Sabine Bährer-Kohler pointed out, among other things, that one candidate in particular included gender equality.

4.5.10 Conference of Non-Governmental Organisations in Consultative Relationship with the United Nations (CoNGO)

IFBPW Triennium Report 2021 - 2024

This report is submitted by Dr Catherine Bosshart, IBPW Main Representative at CoNGO.

The Conference of Non-Governmental Organisations in Consultative Relationship with the United Nations (*Co*NGO) is an independent, international membership association founded in 1948, the year of the Universal Declaration of Human Rights. As a non-governmental organisation (NGO) in general consultative status with the UN Economic and Social Council, this organisation's work relates to the entire United Nations System: the Secretariat, Agencies, Treaty Bodies, Regional Commissions, Institutes, Summits and World Conferences.

*Co*NGO is an umbrella organisation and its membership consists of diverse NGOs working in consultation with the United Nations, in collaboration with each other, and in cooperation with other like-minded stakeholders. The Organisation is also representing the interests of its

members at the UN which is crucial as the member States seek in general to restrain the influence of the NGO's.

What is IFBPW's role in CoNGO?

IFBPW was during two periods of legislation represented by PIP Liz Benham as Treasurer on the Board of CoNGO. During the 26th General Assembly in November 2021, IFBPW was again elected on the Board for the period of 2021 to 2025. As I have often attended the CoNGO General Assemblies and Board Meetings, I was familiar with CoNGO's structure and functions. Unfortunately, I was never able to be present physically at the Board meetings but participated virtually. I was active in the working group membership, trying to make CoNGO more known and attractive for new member organisations.

On the 27th of February 2024, the President of the 78th General Assembly of the UN, Dennis Frances, former Ambassador of Trinidad and Tobago to the UN, held a Town Hall Meeting at the UN of Geneva before he visited the Human Rights Council. Cyril Ritchie and I presented our concerns in regard of the role of the NGOs at the UN agencies. President Frances thanked all the NGOs for their work and promised to support our work.

For IFBPW is very important to be represented in this organism as our voice within the UN System is much stronger united with other NGO's.

4.5.11. Council of Europe (CoE)

IFBPW Report – Spring Session 2024 : Strasbourg,
8 -10 April 2024 Spring Session 08 April

This report is submitted on the 25th June 2024 by Pinella Bombaci, BPW Main Representative at the Council of Europe.

The first part of the Council of Europe Spring Session on 9-10 April 2024 was dedicated to the speech of the newly elected Commissioner for Human Rights, Mr.Michael O'Flaherty.

He was delighted to have this opportunity, considering civil society as crucial to the promotion and protection of human rights. This is his speech :

"*Dear friends, Thank you for inviting me to this exchange of views with the Council of Europe's Conference of International non-Governmental Organisations. This is my first public address since taking up office, and I am truly delighted to have such an opportunity, as civil society is crucial to the promotion and protection of human rights. NGOs, trade unions, academia, the media, cultural practitioners and faith communities are both the lubricant and a key component of the human rights protection system. Several examples illustrate this. "The genesis of every*

human rights norm or idea has come from the heart of civil society – from the reflection on a Universal Declaration of Human Rights by philosophers in Paris to the UN Convention against Torture, which was heavily influenced by the work of Amnesty International. The fingerprints of civil society can also be seen in the development of our institutional frameworks. I saw this in the negotiations for the establishment of the International Criminal Court, where civil society was instrumental in achieving this remarkable goal. And civil society is a critical watchdog of the human rights system, challenging it to perform at its best and to maintain its integrity. This aspect is crucial at all levels, from the local to the international. It is a driving force for reform, often at the forefront of the establishment of national human rights structures. In the particular context of the Council of Europe, it plays a crucial role in litigation before the European Court of Human Rights. Finally, and perhaps most importantly, civil society's heroic defence of human rights, often at considerable personal risk, deserves the deepest respect and gratitude. Staying with the issue of risk and danger, I acknowledge that these are challenging times for civil society, marked by the pressures of excessive regulation, denial of access to decision-makers, threats and intimidation, and restrictions on such fundamental human rights, as freedom of assembly, expression, and movement. Such adversities must be seen for what they are: calculated efforts to instil fear and silence civil society. These threats are not evenly spread. They are very specific to certain geographies and to certain issues. If you are working on environmental issues, you can face very serious threats and attacks. If you stand up for the human rights of LGBTI people or of women, you can find yourself in an extremely vulnerable and dangerous situation. Moreover, faith-based groups, such as the Jewish or Muslim communities, face intense scrutiny and pressure. In the midst of these challenges, the need to protect civil society has risen to unprecedented levels. As Commissioner, I pledge to prioritise the defence of civil society, continuing the work of my predecessors, and in particular of Dunja Mijatović, who spared no effort in supporting human rights defenders. What will my pledge look like in practice? Here are five elements. First, I intend to engage with civil society through continuous dialogue and roundtable discussions, and to consult with them on issues related to specific countries or themes, to ensure that their perspectives are integrated into my analysis and understanding. Second, I will integrate the civil society perspective into the work program where relevant, to ensure that issues with a civil society component are thoroughly addressed. Third, a hallmark of the Commissioner's role is to support those at risk, and I intend to follow in the footsteps of my predecessors by standing by human rights defenders and rights holders and offering my support wherever possible. Fourth, I will work closely with partners, including the relevant UN Special Rapporteurs, to strengthen our collective efforts to defend civil society. Finally, my engagement will extend internally within the Council of Europe, aligning with key initiatives such as the Secretary General's roadmap on civil society, to ensure a coherent and supportive approach. This first experience of the NGO world revealed to me the central role of civil society in shaping a better world, a lesson that has stayed with me to this day. I can assure you that the lessons I have learned since then, and throughout my professional life, will continue to inform my commitment to stand with you in our shared quest for a better world." This light must remain lit on the many problems that still afflict the world of women, and we must be very careful so that the light of the NGO is never turned off! There are problems that still exist and that deserve to be solved: • gender equality • violence against women • Cyber violence, with the artificial intelligence issue • the problem of migrants • the problem of multi-religiousness and how to encourage interreligious dialogue • the importance of teaching respect for human rights • Criminal liability for human rights violations • Lack of protection policies' .

09 April Gerhard Ermischer has been re-elected President of the Conference of INGOs
"*We are experiencing challenging times, marked inter alia by the recent COVID crisis, Russia's full scale invasion of Ukraine and a steadily hostile environment for civil society in many countries*", Mr Ermischer said. "*But much has been done to foster the Conference of INGO's (CINGO's) role and it is now increasingly consulted on new instruments and policies, including by the Committee of Ministers and the Parliamentary Assembly. The participation of civil society in the Council of Europe activities was recognised as an important objective at the Reykjavik Summit but we now need to climb a steep mountain*".

On 9 April, the Conference held elections to designate its governing bodies. Gerhard Ermischer was re-elected President to lead the Conference for another three year mandate together with a new Standing Committee composed of five women and five men. "*We are experiencing challenging times, marked inter alia by the recent COVID crisis, Russia's full scale invasion of Ukraine and a steadily hostile environment for civil society in many countries*", Mr Ermischer said. "*But much has been done to foster the Conference of INGO's (CINGO's) role and it is now increasingly consulted on new instruments and policies, including by the Committee of Ministers and the Parliamentary Assembly. The participation of civil society in the Council of Europe activities was recognized as an important objective at the Reykjavik Summit but we now need to climb a steep mountain*".

Work will start immediately on the preparation of the three-year strategic plan for 2025-2027 to be finalised and adopted at CINGO's next session in the autumn, encouraging online meeting systems for constant contacts. As Vice Presidents were elected:

- Genevieve LALOY
- Piotr Sadoski.

The second part of the Session was devoted to the election of the Standing committee members, the final activity reports of the thematic committees coming to an end, and the approval of eight New Committees as follows:

1. Inclusive Territories, Environment and Health President Anne Marie CHAVANON: amchavanon@gmail.com
2. Rights of the Child in Europe; President HERMINIO Correa herminio.correa@gmail.com
3. Education for Democracy; President Arja Krauchenberg
4. Human rights, democracy and artificial intelligence; President Gilbert Flam
5. Interreligious and Interconvictional Dialogue; President Gabriela FREY gabrielafrey@europeanbuddhism.org
6. Migration Issues; President Christine Monty
7. NGOs as advocates for gender equality and women's rights; President Bettina HAHNE bettina.hahne@fastmail.fm
8. Sports and Human Rights. President Marichu Rall Committee Education for democracy.

The proposal aims to strengthen education and democracy, inclusion and sustainability, within the Council of Europe recognising education as a crucial tool for democratic self- governance and societal prosperity. It emphasises the need to address challenges such as universal

access to high-quality education, equity, and non - discrimination, particularly focusing on reducing gaps between social backgrounds and integrating new paradigms like digital access.

The committee also highlighted the importance of minority rights and equal opportunities in education and research, focusing on the right to quality education for all. Another important action is the work of the Committee of experts on the rights of the child. Promoting the rights of the child is crucial for our future. In the Convention on the Rights of the Child, a child means every human being below the age of eighteen years; babies, children and adolescents. Art.2 To ensure that this child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents. Art.3 In all actions concerning children, whether undertaken by courts of law, administrative authorities and so on, the best interests of the child shall be a primary consideration. Art.8 To respect the right of the child to preserve his or her identity, including nationality, name and family relations Art.9 To maintain child's personal relations and direct contact with both parents on a regular basis, except if it is contrary to the child's best interest. To ensure recognition of the principle that both parents have common responsibilities for the upbringing and development of the child. Art.11 To combat the illicit transfer of children abroad Art.20 A child temporally or permanently deprived of his or her family environment, or whose own best interests cannot be allowed to remain in that environment, shall be entitled to special protection and assistance. Art.21 The system of adoption shall ensure that the best interests of the child shall be the paramount consideration. Art.22 To ensure that a child who is seeking refugee status or who is considered a refugee shall, whether unaccompanied or accompanied by his parents or her parents or by another person, receive appropriate protection and humanitarian assistance.

Particular attention was also dedicated to the topic of artificial intelligence. The following needs were represented:

- Speed
- Legal rules to protect man and his rights
- Action by the Council of Europe in synergy with other European bodies
- Recommendation to the European Committee of Human Rights Finally, war crimes were discussed and some concepts were shared:
- Educate young people against violence
- Find peace again • Don't accept the unacceptable
- Peace is possible and non-governmental organisations together with the COE must play an important role, intervening to alleviate the consequences, helping the people involved and especially the children; it is a never-ending job.

Closely connected is the concept of spreading the importance of sport among young people and not just for physical well-being. Sport can prove to be an exceptional tool for disseminating important values among young people such as equality, acceptance of other cultures, the integration of migrants, against discrimination, poverty, homophobia and racism. Human rights are universal, indivisible and interdependent (Vienna Declaration adopted at the World Conference on Human Rights in 1993). Also social, economic and cultural rights need, full-fledged, to be implemented. The Committee also highlighted the importance of minority rights and equal opportunities in education and research, particularly focusing on the right to quality education for all, it emphasizes the necessity of cooperation between formal, nonformal and informal education sectors, aiming to enhance the implementation of relevant tools and policies to support democratic culture and education across Europe.

Chapter 5

Amendments

5.1 Constitutional Amendments

5.2 Regulations and Appendices Amendments

5.3 Regulations Amendments 2020/21 and 2024

5.4 Internal Resolutions for Constitution and Regulations

5.5 Procedure Manual Amendments 2020/21 and 2024

5.6 BPWI Constitution-Regulations-Statutes-colour

5.7 BPWI Constitution-Regulations-Statutes

Chapter 5

5.1 Constitutional Amendments

5.1. Constitutional Amendments

5.1 Proposed Amendments to the Constitution updated/issued December 2023, resubmitted by 17th May 2024

Proposed Sections: **Cover / Revisions and History / Ratified** (dated)
I: Preliminary Clauses
II: Constitution

Amendments Index

Amend-ment	Revised Clause Numbers.	Extg Const. / Reg.	Title
5.1 - 01			Cover Page
5.1 - 02			Revisions / history of changes approved and adopted (second page/inside cover)
5.1 - 03			RATIFIED (Mandatory Clause)
5.1 - 04	I P1 P2		Preliminary Clauses (P1-P2)
5.1 - 05	P3	R21 R21.1 R21.3 R21.2	Preliminary Clauses (P3)
5.1 – 06	C1	C1	Name & Registration (or Headquarters)
5.1 - 07	C2	C2	BPW International (the Association)
5.1 - 08	C5	R24.1 R24.2 R24.3	Principles
5.1 - 09	C6	R6 R24.3	Languages
5.1 - 10	C7	R7.1 R7.2 R7.3 R7.4	BPW International Regions
5.1 - 11	C8	R22.1 R2.2(sec)	Relationships

5.1 - 12	C9	R8.1 (c.f.)	Means
5.1 - 13	C10	R8.1 (c.f.)	Resources
5.1 - 14	C11	R8.5 (c.f.)	Liability (~~ies~~) (Mandatory Clause)
5.1 - 15	C12	R8.2 (c.f.)	Membership Dues
5.1 - 16	C13 13.1	C5	Members Definitions
5.1 - 17	13.2	P.M. 4.2	Membership
5.1 - 18	13.3	P.M. 4.4	Termination of Membership
5.1 - 19	C14 14.1	R20.1	Name and Logos Legal Entity / Identification of BPW International
5.1 - 20	14.2		Logos

Colour Index

Mandatory Clauses: these are specific clauses added/relocated to ensure compliance with Registration and Swiss Civil Code
Clauses / text in Black: no change to existing Constitution, Regulations or Procedure Manual text, but text has been relocated in the order/layout of the proposed updated document
Clauses / text in Bold: **used to highlight key areas in the document**
Clauses / text in Purple: **new section or specific clauses added:**
Clauses / text in Blue: where new text has been added
Clauses / text in Green: represent changes from the current Constitution and Regulations
Text in Red/~~line through~~: ~~Text removed: text removed or deleted~~

PREFACE

Amendments to these Constitution and Regulations (Statutes) are subject to the following:

Motion to adopt the new Constitution to permit BPW International's registration at the XXVII BPW International Congress, Helsinki, 21 June 2011:

1. BPW International requires registration in Geneva as per the motions and action required following the new Constitution and Regulations and Procedure Manual passed at the XXVII BPW International Congress, Helsinki, Fifth and Sixth Business Sessions, 21 June 2011 (Congress Proceedings)

2. As noted under the proceedings, the Constitution and Regulations as adopted are to comply with:

   Swiss Civil Code: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.

BPW International:

Was registered at the CAGI – Geneva Welcoming Center – following Congress 2011 and has been maintained by the yearly submission of the audited annual financial statements of BPW International and the Congress Proceedings 2011 and 2014.

On the 3 March 2024, formal notification was received by the International President to inform her that BPW International had been removed from the CAGI Registration due to the non-submission of the proceedings 2017 and 2021 as one of the minimum requirements for compliance.

For compliance to meet Swiss Civil Code New Mandatory Clauses have been added:

- The Articles of Association to comply with Swiss Civil Code.
- Preliminary Clauses, to identify all supplementary documents that are to be read with the Constitution and Regulations, but not included in such.
- In order to comply with legal provisions, the "Affiliates" clause is renamed as "Members". This is because an Association is necessarily made up of Members.
- All Affiliate Federations and Affiliate Clubs (where no Federation is present) are permitted to vote.
- The Executive or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC (2010), may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.

- Power of Representation, the International President and one or more Executive signatories
- Submission of the 'minutes' of the business sessions of the General Assembly, with a copy of the new Executive signatories, are to be submitted to the Registration office three (3) months after the International Congress.
- The Constitution and Regulations are to be updated with all resolutions adopted in the General Assembly and signed by the outgoing Executive signatories in the last business session of the General Assembly.

General Amendments to the Constitution and Regulations:

Following the submission of the existing BPW International Constitution and Regulations (2021), the Registre du Commerce of the Canton of Geneva, would not accept these and through the Welcoming Centre (CAGI) the recommendation for a review to bring these governing documents up to date was advised by the legal representatives.

A specialist Swiss legal practice who have assisted NGOs in obtaining formal Registration undertook a review to bring them in line with the original 2010 Articles (which BPW International voted on) and the updated Articles that were undertaken as a direct link to the AMLA 2023.

Amendments to the Constitution and Regulations have included rewording, sections relocated, and information taken from the Procedure Manual and implemented into the Constitution and Regulations sections accordingly. Other items have been placed into the Procedure Manual. Updated Definitions combined and under Appendices.

The draft Amendments to the Constitution and Regulations (Statutes) are presented to the:

- The 31st General Assembly, St Kitts, November 2024 for review, debate, vote and adoption of the proposed amendments to the Constitution and Regulations (Statutes).
- These are then ratified, signed by the outgoing Executive members (as noted) and submitted to the Registre du Commerce of the Canton of Geneva, with a copy of the minutes from the business session(s) within three months and a copy of the list of new Executive signatories for the 2024-2027 Triennium.

Proposed Amendments to the Constitution

Amendment 5.1 - 01 : Cover Page

Title of proposed amendment	Cover Page
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
"INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) otherwise called “BPW INTERNATIONAL” CONSTITUTION AND REGULATIONS As adopted at 27th CONGRESS, HELSINKI, June 2011 and amended at 28th GENERAL ASSEMBLY, JEJU, KOREA MAY 2014 and further amended at 29th GENERAL ASSEMBLY, CAIRO, EGYPT OCTOBER 2017 MISSION: BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programmes and projects around the world. Email: presidents.office@bpw-international.org www.bpw-international.org Registered address: Rue de Saint-Jean 26 1203 Geneva, Switzerland"	**INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW)** otherwise called **“BPW INTERNATIONAL”** **CONSTITUTION AND REGULATIONS** **STATUTES 2024** **ADOPTED AT THE XXXI Congress, General Assembly Business Session No. ____(?) on the _____ (day) November 2024** **MISSION:** *BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education, mentoring, networking, skill building, and economic empowerment programmes and projects around the world.*

RATIONALE

In compliance with the Swiss Civil Code the front / cover page requires ‘Statutes’ and the actual date the Constitution and Regulations are formally adopted and signed/ratified. The contact details and address are to be removed from the front cover. The previous additions are put onto the inside cover of the front page of the Constitution and Regulations.

Proposed Amendments to the Constitution

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 02 : Revisions / history of changes approved and adopted

Title of proposed amendment	Revisions / history of changes approved and adopted
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
Incorporating the adopted Constitution and Regulations from 27th CONGRESS, HELSINKI, June 2011 and amended at 28th GENERAL ASSEMBLY, JEJU, KOREA MAY 2014 and further amended at 29th GENERAL ASSEMBLY, CAIRO, EGYPT OCTOBER 2017 and no changes made at the 30th GENERAL ASSEMBLY, ONLINE MEETING, MARCH 2021	Revisions / history of changes approved and adopted: Incorporating the adopted Constitution and Regulations from 27th CONGRESS, HELSINKI, June 2011 and amended at 28th GENERAL ASSEMBLY, JEJU, KOREA MAY 2014 and further amended at 29th GENERAL ASSEMBLY, CAIRO, EGYPT OCTOBER 2017 and no changes made at the 30th GENERAL ASSEMBLY, ONLINE MEETING, MARCH 2021 **REVIEW / ADOPTION AND RATIFICATION AT THE** 31ST CONGRESS, GENERAL ASSEMBLY BUSINESS SESSIONS, ST KITTS, NOVEMBER 2024

RATIONALE

The title page has been amended and to permit any future changes to the Constitution and Regulations to be easily recorded, these have now been re-positioned to the second page (inside cover).

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 03 : Ratified

Title of proposed amendment	**RATIFIED** (mandatory clause)
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
N/A	1. These updated Articles of Association of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (aka BPW International) (the "Articles") consist of the following three sections: I. PRELIMINARY CLAUSES II. CONSTITUTION III. REGULATIONS Annexes: Appendix 1: BPW International Definitions 2. **Process** These articles have been reviewed, debate, voted, and approved and updated with the final Articles presented for approval at: • BPW International General Assembly Business Session No. ____ held _____ (day) November 2024 All future resolutions for amendments and approved changes will be voted on during the General Assemblies and will be signed off prior to the end of the last Business Session by the outgoing signatories of the Executive. 3. **Registration**

	A copy of the minutes of the General Assembly with a copy of the new signatories' details, and a list of the Executive Board, are to be included at the time of these being submitted to **BPW International's** (The Association's) Head Office in Geneva and submitted within three (3) months. *Signed on behalf of* *International Federation of Business and Professional Women (IFBPW)* **BPW International Executive 2021-2024** Signed by: Position: President Dr. Catherine Bosshart Date: Signed by: Position: Executive Finance Officer Dr. Eufemia Ippolito Date: Signed by: Position: Executive Secretary Jenny Gulamani-Abdulla Date: Signed by: Position: 1st Vice President Chularat Israngkool Na Ayutthaya Date:

RATIONALE

In compliance with the Swiss Civil Code the amended Constitution and Regulations resolutions must be adopted at the General Assembly; this is as per our existing Constitution and Regulations.

To achieve the required deadlines for registration in Geneva by the 1st July 2024, in compliance with the revision of the Anti-Money Laundering Act (AMLA) and its implementing provisions (RO 2021 656):

I. Since 1st January 2023, any association which primarily collects or distributes assets abroad, directly or indirectly, that are intended for charitable, religious, cultural, educational or social purposes is now subject to a compulsory registration with the Commercial register (Art. 61 para. 2 ch. 3 Civil Code, CC).

II. Despite this (deliberately [Federal Council Message on the revision of the Anti-Money Laundering Act of 26 June 2019, FF 2019 5278]) broad legal basis, it should be noted that among the above-mentioned associations, only those that

present a risk of money laundering or terrorist financing, due to the amount, origin, destination or use of the funds raised or distributed, are subject to this new registration requirement (Art. 61 para. 2ter CC a contrario).

BPW International is subject to clause (i) above.

The proposed amendments to the Constitution and Regulations, will be ratified and signed by the current Executive before the close of the last business session of the General Assembly and any future amendments to the Constitution and Regulations must follow the same procedure.

A copy of the minutes, with a copy of the signatories is to be submitted to the Registration office within:

- three (3) months of a General Assembly to meet the conditions of the Swiss Civil Code and Registration requirements.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 04 : Preliminary Clauses (P1-P2)

Title of proposed amendment	**PRELIMINARY CLAUSES** (P1-P2)
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	**PROPOSED WORDING**
	I. PRELIMINARY CLAUSES (mandatory clause) P1 **These Articles of Association** of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) (the "Articles") consist of the following three sections: I. PRELIMINARY CLAUSES II. CONSTITUTION; and III. REGULATIONS ANNEX 1: Appendix 1: BPW International – Definitions

	P2 **Capitalised words** In these Articles of association, words and expressions which have the first letter of their constituent words capitalised shall have the meanings set out in Appendix I to the Articles of Association entitled "Appendix I – BPW International - Definitions", which is annexed to these Articles of Association. The definitions in this appendix apply to both the singular and plural of the terms concerned.

RATIONALE

The inclusion of the Preliminary Clauses required to define what the Articles of Association consists of in respect to the Constitution and Regulations documents and any supplementary documents that are existing. Any future supplementary documents would be identified under the Preliminary Clause Section.

The inclusion of the section P2. Capitalized words, in the Articles of Association is to highlight they have a specific definition included within Appendix 1.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 05 : Preliminary Clauses (P3)

Title of proposed amendment	**PRELIMINARY CLAUSES** (P3)
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	PROPOSED WORDING
	I. **PRELIMINARY CLAUSES (mandatory clause)** P3 **Procedure Manual** The Procedure Manual is a supplementary document drawn up by the Association containing a set of regulatory standards which supplement or clarify the application of the Articles of Association. Under Swiss law, these

	rules do not have to be included in the Articles of Association. The Procedure Manual may be consulted by any Member who submits a written request to the Executive Secretary.
R21. Procedure Manual R21.1 The Procedure Manual sets out how the Regulations should be followed and must be consistent with the Constitution and Regulations. R21.3 Constitution and Regulations Amendments must be prepared with attached clear explanations as to their impact on the Procedure Manual. When approved the changes, updating the Procedure Manual, should be carried out at the same time as the updating of the Constitution and Regulations. There will be no need to make any further reference to the International Executive. R21.2 The Procedure Manual can be amended by the Executive between General Assemblies. Such amendments apply only after they are each singly accepted by a majority vote of the International Board.	Constitution and Regulations Amendments must be prepared with attached clear ~~explanations~~ rationales as to their impact on the Procedure Manual. When approved the changes, updating the Procedure Manual should be carried out at the same time as the updating of the Constitution and Regulations. There will be no need to make any further reference to the International Executive. The Procedure Manual may ~~can~~ be amended by the Executive Board. Such ~~between General Assemblies, but~~ amendments apply only after they are each singly accepted by a majority vote of the International Board.

RATIONALE

The Preliminary Clauses include the process of how the amendments to the Constitution and Regulations have an impact (if any) on the Procedure Manual and when they can be amended and the approval process.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 06 : C1 Name & Registration (or Headquarters)

Title of proposed amendment	**Name & Registration (or Headquarters)**
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	PROPOSED WORDING
C1 Title The name of this organisation is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW), otherwise called "BPW International". The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.	The name of this non-profit organization (association) under private law is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (hereinafter "**the Association**" or ~~otherwise called~~ "**BPW International**"). It is governed by Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "**CC**"). BPW International's (the Association's) registered office will be in Geneva. ~~The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.~~ BPW International (the Association) will be registered with the Registre du Commerce of the Canton of Geneva. The administrative office of the International President is held in her city of residence during her triennium.

RATIONALE

The change from "Title" to Name and Registration (or Headquarters), is to align with the requirements of adding the legal bases relating to associations and stipulating that the registered office is in Geneva, without specifying an exact address.

In the event of a change of address within Canton, this will avoid the need to update the Articles of Association. Finally, it is proposed that BPW International (the Association) will be registered with the Registre du Commerce and therefore the address is included in the final Constitution and Regulation Statutes.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 07 : C2 BPW International (The Association)

Title of proposed amendment	C2 BPW International (The Association)
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	PROPOSED WORDING
C2 Type of Organisation BPW International is a non-partisan, non-profit organisation of unlimited duration with voluntary membership and leadership: • It does not discriminate on the basis of background or beliefs, and respects human rights • Its procedures are democratic, transparent and inclusive of all members • Its decision-making bodies are accountable to the members Its funds are carefully managed and used to promote and achieve its aims	BPW International is a non-partisan, non-profit organization of unlimited duration with voluntary membership and leadership: • It does not discriminate on the basis of background or beliefs, and respects human rights • Its procedures are democratic, transparent and inclusive of all m Members • Its decision-making bodies are accountable to the m Members Its funds are carefully managed and used to promote and achieve its aims

RATIONALE

The change from “Type of Organization” to BPW International (the Association), is to reflect how we will be identified under the office of registration.

The change of the small ‘m’ to capital ‘M’ is to reflect the term “Member” which is defined further in the documents and under the Definitions.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 08 : C5 Principles

Title of proposed amendment	C5 Principles
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	PROPOSED WORDING
R24 Principle	
R24.1 The Constitution and Regulations are permissive rather than restrictive.	The Constitution and Regulations are ~~is~~ based on a ~~are~~ permissive rather than a restrictive principle.
R24.2 The Executive will decide matters that are not covered by the Constitution, Regulations or Procedure Manual. Executive decisions must be guided by the aims and be consistent with the nature of the Constitution and Regulations and the Procedure Manual.	~~The Executive will decide~~ Matters ~~that are~~ not covered by this Constitution and Regulations, or the Procedure Manual ~~shall~~ will be decided by the Executive in a manner consistent with the ~~nature of~~ social purpose (mission and values) of BPW International. ~~the Constitution and Regulations and the Procedure Manual.~~
R24.3 If there are questions about interpreting the Constitution and Regulations, the English text will be relied upon.	~~If there are any questions about interpreting the Constitution and Regulations, the English text will be relied upon.~~

RATIONALE

R24. Principle has been relocated under the Constitution section as these are fundamental principles which our organisation is governed by.

Minor amendments have been made to the existing text and the removal of R24.3 from this section and relocated under languages.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 09 : C6 Languages

Title of proposed amendment	C6 Languages
Proposed b	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	none

CURRENT WORDING	PROPOSED WORDING
R6 Languages The official languages of BPW International are English, French, Italian and Spanish. R24.3. If there are questions about interpreting the Constitution and Regulations, the English text will be relied upon.	The official languages of BPW International are English, French, Italian and Spanish. "New text added/relocated" ~~If there are~~ In the event of any question~~s about interpreting~~ as to the interpretation of the terms of the Constitution and Regulations, the English text ~~will be relied upon~~ of the Constitution and Regulations ~~shall~~ will prevail.

RATIONALE

R6. Languages has been relocated into the Constitution section of the document as these are fundamental principles which our organisation is governed by.

R24.3 has been included into the language section to ensure clarity around the main language of the Constitution and Regulations being English.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 10 : C7 BPW International Regions

Title of proposed amendment	**C7 BPW International Regions**
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R7 Regions of BPW International	C7 ~~Regions of~~ BPW International Regions
R7.1 There shall be at least 5 regions including: • Africa • Asia Pacific • Europe • Latin America • North America and the Caribbean	BPW International is present in ~~There shall be~~ at least five (5) Regions including, namely: • Africa • Asia-Pacific • Europe • Latin America • North America and The Caribbean
R7.2 Each region is made up of the Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members from that region	Each ~~r~~ Region is made up of Members that are ~~the~~ Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members ~~from that region~~. Regional coordinators are elected, in accordance with the procedure set out in the Procedure Manual.
R7.3 There may be geographical sub-regional groups, and sub-regional coordinators may be appointed as set out in the Procedure Manual.	~~R7.3 There may be geographical sub-regional groups, and sub-regional coordinators may be appointed as set out in the Procedure Manual.~~
R7.4. At least 1 regional meeting must be held between BPW International Congresses.	At least one (1) regional meeting ~~between~~ of the Members from the same Region must be held between each International Congress.

RATIONALE
R7. Regions have been relocated into the Constitution section of the document as these are fundamental principles which our organization is governed by. Some minor amendments have been included in the main body of the text.

Clause R7.3 has been removed from this document and retained in the Procedure Manual as it permits easy amendments if required.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 11 : C8 Relationships

Title of proposed amendment	C8 Relationships
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R22 Relationships R22.1 BPW International will work to maintain its status with the United Nations. R2.2 (sec) BPW International may form relationships with other organizations and institutions, which must comply with the Relationships Protocol as set out in the Procedure Manual.	C8 Relationships BPW International will work to maintain its Special Consultative Status with the United Nations. BPW International may ~~form~~ develop new relationships with other organizations. Such relationships ~~which~~ must comply with ~~the Relationships Protocol as set out in~~ Chapter 12 (Relationships including the United Nations) of the Procedure Manual.

RATIONALE

R22. Relationships has been relocated into the Constitution section of the document as these are fundamental principles which our organization is governed by.

Some minor amendments have been included in the main body of the text.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 12 : C9 Means

Title of proposed amendment	**C9 Means**
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R8.1 Financial Matters (comes from) R8.1 BPW International resources come from: • Members' dues • Friends and Fellows • Funds received through sponsors, legacies and donations • Profits from events and sale of BPW merchandise and services • Private and public subsidies • Any other resources authorized by the law • Resources are used to work for BPW International aims and policies, and for administration	**C9 Means** BPW International (the Association) may undertake any lawful activity conducive to achieving its purpose. In particular, it may by: • raising funds from private individuals and public bodies • holding events • entering into partnerships; and promoting and publicising its social purpose and BPW International (the Association).

RATIONALE

C9 Means, has come from R8 Financial Matters, which identified where financial resources came from and their use. There is a specific requirement to identify how the money is obtained through its activities and methods, the means how the money can be raised for the benefit of our Members.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Proposed Amendments to the Constitution

Amendment 5.1 - 13 : C10 Resources

Title of proposed amendment	**C10 Resources**
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING

R8.1 Financial Matters (comes from)
 	
R8.1 BPW International resources come from:
• Members' dues
• Friends and Fellows
• Funds received through sponsors, legacies and donations
• Profits from events and sale of BPW merchandise and services
• Private and public subsidies
• Any other resources authorized by the law
• Resources are used to work for BPW International aims and policies, and for administration
	C10 Resources
	
	BPW International's (the Association) resources may come from:
	• donations, legacies and "Friends & Fellows"
	• sponsorship, partnerships and public subsidies
	• Members' dues
	• the yield and income generated by BPW International's (the Association's) assets
	• income from events and activities organized by BPW International (the Association's), in particular
	  ○ profits from events or from the sale of objects and the provision of services
	  ○ any other legal resources or entities (refer to the Procedure Manual for examples).
	
	All the BPW International (*the* Association) resources must be allocated exclusively, directly or indirectly, to the achievement of its non-profit-making purpose and to its management.
	
	No Member may claim any resources or property from BPW International.
	
	Refer to the Procedure Manual for financial management of the Association.

RATIONALE

C10. Resources has come from R8 Financial Matters and identifies where the financial resources can come from and their exclusive use for the purpose of BPW International as

a non-profit organisation. For example a conference would have a surplus (any money left after all expenses are paid), not a profit. It also required that no Member could claim any resources (finances) or property from BPW International.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 14 : C11 Liability (ies)

Title of proposed amendment	**C11 Liability ~~(ies)~~** mandatory clause
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R8.5 Liabilities • Liabilities of BPW International must be paid only from the resources of BPW International • Affiliates and members are not responsible for any liabilities incurred by BPW International • Members of the Executive and the Financial Management Team who follow correct BPW International processes will be indemnified by BPW International	**C11 Liability ~~(ies)~~** The debts of BPW International ~~shall~~ will be met exclusively from the resources of the Association. No Member ~~shall~~ will be liable for debts incurred by the Association. • ~~Liabilities of BPW International must be paid only from the resources of BPW International~~ • ~~Affiliates and members are not responsible for any liabilities incurred by BPW International~~ • ~~Members of the Executive and the Financial Management Team who follow correct BPW International processes will be indemnified by BPW International~~

RATIONALE			
Clause R8.5 Liabilities has been relocated and as new clause C11 Liabilities. It states clearly that any debts of BPW International will come from the resources of the Association, not from individual Members.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 15 : C12 Membership Dues

Title of proposed amendment	**C12 Membership Dues**
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R8.2 Dues The General Assembly sets the rate of dues payable each year. • Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to anotherpayment arrangement • Affiliates' dues for each member are payable by 31 March each year • There is a 6% annual penalty payable for late dues • Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual	The General Assembly determines the amount of the annual Membership dues. ~~The General Assembly sets the rate of dues payable each year.~~ ~~• Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to another~~ ~~• payment arrangement~~ ~~• Affiliates' dues for each member are payable by 31 March each year~~ *Following section is operational and moved into the Procedure Manual:* ~~• There is a 6% annual penalty payable for late dues~~ ~~• Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual~~

RATIONALE

Clause R8.2 Dues has been relocated under clause C12 Membership Dues, to clearly identify the dues are paid by the Members and it is at the General Assembly that debates/votes and adopts what the Annual Membership Dues will be for the next triennium. Penalties is considered an administrative item and relocated into the Procedure Manual.

Proposed Amendments to the Constitution

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 16 : C 13 Members - Definitions

Title of proposed amendment	**C13 Members – Definitions**
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary
Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
C5 Affiliates International Federation of Business and Professional Women (IFBPW) otherwise called "BPW International" consists of: • Affiliate Federations of Business and Professional Women • Affiliate Clubs of Business and Professional Women • Individual Affiliate Members (Business and Professional Women) The International Board may remove an Affiliate. **R13 Young BPWs** R13.1 Young BPWs are members under 35 years old who belong to BPW Affiliates or are Individual Affiliates.	**13.1 Definition** The INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) consists of the Affiliate Federations, Affiliate Clubs and Affiliate Individual Members of the Association (the "**Members**"). Members may be legal entities and/or are all persons who have an interest in and/or wish to support the mission, social aim and objectives of BPW International (the Association). Members up to thirty-five (35) years of age are officially recognized as Young BPW members. BPW International (the Association) is composed of the following Members: i. Affiliate Federations of Business and Professional Women ("**Federation**") A Federation is defined as an Affiliate Federation of Business and Professional Women and is an Active Member of BPW International.

	The Affiliate Federation must consist of at least three (3) Affiliate Clubs. In addition, the Federation must be composed of a minimum of one hundred (100) individual members, who pay their dues, for a Federation to be recognized as such. No more than one Federation may exist per country (territory comprising a geopolitical unit). If the total number of individual members of a Federation falls below one hundred (100), recognition of the existence of the Federation ~~shall~~ will be suspended until such time as the number of individual members of the said Federation again increases to one hundred (100). When the existence of the Federation is suspended, the Affiliate Clubs constituting the Federation automatically become Members of BPW International. ii. Affiliate Business and Professional Women's Clubs ("**Club**") A Club is defined as an Affiliate Club of Business and Professional Women and is an Active Member of BPW International. It is composed of at least twenty (20) Business and Professional Women. *An Affiliate Club is formed in a country where there is no existing Federation.* *Where there is an existing Affiliate Federation, the new club becomes a Member of that Federation.* ~~No Affiliate Club may become a Member in a country in which there is an existing Affiliate Federation which is already a Member~~, *Where an Affiliate Federation* ~~unless recognition of the existence of the Affiliate Federation~~ is suspended due to

	fewer than one hundred (100) individual members making up the Affiliate Federation, *each club automatically becomes an Affiliated Club with BPW International (the Association).* Where there are a minimum of three (3) Affiliate Clubs with a total membership of at least one hundred (100) members in the same country, these Affiliate Clubs must work together to become an Affiliate Federation of BPW International. iii. Individual Affiliate Members (Business and Professional Women) ("**Individual Member**") An Individual Affiliate Member is defined as any person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. This person must support and adhere to the objectives of BPW International. Individual Affiliate Members are passive Members of BPW International. As such, they do not have voting rights at the General Assembly and are not eligible for election. The Constitution of an Affiliate Federation or Affiliate Club must be approved by BPW International and must be consistent with these Constitution and Regulations (Statutes) and ensure good governance. BPW International (The Association) ~~shall~~ will maintain a list of the Affiliate Federations, Affiliate Clubs and Individual Affiliate Members (art. 61a Swiss Civil Code). Information relating to each Affiliate Federation, Affiliate Club and Individual Affiliate Member and any supporting documents will be kept for five years after the Affiliate Federation, Affiliate Club or Individual Affiliate Member concerned has been deregistered (art. 61a para. 3 CC). Refer to the Procedure Manual on what information and format is provided for the records.

RATIONALE
In order to comply with legal provisions, it has been requested to rename the "Affiliates" clause as "Members". This is because an association is necessarily made up of members. They have been grouped together with the definitions of the various Members in this clause in order to clarify the distinctions between Members from the outset. A paragraph has been inserted on the obligation to keep a list of Members. From 1 January 2023, associations entered in the commercial register must have an up-to-date list of Members. This list must include the name and/or business name and address of the members and must be accessible at all times (art. 61a CC). In addition, the information and supporting documents (including those concerning a member who has been struck off) must be kept for 5 years. *Note the list is to be held by BPW International of its Affiliate Federations, Affiliate Clubs and Individual Members.* It is also proposed that directly after the definition of Members, the provisions relating to the joining and leaving of a Member is included into the Constitutions. Art. 61a (Statues 2024) 1 Associations that are required to be entered in the commercial register shall keep a register in which the members are entered with their first name, surname or company name and address. 2 They shall maintain the directory in such a way that it can be accessed at any time in Switzerland. 3 They shall retain the details of each member and any supporting documents for five years after the member has been removed from the register.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 17 : C13 Members – 13.2 Membership

Title of proposed amendment	**C13 Members – 13.2 Membership**
Proposed by	Dr. Catherine Bosshart, International President
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
P.M. 4.2 Formal Membership applications (existing in Procedure Manual)	**13.2 Membership** Any Federation of Business and Professional Women, any Club of Business

Formal membership applications are subject to vote by the Executive who may approve or reject applications for membership at its discretion and decide on the effective date of admission. A Federation, Club or individual member is not recognised as an Affiliate prior to the official decision of the Executive.	and Professional Women and/or any Business and Professional Woman may join BPW International (the Association) as a new Member if they comply with the conditions **outlined under 13.1 Definitions** above. Any Federation of Business and Professional Women, any Club of Business and Professional Women and/or any Business and Professional Woman wishing to become an Individual Member must submit a written application to the BPW International Executive. Where a country has a minimum of three (3) Clubs Affiliate to BPW International and at least 100 members in total within those Clubs, the Clubs must together apply to become a Federation Affiliated to BPW International. Written applications for membership ~~shall~~ will be voted on by the Executive, which may approve or reject applications at its discretion and decide the effective date of admission. A Business and Professional Women's Federation, a Business and Professional Women's Club and/or a Business and Professional Woman ~~shall~~ will not be recognized as a Member until the formal decision of the Executive.

RATIONALE			
The process for Membership is being clearly defined to illustrate the structure of the different levels of Membership and how this is achieved from conception through to the formal welcoming and endorsement.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 18 : C13 – C13.3 Termination of Membership

Title of proposed amendment	**C13-13.3 Termination of Membership**
Proposed by	Jenny Gulamani-Abdulla, Executive Secretary

Proposed Amendments to the Constitution

Seconded by	Dr. Catherine Bosshart, International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
P.M. 4.4 Removing an Affiliate (existing Procedure Manual) The International Board of BPW International may, upon giving three (3) months' notice in writing to the Affiliate President, or failing her, the Affiliate Secretary remove the membership in BPW International of an Affiliate.	**13.3 Termination of Membership** Any **Member's** membership can be terminated by: i. Confirmation of the resignation of a Member from a Club/Federation, must be sent in writing to the International Executive, for their records, at least six (6) months before the end of the calendar year (art. 70 al. 2 CC): • Affiliate Federation to International ~~Board~~ Executive • Affiliate Club to their Affiliate Federation • Affiliate Club in countries with no Federations to the International Executive • Individual Affiliate Members to International Executive ii. Death, if the Member is an individual. Membership is inalienable (art. 70 al. 3 CC). iii. Removal, i.e. the withdrawal of the Member by decision of the International Executive, subject to three (3) months' written notice to the individual Member or to the Member's President or, failing that, to the Member's secretary: • Affiliate Federation to International Executive, • Affiliate Club to their Affiliate Federation or Affiliate Club to International Executive • Individual Affiliate Members to International Executive • Past International Presidents • Executive Members
4.4.1 **Reasons for removal** • That the Affiliate is in arrears of a period of one (1) year	iv. The removal of a Member (e.g. Affiliate Federations, Affiliate Clubs, Individual Members, Past International Presidents and Executive Members) may occur in

• if a complaint has been made to the Executive of misconduct relating to the affairs of BPW International on the part of that Affiliate or an allegation is made that the Affiliate is acting in a way likely to bring BPW International into disrepute. 4.4.2 Procedures The Executive will give the Affiliate concerned three months' notice upon receipt of such a complaint or allegation to enable that Affiliate to have the right to reply in writing or in person before a decision to remove the membership is made. • An Affiliate has a right of appeal to the General Assembly. Such an appeal must be lodged within three (3) months of the removal decision. Upon the lodging of an appeal, the Affiliate will be re-instated pending the hearing of the appeal at the following General Assembly • Any member of BPW International including any Federation, Affiliate Club or Individual Affiliate Member will cease to be a member and must cease using the name BPW in its title, immediately upon cessation of membership of BPW International for whatever reason. BPW International is the sole arbiter on the question of who is or who is not deemed a member in whatever form.	particular to: (refer to the Procedure Manual section 4.4 on the process) • When the Affiliate Federation, Affiliate Club, Individual Member has not paid its dues for one (1) year. • Where a complaint has been made to the Executive regarding: o misconduct by a Member in relation to the affairs of BPW International, o or where an allegation against a Member gives rise to suspicion that the Member has acted in a manner likely to bring BPW International into disrepute, o where a member has put BPW International at risk, for example through financial management, reputational loss, appropriating funds allocated for purposes of BPW, risk to registration and professional reputation o where a member has not met their obligations under the following: ▪ BPW International Constitution and Regulations ▪ BPW International Procedure Manual ▪ other supporting documents for example Regional Regulations, Guidelines or By-Laws ▪ Affiliate Federation and Affiliate Club Constitutions In all cases, the current year's membership fee remains payable by the outgoing Member.

RATIONALE			
It is required that a clear definition of the process for the termination of any Member is clearly stated under the Constitution, where previously only related to Executive members			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 19 : C14 Name and Logos

Title of proposed amendment	C14 Name and Logos		
Proposed by	Dr. Catherine Bosshart, International President		
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary		
Supported by	Constitutional Advisory Committee (CAC)		
Financial Impact	none		
CURRENT WORDING		**PROPOSED WORDING**	
R20 Name and Logos (existing) R20.1 The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International and the logos are in the sole ownership of BPW International.		**14.1 Legal Entity / Identification of BPW International** The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International, and the logos are in the sole ownership of BPW International.	
RATIONALE			
The name of the International Federation of Business and Professional Women (IFPBW) is registered and is a protected legal entity. Regulation R20 has been relocated under Constitution requirements.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.1 - 20 : 14.2 Logos

Title of proposed amendment	14.2 Logos		
Proposed by	Dr. Catherine Bosshart, International President		
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary		
Supported by	Constitutional Advisory Committee (CAC)		
Financial Impact	None		
CURRENT WORDING		**PROPOSED WORDING**	

Proposed Amendments to the Constitution

R20.1 Logos R20.3. Identification with the International Federation of Business and Professional Women (IFBPW) Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (IFBPW) on websites and letterheads at a minimum. R20.4. The logos can be used only by paid-up financial Affiliates of the International Federation of Business and Professional Women (IFBPW) and must not be used for personal benefit or profit. R20.5 The logos should be used only with the colour black and grey. R20.6 The logos must not be altered in any way other than to adjust the size proportionally. R20.7. The modern BPW International Logo must appear at a prominent place. When the BPW affiliate has its own logo, it may appear together with the BPW International logo, however, the modern BPW International logo must appear first.	**14.2 Logos** Identification with the International Federation of Business and Professional Women (IFBPW) Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (BPW) on websites and letterheads at a minimum. (Refer to the Procedure Manual on the colours and formal use).

RATIONALE

Identification with BPW International and use of its logos are relocated, with the specific requirements included under the Constitution. All other information regarding its use, design, colours are covered under the Procedure Manual.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Chapter 5

5.2 Regulations and Appendices Amendments

5.2. Regulations and Appendices Amendments

5.2 Proposed Amendments to the Regulations and Appendices updated/issued December 2023, resubmitted by 17th May 2024

Proposed Sections: III Regulations
Appendices

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5.2 - 03	2.2	R10 R10.1 PM 8.0	General Assembly for the Triennium
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Mandatory Clauses: these are specific clauses added/relocated to ensure compliance with Registration and Swiss Civil Code
Clauses / text in Black: no change to existing Constitution, Regulations or Procedure Manual text, but text has been relocated in the order/layout of the proposed updated document
Clauses / text in Bold: **used to highlight key areas in the document**
Clauses / text in Purple: **new section or specific clauses added:**
Clauses / text in Blue: where new text has been added
Clauses / text in Green: represent changes from the current Constitution and Regulations
Text in Red/~~line through~~: ~~Text removed: text removed or deleted~~

Amendment 5.2 - 01 : III Regulations – R1 Organisation of BPW International (The Association) (mandatory clause)

Title of proposed amendment	Organisation of BPW International (The Association) (mandatory clause)
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	R1 Organisation of BPW International (The Association) (mandatory clause) The bodies of BPW International are: • The **General Assembly** • The **International Board** • The **"Executive (Board)"** (i.e., by analogy, the body referred to in the CC as the "Management").

RATIONALE

The General Assembly and the Executive Board are the bodies that correspond to the mandatory bodies of associations under Swiss law.

External auditors are only compulsory if the conditions of Article 69b of the Swiss Civil Code (CC) are met. This does not appear to be the case for BPW International.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 02 : General Assembly (Mandatory Clause)

Title of proposed amendment	**General Assembly** (Mandatory Clause)
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
P.M. 1.0 International Board [R1] (existing PM) 1.1 Governance General Assembly: The highest governing body for BPW International is the General Assembly held at the triennial BPW International Congress. Its composition, functions, and responsibilities are shown at Section 8.	**R2 General Assembly** (Mandatory Clause) **2.1 General Information** The General Assembly is the supreme body of BPW International (the Association) within the meaning of art. 64 et seq. of the Swiss Civil Code. It comprises: • Members of the Executive • Past International Presidents • Delegates from Affiliate Federations Appointed Delegate of the Affiliate Clubs in the same country; and Chairs of the Standing Committees.

RATIONALE

The International Congress is to meet five functions:

- Pre-General Assembly International Board Meeting
- The five (5) Regional meetings
- General Assembly for the business of the Federation
- Post General Assembly International Board Meeting
- Members education / empowerment through:
  - Pre-General Assembly general meetings on Budget, Constitution and Regulations amendments, and Procedure Manual amendments and Policy and External Resolutions
  - Plenary Sessions
  - Workshops
  - Keynote Speakers
  - Awards Dinner
  - End of Congress Dinner

Handover meeting post Congress by the outgoing Executive to the new.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 03 : R2. 2.2 General Assembly for the Triennium

Title of proposed amendment	**2.2. General Assembly for the Triennium**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R10. General Assembly (existing) R10.1 The General Assembly is the meeting of • the voting delegates from each Affiliate Federation • one voting delegate from each country with Affiliate Clubs • the members of the Executive • Past Presidents • Standing Committee Chairpersons **P.M. 8.0 General Assembly [R10]** A General Assembly is held triennially at the International Congress at a time and a place to be fixed by the International Executive. A call to the International Congress / General Assembly shall be mailed to all members not less than eight (8) months in advance of the first day of the Congress.	**R2. GENERAL ASSEMBLY (cont.)** **2.2. General Assembly for the Triennium** The General Assembly is held every three (3) years, at the time of the International Congress. Elections, appointments and resolutions made at the General Assembly must comply with the rules set out in the Procedure Manual.

RATIONALE

Under the existing Regulations R10 it outlines the when the General Assembly is to be held and for the purpose.

The process is identified under the Procedure Manual.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 04 : R2. 2.3 Annual Audited Accounts

Title of proposed amendment	2.3 Annual Audited Accounts
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC) BPW New Zealand
Financial Impact	Would be a financial impact if a General Assembly has to be held online for the specific purpose of reviewing/voting on the annual audited accounts.

CURRENT WORDING	PROPOSED WORDING
	R2 GENERAL ASSEMBLY (cont.) **2.3 Annual Audited Accounts** Virtual General Assembly, or for distribution and electronic voting by the International Board. The annual/yearly ~~General Assembly~~ Audited Accounts will be prepared and issued to the International Board ~~convened~~ (August/September) ~~virtually~~ for the purpose of the review of the annual accounts and the audited report for the year for voting in accordance with Art. 64 of the Swiss Civil Code. A copy of the annual accounts and the audited reports, completed every year, is sent through to the International Board for their records and voted at the virtual General Assembly. All three reports for the Triennium are included in the Congress Workbook. A ~~The triennial~~ three-year budget is ~~presented/voted and~~ is prepared by the Executive Board for approval ~~ed~~ at each triennial General Assembly at the time of the International Congress. It~~s~~ is managed ~~ment~~ by the Executive Board, and the

	budget results (actuals vs budget), as well as the following year's budget changes for approval, are ~~audited accounts~~ presented annually to the International Board ~~virtual General Assembly~~, along with the annual accounts and audited report.

RATIONALE

A requirement for Registration is that BPW International (the Association) has its accounts audited each year and voted on between the triennium. At each triennium, as part of the financial report, the annual accounts are included in the Congress Workbook.

Proposed friendly amendment received 16th February 2024 and included into final resolution submitted prior to 17th May 2024.

"To have clarity that a three-year budget is set at Congress, then reported on annually."
Mover: BPW New Zealand

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 05 : R2. 2.4 Extraordinary General Assembly

Title of proposed amendment	2.4 Extraordinary General Assembly
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	
Financial Impact	Should an Extraordinary General Assembly (EGA) be called for, the costs would be based on if virtual or face to face and advised at the time the EGA is to be held.

CURRENT WORDING	PROPOSED WORDING
	R2 GENERAL ASSEMBLY (cont.) **2.4 Extraordinary General Assembly** The Executive Board or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC, may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.

	The Extraordinary General Assembly must be held within eight (8) weeks of the request, virtually (online). Decisions made at an Extraordinary General Assembly must be reported in writing and issued to the International Board and will be ratified at the following General Assembly (Congress).

RATIONALE			
Under Swiss Civil Code (Art. 64, cl 3, 2010), *"The meeting is convened in accordance with the provisions of the Articles of Association and also by law if one firth of the members request a meeting.* The Executive Board or one-fifth (1/5) of the Members of BPW International must be able to request an Extraordinary General Assembly and to be held within eight (8) weeks of the request.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 06 : R3. General Assembly - International Congress

Title of proposed amendment	R3. General Assembly - International Congress
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	A specific budget is prepared for each International Congress. Should a Congress have the venue/location changed as noted below, a budget is to be prepared with the new conference planning committee and Executive for approval. Should a Congress have to be cancelled due to extraordinary circumstances then the hybrid General Assembly would require a new budget prepared by the Executive and new registration costs specific for the online event.

CURRENT WORDING	**PROPOSED WORDING**
R9 Congress (existing) R9.1 A Congress is held at a time and a place to be decided by the Executive.	**R3 General Assembly - International Congress** **3.1 International Congress**

• The Executive will call for bids for hosting Congress 5 years prior to that Congress • Bids must comply with the criteria as set out in the Procedure Manual • The Congress rotates among the regions	The date and venue of the International Congress ~~shall~~ will be determined by the Executive of the same triennium in which the Congress will be held. Five (5) years before the date of the Congress, the Executive ~~shall~~ will issue a call for applications from Members wishing to participate in the organization of the Congress. Call for Congress bids and the selection process must conclude within the first 6 months of the triennium. Offers of candidature must meet the criteria set out in the Procedure Manual.
7.0 Congress [R9] (existing Procedure Manual) A BPW International Congress, where the General Assembly is convened, is held every triennium at a time and a place to be decided by the Executive. [R9]	
7.1 Bids to host an International Congress [R9.1] The Executive calls for bids for hosting Congress. Any Affiliate Federation or Affiliate Club wishing to host a Congress should send an official Congress bid to the Presidential Office of BPW International five (5) years before they plan to host the Congress. A specification of requirements will be given to Affiliates who indicate they intend to bid to host a Congress. The Congress rotates among the regions. The BPW International Congress should visit at least four (4) of the five (5) regions within a five (5) congress (fifteen (15) year) cycle. BPW International Congress should not be held in the same BPW region within a seven (7) year period.	Unless otherwise decided by the General Assembly, the International Congress ~~shall~~ will be held in one of the following five (5) Regions: • Africa • Asia-Pacific • Europe; or • Latin America; or • North America and The Caribbean. In accordance with a rotation system, all regions must host the International Congress in turn. There is no predefined order. In the event of a pandemic, war, climate disaster or world crisis, requiring the urgent cancellation of the face-to-face for the International Congress, this would be automatically upgraded to a full online meeting to ensure the safety and well-being of all Members of BPW International. In the event that a proposed Congress location would put BPW International and its members in significant financial or personal risk due to political instability within a country, the Executive will have the authority to change the venue/country location, either in the same Region or in a Region that had previously submitted a bid for Congress. To permit change in event and schedules, this is to be coordinated within six months

	(OR 8 WEEKS AS PER THE 1/5TH EXTRAORDINARY VIRTUAL GA) of the original International Congress. The next Congress will then be to the next Region who had submitted the appropriate documentation and received the approvals by the Executive Board.

RATIONALE

Regulation R9 and Procedure Manual 7.0 have been collated for inclusion into 3.1 International Congress as it states how the Congress location is selected and requirements for it to be held across the different regions.

There are specific new sections in respect to the Congress locations now being in specific order and the need to include in the Regulations what BPW International Executive must do if there is a requirement for the change of the location to an online (hybrid) General Assembly.

Incorporating Past International President, Dr. Chonchanok Viravan proposed amendments and rationale from 2021:

The world economy is changing dynamically. To bid 5 years ahead of Congress, any proposed budget would be inaccurate as value of the currency and cost of the expenditure can dramatically change. Experience with past Congress has shown that time to organize BPW International Congress, in extreme circumstance, can be in less than one year. So to conclude venue of Congress 2.5 years ahead of time should be adequate.

Also, when the bid is 5 years ahead of time, the Executive of host country is likely to change by the time of Congress. So the readiness of executive of the host country may change respectively.

This would allow International President and Executive Finance Officer, who are both responsible for the financial outcome of the Congress in their triennium, to be the one who make commitment regarding their financial decisions regarding Congress venues. It is unfair that they must deal with the consequence for financial decisions that they did made (make).

While rotation of Congress is a fair thing to do, but there should be room for exception if none of BPW affiliates in that region is ready to host BPW International Congress, they should not be forced to do so. The inadequate support of Host country, especially in fund raising and finding sponsors, can lead to poor financial performance of BPW International Congress. Therefore, it is best that BPW International Congress will be hosted by BPW Affiliate that are fully ready to assist BPW International.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 07 : R3. 3.2 Timeframes for Congress/General Assembly

Title of proposed amendment	3.2 Timeframes for Congress/General Assembly
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
8.0 General Assembly [R10] (existing) **8.1** Call to Congress The Call to Congress is prepared by the President and the Executive Secretary and circulated to the International Board eight (8) months before Congress. Any documentation for the business of the General Assembly must be made accessible to the general membership on the BPW International website. **8.2** Submissions of nominations, resolutions and amendments for attention at the General Assembly (existing Procedure Manual) they must be received at the BPW International official address at least six (6) months prior to the first day of the General Assembly at which they are to be presented, either by electronic means or mailed in an envelope postmarked before midnight according to GMT on the due date *Extracts from existing Procedure Manual on timeline requirements at four (4) months prior to Congress* **8.5 Resolutions [R17]** (existing)	**R3. General Assembly – International Congress** **3.2 Timeframes for Congress/General Assembly** A clear timeframe for the "Call to Congress", and invitations to Members, notifications, receipt of nominations, resolutions and final documentation is outlined under the Procedure Manual. The following key items are to be met by the Executive Board, International Board and Affiliate Federations and Clubs. i. Invitations for the International Congress and General Assembly: The Call to the International Congress ~~shall~~ will be prepared by the President and the Executive Secretary and ~~circulated~~ distributed to the International Board **eight (8) months** before the International Congress. The Executive ~~shall~~ will be responsible for sending invitations to Members. The invitations sent to Members contain the agenda of the General Assembly. All documentation relating ~~for~~ to the business of the General Assembly,

The resolutions to be considered must be circulated to all members of the International Board at least four (4) months before the date of the General Assembly.	~~must be made accessible to the general membership~~ including the agenda, ~~shall~~ will be made available to Members on the BPW International website.
8.5.3 Resolutions on financial expenditure or dues Resolutions which refer to changes to BPW International financial expenditure or dues must be circulated to the International Board five (5) months before the General Assembly, with advice that any amendments to the resolution must be received within four (4) weeks. This is intended to allow any proposed amendments to the resolution from Affiliates to be circulated four (4) months before the General Assembly with the full list of resolutions.	Invitations may be sent by e-mail. ii. **Six (6) months** before the General Assembly: Nominations, policy resolutions and Constitutional and Regulations and Procedure Manual proposed resolutions amendments must be submitted. iii. **Four (4) months** before the General Assembly**:** Nominations and proposed resolutions have been reviewed and acceptance confirmed. Supporting documents are circulated to the International Board. iv. **Three (3) months** before the General Assembly**:** Executive, Immediate Past President, UN Representatives and Standing Committee Chairs must submit their reports for inclusion into the General Assembly workbook. v. **Two (2) months before the General Assembly:** The Executive Secretary must circulate the agenda for the pre-General Assembly meeting of the International Board and any other available material that is relevant for members' participation in the General Assembly. Any proposed friendly amendments to the Resolutions or Proposed Amendments for the Constitution and Regulations, or Procedure Manual are to be received two (2) months prior to the General Assembly.
8.6 Amendments to the Constitution, Regulations and Procedure Manual [R18] The proposed amendments must be circulated at least four (4) months before the first day of the General Assembly at which such amendments are to be presented.	

RATIONALE			
The proposed amendment incorporates the information existing Regulation R10 and Procedure Manual 8.0 to provide clarity of the process for the 'Call to Congress' and the specific timeframes that are required to meet the deadlines. Items iii and iv had not been previously included, these will now be part of our Regulations. Having proposed friendly amendments issued two (2) months prior to the GA will assist in engagement and discussions prior to the General Assembly and to ensure any minor changes can be achieved prior to the business sessions commencing.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 08 : R3. 3.3 Meeting Mode

Title of proposed amendment	3.3 Meeting Mode
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
	R3 General Assembly -International Congress **3.3 Meeting Mode** The General Assembly for the International Congress is held for all of the Members, Delegates, Alternate Delegates, Guest, Observers, Participants face to face. (Process for any online attendance as observers is at the discretion of the Executive, refer Procedure Manual).

RATIONALE
The General Assembly is open to all Members of BPW International including: • Delegates, Alternative Delegates of Affiliate Federations (financially up to date with all dues and penalties)

- Delegates, Alternative Delegates of Affiliate Clubs (one (I) club per country without a Federation and are financially up to date with all dues and penalties)
- Individual Affiliate Members and Observers, who can attend but have no voting rights and only have the right to speak if all other delegates / alternative
- Executive Members
- Past International Presidents
- Chairs of Standing Committees
- Invited guests / organisations

A General Assembly is for the purpose of all Members worldwide to meet face-to-face at each triennium to meet, renew and create new friendships and work together through debating and voting in the business sessions of the General Assembly.

Follow requests to review an opportunity for Members who are unable to attend an International Congress face-to-face that they could join online. This would be a first for BPW International and therefore the following would be some of the parameters to permit this to occur.

Should the opportunity arise that the General Assembly business sessions of the International Congress could be live streamed, this would be at the discretion of the Executive based on a number of parameters (outlined in detail in the Procedure Manual):

- budgeted registration numbers for face-to-face attendees have been achieved for the International Congress, to ensure no financial risk/loss
- a specific registration cost associated to attend via a live stream recording of the business sessions only has been advised in writing to the participates before they register
- participants are unable to attend due to extreme circumstances the live stream sessions would permit those connected to be observers only with no speaking or voting rights.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 09 : R3. 3.4 Proposals for items on the agenda

Title of proposed amendment	3.4 Proposals for items on the agenda
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
8.2 Submission of nominations, resolutions and amendments for	**R3. General Assembly -International Congress**

attention at the General Assembly (comes from existing PM) Nominations for candidates for election to the BPW International Executive may be submitted by Affiliate Federations and Affiliate Clubs. Resolutions and amendments to the Constitution and Regulations may be submitted by Affiliate Federations, Affiliate Clubs and members of the BPW International Executive, as well as Standing Committee Chairpersons and Past International Presidents. The submitting Affiliate Federation or Affiliate Club must have paid their dues for the current and previous years and any penalties that apply for late payment For nominations, resolutions and proposed amendments to be considered valid: • they must be prepared on the approved form circulated with the Call to Congress, and be signed by the moving Affiliate representative (usually the President) • they must be received at the BPW International official address at least six (6) months prior to the first day of the General Assembly at which they are to be presented, either by electronic means or mailed in an envelope postmarked before midnight according to GMT on the due date	**3.4 Proposals for items on the agenda** Proposals for items on the agenda to be submitted to the General Assembly must be sent by e-mail to the International President's office, and copied to the Executive Secretary, no later than six (6) months before the first day of the International Congress.

RATIONALE

Procedure Manual 8.2 has had an extract added under Resolution 3.4 identify the requirements for proposals for items for inclusion on the agenda to be submitted within six (6) months before the first day of Congress, this is a procedure that all Members must meet.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 10 : R3. 3.5 - Powers

Title of proposed amendment	**3.5 Powers**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	R3. **General Assembly - International Congress** **3.5 Powers** The General Assembly delegates to the Executive the powers to manage and represent BPW International (the Association). The General Assembly retains the following inalienable powers: • Adoption and amendment of the Constitution and Regulations (Articles of Association). • Approval of the annual reports and accounts (audited). • Decide to dissolve or merge BPW International (the Association). • Management of all matters that do not fall within the remit of other bodies.

RATIONALE

The above sections 3.1 to 3.5 clearly outline the procedure for the management and coordination of information, the meeting structure and the power of the General Assembly for inclusion into the Constitution section as these are fundamental principles which it is governed by.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 11 : R3. 3.6 - Voting-General Assembly (mandatory clauses)

Title of proposed amendment	**3.6 Voting at the General Assembly** (with mandatory clause added in red)
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R11 Voting At The General Assembly (Existing Regulations and see Procedure Manual 8.7) **R11.1** Only delegates from Affiliates which are up to date with their dues (and any penalties) can vote at the General Assembly. **R11.2** Delegates of Affiliate Federations attending General Assembly Each Affiliate Federation attending the General Assembly is entitled to vote. The number of voting delegates is: • 500 or fewer members 3 • 501 to 1,000 members 4 • 1,001 to 2,000 members 5 • 2,001 to 3,000 members 6 and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 15 delegates Each Federation is entitled to an equal number of alternate delegates. **R11.3** Delegates of Affiliate Clubs attending General Assembly Each country with 1 or more Affiliate Clubs attending the General Assembly is entitled to 1 voting	**R3 General Assembly - International Congress** **3.6 Voting at the General Assembly** (with mandatory clause added in red) i. Principle • Affiliate Federations and Affiliate Clubs vote through Delegates. Only Delegates of Affiliate Members who are up to date with their dues (and any penalties) may vote. • Individual Members do not have voting rights. • A Delegate's vote corresponds to one vote. Delegates may be represented by their Alternate Delegate. • Abstentions and invalid votes do not count towards the majority. ii. Affiliate Federation Delegates The number of Affiliate Federation Delegates is determined by the number of members each Affiliate Federation has, with a minimum of six (6) Delegates for Federations with a minimum of 100 to maximum of 500 members. The number of voting delegates

delegate and 1 alternate delegate. The 1 vote must be shared by the Affiliate Clubs. **R11.4** Other delegates attending General Assembly • Members of the Executive are entitled to 1 vote and may vote only in that capacity • Past Presidents and Standing Committee Chairpersons are entitled to 1 vote and may vote only in one capacity	increase pro-rate on the number of members the Federations have, these are set out in the Procedure Manual. Each Affiliate Federation is entitled to the same number of Alternate Delegates. iii. Affiliate Club Delegates Each country in which there are one (1) to a maximum of four (4) ~~or more~~ Affiliate Clubs are entitled to one Delegate. Each Affiliate Club is entitled to the same number of Alternative Delegates. The voting of each Affiliate Club, in a country where there is no Federation formed, is in accordance with Swiss Civil Code. ~~has a single Delegate and an Alternate Delegate. The single Delegate's vote is shared between the Affiliate Clubs in the same country.~~ iv. Other participants at the General Assembly • Executive Members each have one vote and are entitled to vote in that capacity only. • Past International Presidents are entitled to vote solely in their capacity as Past International Presidents and if their dues, either as a member of an Affiliated Federation, Affiliate Club or Individual are paid in full. • Chairs of Standing Committees each have one vote and are entitled to vote solely in their Chairs of Standing Committees and if their Affiliate Federation or Affiliate Club's dues are paid in full. For further information, please refer to the Procedure Manual.

RATIONALE

The Regulative requirements around voting at a General Assembly are to be included into the specific section of the International Congress. The actual numbers for voting strength per Federations etc are to be included in the operation process under the Procedure Manual.

Lawyer's notes:
"…… it follows from the Civil Code (Art. 67 al. 1) that members must have equal voting rights at the General Meeting. This is not the case here. However, this provision is part of the law. According to certain authors, "a social inequality must however be justified and based on motivations that are not arbitrary or discriminatory in nature"). It is therefore potentially necessary to explain to the Commercial Registry why voting rights are provided for in this way. The same applies to the quorum applicable under article R3 3.8, which does not correspond to that of the Civil Code. You will also need to justify why this is the case."

Based on the review of the lawyers it has been proposed that a maximum of four (4) clubs in a country where there is no Federation (this is based on that a fifth club would equate to 100 members in the country and therefore they would become a Federation) would each have the right to vote. Under the existing voting numbers these would be required to be amended:

The number of voting delegates is:
- 500 or fewer members (ext 3) increase to 6
- 501 to 1,000 members (ext 4) increase to 7
- 1,001 to 2,000 members (ext 5) increase to 8
- 2,001 to 3,000 members (ext 6) increase to 9

and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 15 delegates

Following the review of both the existing Constitution and Regulations and the Procedure Manual there were discrepancies on the number of votes per members, these are to be all updated and included in the Procedure Manual only.

The Constitution required further clarification on voting rights of PIP's and Chairs of Standing Committees if their Affiliate Federations or Affiliate Clubs had not paid their dues or any outstanding penalties:
- a PIP would have to pay her dues direct to BPW International to retain her voting rights
- Chair of Standing Committees would not be able to continue to hold their position or have voting rights if her Affiliate Federation or Affiliate Club have not paid their dues
- Chairs of Standing Committees cannot be Individual Affiliate Members and have voting rights.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 – 12 : R3. 3.7 Quorum

Title of proposed amendment	**3.7 Quorum**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	Operational costs within the General Assembly Budget

CURRENT WORDING	PROPOSED WORDING
R3.5 **Quorum** The quorum is one-third [1/3] of the voting representation at the General Assembly and one-quarter [1/4] of the Board members at a meeting of the International Board. **8.8 Quorum** (existing in Procedure Manual) A vote of the General Assembly is not valid unless a quorum of votes is cast. The quorum is one-third (1/3) of the voting representation at the General Assembly. The quorum is based on the vote count of all delegates present and eligible to vote.	**R3 General Assembly - International Congress** **3.7 Quorum** A vote of the General Assembly is valid only if a ~~quorum of one-third (1/3)~~ one-quarter (1/4) of the votes of the Members represented by Delegates who are present face to face at the General Assembly. The quorum is based on the number of votes of all Delegates present face to face and eligible to vote. To permit face-to-face voting, this will be implemented through the engagement of an independent external online provider for secure voting with an audit system.

RATIONALE

The quorum is required in the Regulations to confirm our governance requirements at the General Assembly. This would require changing by a formal resolution should the quorum need to be amended.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 – 13 : R3. 3.8 Decisions (mandatory clause)

Title of proposed amendment	**3.8 Decisions** (mandatory clause)
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
	R3. **General Assembly - International Congress** **3.8 Decisions** (mandatory clause) **3.8.1. Decisions during the General Assembly** The General Assembly decides by means of Resolutions that have been received. Resolutions on finance or dues must be issued four (4) months prior to the General Assembly. A Resolution is a written proposal, submitted for inclusion in the agenda for addressing a specific operational matter or advocacy issue, these are identified as either: i. BPW International Internal and Operational Matters: • Operational and Governance • Constitution / Mandates / Policies • Constitution and Regulations • Procedure Manual updates ii. BPW International Policy Advocacy Resolutions Register • Resolutions on External and Advocacy Matters, for Affiliate Federations and Affiliate Clubs to use for advocacy within their countries • For submission to the United Nations

	iii. Formal decisions of Resolutions are held through the Standing Orders process, for rules of debate and voting: • Motions can be received from the floor from a mover/seconder and require a vote to "pass" or carry the motion. • Constitution and Regulation Resolutions require a two-thirds (2/3) majority vote of the quorum present to be "adopted". • External Resolutions require a simple majority vote of the quorum present to be "adopted" iv. Reports, as presented in the Congress Workbook are received but before being adopted, any recommendations arising from a report must be seconded before it can be put to the vote, and a simple majority is required to pass the recommendation. **3.8.2. Decisions Outside the General Assembly** Outside General Assemblies, a written proposal from the Executive or the International Board, to which all Members, who are entitled to vote through a Delegate at the General Assembly, have subscribed in writing, ~~shall~~ will be equivalent to a Resolution of the General Assembly. The written proposal of the Executive or the International Board is sent by email to the Members entitled to vote through a Delegate at the General Assembly. Members are given 20 working days to accept the written proposal in writing, by return e-mail. After this deadline, the written proposal is considered to have been rejected by the Member who has not responded in time and therefore their vote will be recorded as an abstention.
RATIONALE	
Under our existing Regulations there are no rules around the decision-making process within the General Assembly. This is a mandatory requirement for inclusion into the amended Constitution and Regulations Statutes.	

It also includes an item that should a decision require approval from the International Board and Delegates who would be entitled to vote at a General Assembly then there is a specific process for this procedure.

If a Member/Delegate has not responded in time for a motion received in writing, their vote will be considered an abstention, not a 'no vote'. This is to ensure only votes recorded 'for' or 'against' are formally counted.

No vote received is considered the Members have abstained from voting.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 14 : R3. 3.9 Minutes and Proceedings (Mandatory Clause)

Title of proposed amendment	3.9 **Minutes and Proceedings** (Mandatory Clause)
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
2.1 The leadership role of the President (existing Procedure Manual) The role of the President is: • In her capacity as Immediate Past President: to work with the Executive Secretary and Executive Finance Officer from her term to ensure the Proceedings and the finalised accounts of the Congress at which she presided are delivered within twelve (12) months of the Congress • To produce the General Assembly proceedings and the Congress report from the Congress at which she presided with the assistance of the Executive Secretary from her term, within twelve (12) months of the Congress.	**R3 General Assembly - International Congress** **3.9 Minutes and Proceedings** (Mandatory Clause) i. The Minutes of the General Business Sessions of the General Assembly are to be submitted three (3) months following the closing of the Congress and issued to the Registration office with a copy of the: • amended Constitution and Regulations adopted and signed by the outgoing appointed Executive signatories, in the final business session of the General Assembly • forms with the details of the newly appointed Executive and signatories for the next triennium

2.3.4 The duties of the Executive Secretary The Executive Secretary on behalf of the Executive must ensure that a permanent record is kept of all proceedings of the General Assembly, the Executive and the decisions of the International Board. The Executive at the start of each triennium shall approve procedures for the custody of all records and official documents of BPW International on the online designated digital platform. **4.9** Publications and Media Campaigns • The digital version of the Congress and General Assembly Proceedings becomes an official document after voted upon and accepted at the next General Assembly • The Congress and General Assembly Proceedings shall be published and distributed electronically only **6.3.4** Congress Finance Hand Over o All sponsorship for Congress must be reported in Congress Finance Report and in General Assembly / Congress proceedings o Any Congress-related expenditure (before, during and after the Congress, including items spent following General Assembly for the delivery of Congress Finance Reports and Proceedings) that exceeds Congress income has to be reported as a Congress deficit	ii. The Congress Proceedings and Minutes of the General Assembly and the International Congress ~~shall~~ will be kept by the Executive, or on its behalf, the Executive Secretary. Within twelve (12) months of the International Congress and General Assembly, the Immediate Past President is to work with the Executive Secretary and Executive Finance Officer from her term to ensure the Proceedings and the finalized accounts of the International Congress ~~at which she presided are delivered~~ are completed and forward to the International Board.
RATIONALE	
For compliance with the Registration: • the adopted Constitution and Regulations that have passed in the General Business sessions, must be signed and ratified in the final Business Session of the General Assembly, • a copy of the minutes from the General Assembly's business sessions must be submitted with the Ratified Constitution and Regulations, and	

- a copy of the newly elected Executive who will be appointed signatories for the next triennium.

Under our Procedure Manual the Congress Proceedings and Minutes, with the finalized accounts must be submitted to the International Board, this is an existing part of the governance procedure and has been included under this section of the Regulations.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 15 : R4. Conflicts Of Interest (mandatory clause)

Title of proposed amendment	R4. **Conflicts Of Interest** (mandatory clause)
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	R4. **Conflicts Of Interest** (mandatory clause) All Members are legally prohibited from being represented by their Delegate or from exercising their right to vote in decisions relating to a BPW International (an Association) matter or lawsuit where they, a close relative, their spouse or their parents or relatives in the direct line are involved (as pursuant to art. 68 of the Swiss Civil Code). Elected or appointed officials are not to participate in making or in any way attempting to use her official position to influence a decision in which she knows or has reason to know that she has a conflict of interest. Conflict of interest is when the BPW Member derives any personal, and/or financial gain, directly or indirectly as a

	result of the member's elected or appointed duties in BPW.

RATIONALE			
There is currently no section under the existing Constitution and Regulations that address 'Conflicts of Interest'. This is a mandatory clause to be included into the Regulations of BPW International (the Association).			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 16 : R5. International President

Title of proposed amendment	R5. **International President**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	No impact on the implementation of this amendment, but noted under the Procedure Manual should the International President be invited to attend Regional or Affiliate Federation/Club Conferences her registration and accommodation should be covered.

CURRENT WORDING	**PROPOSED WORDING**
R3 Decisions by the International Board and the Executive R3.1 The President is the principal officer of the organisation and has the leadership and management role including: chairing meetings of the General Assembly, the International Board and the Executive R3.2 The President is an ex officio member of all committees. **R10 General Assembly** R10.2 The President chairs the General Assembly; the chair has a casting vote when the vote is tied except for elections when the result is decided as set out in the Procedure Manual. In her absence the First Vice President is chair.	R5. **International President** The President chairs meetings of the General Assembly. The President has a casting vote in the event of a tie, except in the case of elections, where the result is determined in accordance with the rules of the Procedure Manual. The President is ex-officio on all International committees except for the General Assembly Nomination and Election Committees.

RATIONALE
Existing Regulation identifies the roles of the President. The new clause R5 President has been included following the legal review and clearly identifies the role of the International President in her role as Chair of the General Assembly. In her capacity of International President is ex-officio on all committees, e.g. can attend all meetings but hasn't a vote. In respect to the International President, an analogy of this role is like that of a CEO of an organization, where the CEO has specific functions, but in their capacity can attend any or all meetings across their respective organization. Proposed amendments (in red) included from 2021, moved by Dr. Yasmin Darwich - Past International President The proposed amendment is to ensure that the President does not be involved in the nomination and election committees at any level not only during the General Assembly.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 17 : R6. International Board – 6.1

Title of proposed amendment	**R6 International Board** **6.1** Competence
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	**PROPOSED WORDING**
R3 Decisions by the International Board and the Executive (existing) R3.4 International Board decisions between meetings • The International Board votes on serious matters referred to it by the Executive. • The International Board may review and change or overturn a resolution of the General Assembly	**R6. International Board** **6.1** Competence The International Board is competent to: • approve amendments to the Procedure Manual made by the Executive • approve non-budgeted expenditure • approve any authorized or emergency expenditure from the ~~protected~~ Battersea Fund

only in the following circumstances: o serious matters o when circumstances on which the General Assembly based their decision have substantially changed Decisions of the International Board must be reported to the next General Assembly	• vote on the removal of a Member who has not paid their dues • vote on the expulsion of a Member who has behaved in a manner likely to damage the reputation of BPW International • vote on the withdrawal of a member of the Executive or of a member of a Standing Committee • vote on the withdrawal of a Trustee • vote on important matters referred to ~~it~~ the International Board by the Executive. Refer to description of Member as outlined under section C13 Members under Constitution (above) and the Procedure Manual.
1.4 Role and function of the International Board [R3] (existing Procedure Manual) Examples of serious decisions that the International Board may be called to vote on: • approving unbudgeted expenses approving any permitted or emergency expenditure of the protected Battersea Fund • changing or overturning a resolution of the General Assembly (see Page 28) • removing an Affiliate that has not paid its dues to BPW International • removing an Affiliate that has behaved in a way likely to damage the reputation of BPW International • removing a member of the Executive or of a Standing Committee chairperson • removing a Trustee These decisions require a quorum to be reached and a simple majority vote to pass. Any decisions of the International Board made electronically during the triennium or at the pre–General Assembly International Board meeting are reported to the next General Assembly	

RATIONALE
This amended Regulation has incorporated existing R3 and 1.4 (Procedure Manual) to define the competency of the International Board and their responsibilities.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 18 : R6. 6.2 Composition

Title of proposed amendment	**6.2 Composition**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
R1 International Board (existing) **R1.1.** The International Board Membership consists of: • Members of the International Executive • BPW International Past Presidents • Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives • Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country • BPW International Standing Committees Chairpersons. PM1.2 **Members of the International Board** (existing Procedure Manual) • Members of the Executive • Past Presidents of BPW International • Affiliate Federations, who qualify for a vote, represented by their President or appointed representative • Affiliate Clubs, who qualify for a vote, represented by their President if an Affiliate club is the only club in the country.	**R6 INTERNATIONAL BOARD** (cont.) **Composition** The International Board consists of is made up of the following members: • Members of the Executive • Past Presidents of BPW International • Delegates of Affiliate Federations, that qualify for a vote are represented by five (5) ~~two (2)~~ appointed representatives • Delegate of Affiliate Clubs in a country where there is no Federation (and maximum of four (4) clubs), that qualify for a vote are represented by one (1) appointed representative per Club. ~~(with two (2) or more Clubs in one country) that qualify for a vote, are represented by 1 (one) appointed representative per country~~ • Chairs of Standing Committees.

o Otherwise, Affiliate clubs in the same country are represented by one appointed representative. • Chairpersons of BPW International Standing Committees o Ad Hoc Committee Chairpersons do not serve on the International Board and hold no vote.	

RATIONALE

The Members of the International Board are currently outlined under exiting Regulation R1.1 and 1.2 (Procedure Manual).

The composition defines what and who makes up the International Board.

Each Affiliate Club in a country where there is no Federation (or less than 100 members) are each entitled to hold one vote in accordance with Swiss Civil Code.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 19 : R6. 6.3 Representatives/Delegates

Title of proposed amendment	**6.3 Representatives/Delegates-v2**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	R6. INTERNATIONAL BOARD (cont.) **6.3 Representatives / Delegates** Each Affiliate Federation may appoint five (5) ~~two (2)~~ Representatives to the International Board for up to 1,000 members and an additional one (1) vote for every additional 3,000 members. In countries where there is no Affiliate Federation but only Affiliate Clubs, each

	Affiliate Club ~~the latter must~~ may appoint one (1) Representative to the International Board. ~~Affiliate Clubs from the same country share their Representative.~~

RATIONALE

Existing R1.2 notes only representatives are nominated by their Affiliate. Under 6.3 the amendment clearly outlines how many representatives can be appointed and the process for Affiliate Federations and Affiliate Clubs, where one or more are in the same country and they share their Representative on the International Board.

Proposed amendment on voting included shaded in yellow from Concetta Corallo Presidente Nazionale FIDAPA BPW Italy, this to provide a fair and democratically represented Federation

Noted it would provide a fair representation of votes for Affiliate Federations and Affiliate Clubs as Members of BPW International.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 20 : R6. 6.4 International President

Title of proposed amendment	6.4 International President
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
2.1 The Leadership role of the President (existing Procedure Manual) The President is the principal officer of BPW International, the Executive and the International Board. She presides at the meetings of the General Assembly and the International Board	**INTERNATIONAL BOARD** (cont.) International President The International President chairs meetings of the International Board.

Proposed Regulations and Appendices Amendments

RATIONALE			
Existing 2.1 identifies the various leadership positions of the President. 6.4 has been prepared, under clause R6 International Board, to specifically identify the International President chairs the meetings of the International Board.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 21 : R6. 6.5 Meetings

Title of proposed amendment	**6.5 Meetings**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	Extraordinary meetings will have a specific budget if held online or face-to-face.

CURRENT WORDING	PROPOSED WORDING
R1 International Board (existing) **R1.3.** Meetings of the International Board • Meetings of the International Board will be held immediately before and after the General Assembly • Special Meetings of the International Board may be called by the President and must be called by her on the written request of one-third (1/3) of the International Board. Decisions can be made between meetings by an electronic vote	**R6 INTERNATIONAL BOARD** (cont.) **6.5 Meetings** Meetings of the International Board ~~shall~~ will be held immediately before and immediately after the General Assembly. Extraordinary meetings of the International Board may be convened by: · the President, or · must be called by her on the written request (as received by the Executives Secretary) of the majority of the Executive, or · at the written request of one third (1/3) of the members of the International Board. One quarter (1/4) of the members of the International Board ~~shall~~ will constitute a quorum at a meeting of the International Board.

	Between meetings, the International Board can make decisions online by an electronic vote.

RATIONALE

Existing R1.3, Meetings of the International Board has now been relocated for inclusion under the specific section R6 International Board. It includes the requirement or Extraordinary meetings of the International Board and what constitutes a quorum of one quarter (1/4).

Incorporated the proposed section of the amendment submitted by PIP Elizabeth Benham (2020/21) highlighted in yellow:

Clarification and delineation of the process to convene meetings of the International Board.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 22 : R6. 6.6 Decisions and voting by the International Board

Title of proposed amendment	**6.6 Decisions and voting by the International Board**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3 Decisions by the International Board and the Executive (existing) R3.4 International Board decisions between meetings • The International Board votes on serious matters referred to it by the Executive. • The International Board may review and change or overturn a resolution of the General Assembly only in the following circumstances: o serious matters o when circumstances on which the General Assembly based	**R6 INTERNATIONAL BOARD** (cont.) **6.6 Decisions and voting by the International Board** The International Board takes decisions at its meetings by a simple majority. Each Affiliate Federation ~~Representative has one vote~~ has ~~two (2)~~ five (5) votes, with each representative having one vote only. If ~~one~~ a Representative is unable to attend their vote is void. Each Affiliate Club, in a country with no Affiliate Federation (100 members or more) has one (1) representative with one (1) vote.

their decision have substantially changed • Decisions of the International Board must be reported to the next General Assembly	~~Each Representative of an country with one or more Affiliate Clubs has one vote.~~ The vote of each Representative is suspended if the Affiliate Federation or Affiliate Club concerned is not up to date with its membership fees (or any other penalty). The other members of the International Board each have one vote. The International President has the casting vote in the event of a tie. Outside meetings, the International Board may take written decisions by circular (by e-mail) provided that all members of the International Board agree. Decisions of the International Board must be recorded and distributed to the International Board within 30 days Decisions of the International Board must be ~~reported~~ presented to the next General Assembly for ratification.

RATIONALE

Existing R3 decisions by the International Board has now been amended to include under R6, 6.6 Decisions and Voting by the International Board. The section outlines that the International Board makes decisions at their meetings. What the voting is required by the International Board representatives and their decisions are presented to the next General Assembly for ratification.

The section highlighted in yellow has been included that Federations have a total of five (5) representatives, one vote each and if a representative is not present then their vote is void.

Incorporated the proposed section of the amendment submitted by PIP Elizabeth Benham (2020/21) highlighted in yellow:

Adding the treatment of decisions and separating the decisions of the International Board and the Executive.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 23 : R7. Functions & Responsibilities (Mandatory Clause) 7.1 Powers

Title of proposed amendment	**R7. Functions & Responsibilities (Mandatory Clause)** **7.1 Powers**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
2.2. The duties of the Executive (existing Procedure Manual) At the start of the triennium, the Executive agrees on: • the priorities and the plan of action for the triennium in line with the theme and goals proposed by the President • Maintain a cloud -based digital platform for the work and storage of the BPW International documents and official records which the Executive can securely access from various locations • Select digital archive platform that configures for content management, continuity and organizational memory, then designate responsible person(s) to gradually develop digital archive and arrange information to be backed up according to data management good practice to mitigate the risks of data loss • Priority should be given to the content management for the organisational memory, allowing adequate time and support for the preparation and handover processes of the Executive. A maximum of three (3) months should be allocated for the work on this archive at the end of each triennium • the appointment of all (non-elected) Chairpersons and members of Committees	**R7. Functions and Responsibilities** (Mandatory Clause) **7.1 Powers** The Executive is the executive body of BPW International (the Association). It has the right and duty to manage the day-to-day business of BPW International (the Association) and to represent it in accordance with the Articles of Association (Art. 69 CC). It decides on all matters not expressly reserved for the General Assembly and the International Board. In particular, the Executive ~~shall~~ will take all measures necessary to achieve BPW International's (the Association's) aims / objectives, ensure the correct application of these Articles of Association and any other internal regulations, administer BPW International's (the Association's) property, assets and resources, keep the accounts and convene and organize the General Assembly. The Executive executes and implements the decisions of the General Assembly. It manages BPW International (the Association) and takes all necessary measures to ensure that the stated aims are achieved. It bears collective responsibility for operational, financial and administrative matters.

• the arrangements for delivery of member services to Affiliates, Friends and Fellows • the arrangements for the BPW International Office • the venue of the triennial Congress from the documented bids received and presented at the General Assembly Make arrangements for an Annual Leaders' Summit of two days to take place immediately before an important event such as the UN CSW in New York.	In particular, at the beginning of the three-year period, the Executive is responsible for: • Defining the priorities and ~~the plan of~~ action plan for the ~~triennium~~ three-year period, in ~~line~~ accordance with the theme and ~~goals~~ objectives proposed by the International President. • Maintain a cloud-based digital platform for the work and storage of BPW International's official documents and ~~official~~ records, which the Executive can ~~securely~~ access securely from ~~various~~ a variety of locations. • To appoint the Officers and define the composition of the Standing Committees. • To make arrangements for the ~~delivery of member~~ provision of Services to Members ~~Affiliates~~ and Friends & Fellows. • To make arrangements for the BPW International President's Office. • To decide on the venue and date of the ~~triennial~~ International Congress, on the basis of documented ~~bids~~ submissions received and presented ~~to~~ at the General Assembly. • To terminate the term of office of a BPW International officer and/or committee member. • Maintain an up-to-date list of all Members, refer to description of Members as outlined under section C13 Members under Constitution (above). The extended powers of the Executive are set out in the Procedure Manual.
RATIONALE	
New section added under the Regulations R7 Functions and Responsibilities, the Powers of the Executive. The standard office administrative functions are included in the Regulations while any specific meetings, leaders' summits etc are now added into the Procedure Manual. *Incorporated the word financial as proposed by PIP Dr. Yasmin Darwich (2020/21):* Adding to the collective responsibility of Finance to the Executive.	

Proposed Regulations and Appendices Amendments

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 24 : R7. 7.2 Composition (mandatory item included)

Title of proposed amendment	**7.2 Composition (mandatory item included)**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2 Executive (existing) R2.1 The members of the Executive are the officers of BPW International: • President • Vice President - Membership • Vice President - United Nations • Executive Secretary • Executive Finance Officer • Young BPW Representative • A Regional Co-ordinator from each region • Immediate Past President for the first 12 months of the term of the Executive	**R7 FUNCTIONS AND RESPONSIBILITIES** (cont.) (mandatory item included) **7.2 Composition** The Executive is composed of: • The President • The outgoing President, for a period of twelve (12) months from the end of her term of office • The Executive Secretary • The Vice President Membership • The Vice President United Nations • The Executive Finance Officer • The Young BPW Representative • The five (5) Regional Coordinators All Members of the Executive are non-paid volunteers, who are reimbursed for their expenses, for example all disbursements, travel, accommodation, registrations, printing and products when required. Members of the Executive must keep their expenses within the annual budget with the Finance Officer. All expenses for the annual Executive meeting are met by the budget for the annual Executive meeting (c.f. CAC draft operational guidelines 2013).

	Precise descriptions of the duties of each member of the Executive are set out in the Procedure Manual.

RATIONALE

The existing Regulation R2.1 identifies who are the Executive members, under the amended clause these are identified under 7.2 Composition of the Executive. It also includes (for mandatory tax-exempt purposes) that the Executive Members are non-paid volunteers. Their specific roles and duties are included under the Procedure Manual.

Note: *proposed amendment issued 2021: Regulations R2.1. The Members of the Executive (Regions) has now replaced with the clear text of "The Five (5) Regional Coordinators…." The updated proposed amendment clearly defines there are five regions represented, 2020/21 amendment withdrawn.*

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 25. : R7. 7.3 Election

Title of proposed amendment	**7.3 Election**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.2 Election (existing) Members of the Executive are elected by secret ballot at the General Assembly. • Only Affiliates which are up to date with their dues (and any penalties) can nominate candidates for office • Candidates are nominated prior to Congress, but may be nominated at the General Assembly if there is no candidate for the position • Candidates for President must have been a member of any prior Executive or President of an Affiliate Federation • The Vice President with the most votes is the First Vice President. A	**R7 FUNCTIONS AND RESPONSIBILITIES** (cont.) **7.3 Election** Members of the Executive (other than the outgoing President) are elected at each General Assembly by secret ballot. Election of First and Second Vice President is confirmed in the General Assembly as outline in the Procedure Manual. Their term of office ends when their successors are appointed or elected.

candidate for President who is not elected may become a candidate for Vice President - Membership or Vice President - United Nations if she has not previously served as that Vice President	In the event of a vacancy, the Executive ~~shall~~ will have the power to appoint a successor until the next General Assembly.

RATIONALE

Existing R2.2 Election has been included into R7, 7.3 Election with how the Members are elected and the process for First and Second President, the Terms of Office and the power of the Executive to appoint a Member if there is a vacancy.

The information in respect to the specific criteria for candidates is outlined under the Procedure Manual.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 26. : R7. 7.4 Term of Office

Title of proposed amendment	7.4 Term of Office ~~Executive~~
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.3 Term of Executive (existing) • Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Executive Finance Officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms • The Executive may fill a vacancy until the next General Assembly	**R7. FUNCTIONS AND RESPONSIBILITIES** (cont.) 7.4 Term of Office ~~Executive~~ Members of the Executive may ~~hold the same role~~ be elected to the same position only once (1), except for the positions of Executive Secretary, ~~the~~ Executive Finan~~e~~cial Officer and Regional Coordinators, which may be held by the same person for two (2) consecutive three-year terms. A past member of the Executive cannot be nominated for a role that she has previously

	held (c.f. CAC draft Operational Guidelines 2013).

RATIONALE

Clause R2.3 Term of Executive has now been added under Section R7 Functions and Responsibilities and headed as 7.4 Term of Office. It has been amended to reflect that the Executive are elected and only the Secretary, Financial Officer and Regional Coordinators can

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 27 : R7. 7.5 Removal from office and resignation (mandatory clause)

Title of proposed amendment	7.5 Removal from office and resignation (mandatory clause)
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3 Decisions by the International Board and Executive (existing) R3.3 The Executive has collective responsibility for operational and management matters: • With the approval of the International Board, the Executive may remove a member of the Executive, who may appeal against being removed, as set out in the Procedure Manual • The Executive may remove a Chairperson or member appointed to a committee, who may appeal against being removed, as set out in the Procedure Manual	**R7. FUNCTIONS AND RESPONSIBILITIES** (cont.) **7.5 Removal from office and resignation** (mandatory clause) i. Removal from office The mandate of a Member of the Executive may be revoked by the General Assembly, in particular, if she has breached her obligations to BPW International (the Association) or if she is unable to perform her duties properly. The mandate may also be revoked by the Executive with the approval of the International Board. The Executive Member concerned may appeal against the latter decision in the manner set out in the Procedure Manual.

• the arrangements for delivery of member services to Affiliates, Friends and Fellows • the arrangements for the BPW International Office • the venue of the triennial Congress from the documented bids received and presented at the General Assembly Make arrangements for an Annual Leaders' Summit of two days to take place immediately before an important event such as the UN CSW in New York.	operational, financial and administrative matters. In particular, at the beginning of the three-year period, the Executive is responsible for: • Defining the priorities and ~~the plan of~~ action plan for the ~~triennium~~ three-year period, in ~~line~~ accordance with the theme and ~~goals~~ objectives proposed by the International President. • Maintain a cloud-based digital platform for the work and storage of BPW International's official documents and ~~official~~ records, which the Executive can ~~securely~~ access securely from ~~various~~ a variety of locations. • To appoint the Officers and define the composition of the Standing Committees. • To make arrangements for the ~~delivery of member~~ provision of Services to Members ~~Affiliates~~ and Friends & Fellows. • To make arrangements for the BPW International President's Office. • To decide on the venue and date of the ~~triennial~~ International Congress, on the basis of documented ~~bids~~ submissions received and presented ~~to~~ at the General Assembly. • To terminate the term of office of a BPW International officer and/or committee member. • Maintain an up-to-date list of all Members, refer to description of Members as outlined under section C13 Members under Constitution (above). The extended powers of the Executive are set out in the Procedure Manual.

• the arrangements for delivery of member services to Affiliates, Friends and Fellows • the arrangements for the BPW International Office • the venue of the triennial Congress from the documented bids received and presented at the General Assembly Make arrangements for an Annual Leaders' Summit of two days to take place immediately before an important event such as the UN CSW in New York.	operational, financial and administrative matters. In particular, at the beginning of the three-year period, the Executive is responsible for: • Defining the priorities and ~~the plan of~~ action plan for the ~~triennium~~ three-year period, in ~~line~~ accordance with the theme and ~~goals~~ objectives proposed by the International President. • Maintain a cloud-based digital platform for the work and storage of BPW International's official documents and ~~official~~ records, which the Executive can ~~securely~~ access securely from ~~various~~ a variety of locations. • To appoint the Officers and define the composition of the Standing Committees. • To make arrangements for the ~~delivery of member~~ provision of Services to Members ~~Affiliates~~ and Friends & Fellows. • To make arrangements for the BPW International President's Office. • To decide on the venue and date of the ~~triennial~~ International Congress, on the basis of documented ~~bids~~ submissions received and presented ~~to~~ at the General Assembly. • To terminate the term of office of a BPW International officer and/or committee member. • Maintain an up-to-date list of all Members, refer to description of Members as outlined under section C13 Members under Constitution (above). The extended powers of the Executive are set out in the Procedure Manual.

	ii. Resignation Members of the Executive may resign at any time by submitting a written statement to the President of the Executive, specifying the date on which their resignation will take effect. iii. Vacancies during term of office In the event of removal or resignation during a term of office, the Executive may appoint a replacement member by co-opting, until the next General Assembly.

RATIONALE

Under existing R3 Decisions by the International Board and R1.4 Role and function of the International Board, the Executive can remove a member of the Executive. The position can be revoked by voting at the General Assembly or by approval of the International Board.

There is a requirement to include the process for resignation of a member when required and clear outline of co-opting should an Executive position become vacant between General Assemblies.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 28 : R6. 7.6 International President

Title of proposed amendment	**7.6 International President**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
2.1 The leadership role of the President (existing Procedure Manual) The President is the principal officer of BPW International, the Executive and the International Board.	**R7. FUNCTIONS AND RESPONSIBILITIES** (cont.) 7.6 International President The International President chairs meetings of the Executive.

She presides at the meetings of the General Assembly and the International Board.	
RATIONALE	
The existing Procedure Manual 2.1 was reviewed and provided with specific clarity the International President chairs meetings of the Executive.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 29 : R7. 7.7 Delegation

Title of proposed amendment	**7.7 Delegation**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	Any employee that may be appointed for a specific function, the financial reimbursement would be out of the specifically appointed budget e.g. website development.

CURRENT WORDING	**PROPOSED WORDING**
	R7. FUNCTIONS AND RESPONSIBILITIES (cont.) **7.7 Delegation** The Executive is authorised to delegate some of its tasks to one or more of its Members, including sub-committees, to third parties it appoints as volunteers or to employees it hires.
RATIONALE	
The Executive have the authority to delegate various roles to other Members during their triennium, including other volunteers and employees where required.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 30 : R7. 7.8 Power of Representation (mandatory clause)

Title of proposed amendment	7.8 Power of Representation (mandatory clause)
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	R7. FUNCTIONS AND RESPONSIBILITIES (cont.) **7.8 Power of Representation** (mandatory clause) The International President with one of the following, will have the power to represent BPW Internationally and sign any document with one of the following authorized signatories: • Vice President(s) • Executive Finance Officer • Executive Secretary • Regional Coordinators They sign the relevant documents with the approval of the Executive, in the form set out in the Procedure Manual.

RATIONALE

With the proposed wording, the method of representation may be freely decided by the Executive, which may grant collective or individual signing powers to third parties.

Alternatively, the Articles of Association may also explicitly designate the positions authorized to represent the Association (e.g. the President and Vice-President), or the methods of representation (e.g. only collective signatures of two persons).

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 31 : R7. 7.9 Meetings

Title of proposed amendment	**7.9 Meetings**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
R2.4 Meetings of the Executive (existing) • Meetings of the Executive will be held at least once each year during the term. • A meeting must be held if requested by 3 or more members of the Executive • A quorum of the Executive is 6 • The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair • Decisions can also be made between meetings by an electronic vote **2.2.1 Meetings of the Executive** (existing PM) The President is the Chairperson of the Executive and presides at meetings. In her absence, the first Vice President is the Chairperson. If neither the President nor the first Vice President is present the second Vice President is the Chairperson. The Executive members meet at least once each year: • year 1: Executive meeting • year 2: Executive meeting • year 3: Executive meeting and pre-General Assembly meeting at the Congress venue	**R7. FUNCTIONS AND RESPONSIBILITIES** (cont.) 7.9 **Meetings** The Executive ~~shall~~ will meet as often as necessary, but at least once (1) a year face-to-face. In the case of the year in which the International Congress takes place, the Executive meeting must take place before the International Congress. If three (3) members ~~or more~~ of the Executive so request, a meeting ~~shall~~ will be held within fourteen (14) days of the request. The quorum of the Executive to hold a meeting ~~shall~~ will be six (6) members of the Executive. Members of the Executive may validly participate in a meeting of the Executive and make decisions in person, by video or telephone conference or by any other means decided by the Executive. Meetings in person may be held in the country where the President resides or abroad. Meetings of the Executive ~~shall~~ will be convened by the President of the Executive at least three (3) months in advance. In

The Executive members are required to attend: • Post General Assembly Handover Executive meeting at the Congress venue • Post General Assembly New Executive meeting at the Congress venue The Executive may also meet electronically. Electronic votes between meetings, requires a two-thirds (2/3rds) majority vote of the Executive members to make a binding decision.	urgent circumstances, the President may call an extraordinary meeting with fourteen (14) days' notice, with availability confirmed by the Executive to ensure a quorum is present.

RATIONALE

Existing R2.4 has been amended to highlight the structure of BPW International (the Association) meetings require clarity around the procedure and timelines for notification and when the meetings are to be held.

All other information is retained within the Procedure Manual.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 32 : R7. 7.10 Decision-making - Executive

Title of proposed amendment	**7.10 Decision-making - Executive**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.4 Meetings of the Executive (existing) • The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair • Decisions can also be made between meetings by an electronic vote	**R7. FUNCTIONS AND RESPONSIBILITIES** (cont.) **7.10 Decision-making - Executive** Each Member of the Executive has one vote. In the event of a tie, the International President ~~shall~~ will have the casting vote.

R3.3 The Executive has collective responsibility for operational and management matters	Executive decisions may also be validly taken by circular, by e-mail or other online communication methods
RATIONALE	
Existing clause R2.4 and R3.3 have been amended and included under clause 7.10 and identifying that each Member of the Executive has one vote, and the International President will have the casting vote in her position. Note the International President could hand her role over as Chair at a meeting, but still as the International President would retain the right to have the casting vote should there be a tie.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 33 : R8. Accounting

Title of proposed amendment	**R8.** Accounting
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
C6: Fiscal Year (existing) The fiscal year is from the 1st January to the 31st December.	**R8.** Accounting The Executive draws up the accounts for each financial year in accordance with the applicable legal provisions. An accounting year begins on 1 January and ends on 31 December.
RATIONALE	
The existing C6: Fiscal Year clause has now been relocated under the regulations section as clause R8 and aligns with the responsibilities for financial management.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 34 : R9. International President

Title of proposed amendment	**R9. International President**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3 Decisions by the International Board and the Executive (existing) R3.1 The President is the principal officer of the organisation and has the leadership and management role including: • chairing meetings of the General Assembly, the International Board and the Executive • chairing the International Congress Planning Committee during her term • formalising appointments • fostering external relationships with other international organizations and leaders • • oversight and accountability for all planning, operational and outreach activities	**R9. International President** The President of BPW International is elected by the General Assembly in a secret ballot. She chairs the General Assembly, the International Congress, the International Board and Executive meetings. The President is ex-officio on all International committees including: • Standing Committees • Regional Committees and Sub-Regional Committees • Ad-hoc Committees, for example: ▪ Constitutional Advisory Committee ▪ Resolutions Committee The President is not an ex-officio member on the General Assembly Nomination and Election Committees. The President is the principal ~~officer~~ authority in charge of the organization of BPW International (the Association). She has the role of leadership and management, including: • Validating appointments • Establishing external relations with other international organizations and leaders • Supervision and responsibility for all planning, management and promotional activities.

RATIONALE			
Clause R3 had outlined the role of the President, this has been relocated into R9 International President and identifies her roles and responsibilities as the principal authority in charge of the organization. Proposed amendments (highlighted in red) included from 2021, moved by Dr. Yasmin Darwich - Past International President The proposed amendment is to ensure that the President does not be involved in the nomination and election committees at any level not only during the General Assembly.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 35 : R10. Dissolution

Title of proposed amendment	**R10. Dissolution**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	**PROPOSED WORDING**
R19 Dissolution (existing) **R19.1** The dissolution of BPW International requires a two-thirds (2/3) vote of the General Assembly. The dissolution must comply with the policy as set out in the Procedure Manual and with Articles 60 and seq. of the Swiss Civil Code. **R19.2** If BPW International is dissolved, its assets will be given to one or more non-profit organizations with similar goals. Any other use or distribution of its assets is strictly prohibited.	**R10. Dissolution** The dissolution of BPW International (the Association) is voted on by the General Assembly. A two-thirds (2/3) majority of the votes present is required. On the dissolution of BPW International (the Association), any assets will be transferred to a tax-exempt non-profit organization with the same or a similar purpose. The distribution of assets among its Members is excluded.

RATIONALE
Clause R19 has now been renumbered R10 and amended following the review of the process for dissolution of BPW International (the Association) and that any assets go to a tax-exempt non-profit with the same or similar purpose. It notes clearly that no distribution of any assets will be distributed amongst the Membership.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 36 : R11 Liability

Title of proposed amendment	**R11 Liability ~~(ies)~~**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
R8.5 Liabilities (existing) • Liabilities of BPW International must be paid only from the resources of BPW International • Affiliates and members are not responsible for any liabilities incurred by BPW International • Members of the Executive and the Financial Management	**R11 Liability ~~(ies)~~** BPW International (the Association) is solely liable for its debts, which are guaranteed by its corporate assets. Members have no personal liability for BPW International's (the Association's) debts.

RATIONALE

Under the existing Regulations R8.5 liabilities, this has now been relocated into a separate clause and headed R11. Liability.

It states clearly that BPW International (the Association) is solely liable for any debts. Members have no personal liability for any negligence of financial costs or debts to the organization.

As stated under Art 75 (SCC)

Art. 75a101 The association is liable for its obligations with its assets. Such liability is limited to the assets unless the articles of association provide other-wise.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 37 : R12. Trustees

Title of proposed amendment	**R12. Trustees**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R4 Trustees (existing) **R4.1** In the event that BPW International acquires property, 3 Trustees will be appointed where required by law. **R4.2** They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the President. **R4.3** Trustees will hold property on behalf of BPW International. Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board. **R4.4** Trustees will hold office until: • death • resignation • removal by the International Board **R4.5** Trustees who follow correct BPW International processes as set out in the Procedure Manual will be indemnified by BPW International.	**Trustees** In the event that BPW International (the Association) acquires property, three (3) Trustees will be appointed where required by law. They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the International President. Trustees will hold property on behalf of BPW International (the Association). Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board. Trustees will hold office until death, resignation, or removal by the International Board.

RATIONALE

The existing Regulation clause R4 Trustees has been relocated and amended under clause R11. Trustees. The requirement for inclusion of (the Association) and the relocation of item R4.5 into the Procedure Manual

Proposed Regulations and Appendices Amendments

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 38 : R13. Amendments

Title of proposed amendment	**R13. Amendments**
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
C8 Amendments (existing) The Constitution can be amended only at a General Assembly. **R18 Amendments** **R18.1.** The Constitution and Regulations comply with Articles 60 and seq. of the Swiss Civil Code. Amendments to the Constitution and Regulations must comply with Articles 60 and seq. of the Swiss Civil Code. **R18.2.** Amendments to the Constitution and Regulations and Procedure Manual may be submitted by • Members of the International Executive • BPW International Past Presidents • The appointed representative of Affiliate Federations, that are financial • The appointed representative of Affiliate Clubs that are financial, one per country • BPW International Standing Committee Chairpersons An amendment to the Constitution or Regulations requires a two-thirds	**R13. <u>Amendments</u>** The Constitution and Regulations (Statutes) may only be discussed and amended, upon receipt of resolutions for submission to the General Assembly of BPW International. A vote of two-thirds (2/3) of those voting, a quorum being present, is required for an amendment to be adopted. Resolutions are as per outlined under the Procedure Manual. Amendments to the Constitution may be proposed by: • members of the Executive • the International Board • Past Presidents of BPW International • Affiliate Federations who are up to date with their dues • Affiliate Clubs in the same country, all of whom are up to date with their dues • Chair of Standing Committees. At any time, the Executive and/or the International Board may propose to the Members, by e-mail, that the Constitution and Regulations (Statutes) be amended.

[2/3] majority and an amendment to the Procedure Manual requires a majority decision. **R18.3**. The Regulations can be amended only by the General Assembly. **R18.4.** Amendments to the Constitution and Regulations submitted for voting must comply with the requirements as set out in the Procedure Manual.	The updated Constitution and Regulations (Statutes) will be proposed through resolutions, amended, voted on and adopted at the General Assembly.

RATIONALE			
The existing Constitution clause C8 Amendments has been relocated under Regulations R13 Amendments. It clearly identifies the process that is required for any amendments for the Constitution and Regulations (Statutes). This clearly states who can propose amendments to the Constitution and Regulations and the process for their review, amendments and adoption at the General Assembly.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 39 : R14. Entry Into Force (Mandatory Clause) – 14.1

Title of proposed amendment	**R14.** **Entry Into Force** (Mandatory Clause)
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
	R14. **Entry Into Force** (Mandatory Clause) **14.1 Updated Constitution and Regulations (Statues)** The new Constitution and Regulations (Statutes) ~~shall~~ will be amended as proposed and circulated by the Executive to the International Board, by email, for voting at the General Assembly ~~Meeting~~ to be held within four (4) months following receipt of the proposal and draft proposed

	amendments, proposed amendments 'left on the floor from Congress 2021, for the Constitution and Regulations (Statutes) in accordance with the procedure outlined for Call to Congress. These Articles of Association ("Constitution and Regulations") were adopted at the General Assembly, Business Sessions (2-5) held on ____(days) November (month) 2024 and came into force in the 6th Business Session on ____(day) November (month) 2024 ~~on the same date~~. These Articles of Association ("Constitution and Regulations") for "the Association" or "BPW International" will be put into force to meet the registration criteria of Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "CC") at the Registre du Commerce of the Canton of Geneva. (Signature page follows) Done at _____, on _____, _____ Signed by: (_____) Signed by: (_____)

RATIONALE

This is a new mandatory clause under the Constitution and Regulations (Statues) to report when these amendments were voted and adopted at a General Assembly.

This clause will require updating each Congress should there be any proposed amendments submitted for review and adoption in the General Business Sessions.

Art. 61
(1) Once the articles of association have been ratified and the committee appointed, the association is eligible for entry in the commercial register.
(2) The association must be registered if it:
1. conducts a commercial operation in pursuit of its objects;
2. is subject to an audit requirement;
3. (84) primarily collects or distributes assets abroad, directly or indirectly, that are intended for charitable, religious, cultural, educational or social purposes. (85)

(2bis) The Federal Council shall issue the implementing provisions on the requirement to be entered in the commercial register.(86)

(2ter) It may exempt associations in accordance with paragraph 2 number 3 from the requirement to be registered in particular if they are exposed to a low risk of abuse for the purpose of money laundering or the financing of terrorism because of the amount, origin, purpose or intended use of the assets collected or distributed.(87)			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 40 : R14. 14.2 List of New Executive / Signatories Form (Mandatory Clause)

Title of proposed amendment	**14.2 List of New Executive / Signatories Form (Mandatory Clause)**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	14.2 List of New Executive / Signatories Form (Mandatory Clause) The signature page must be completed and submitted within three months, with a copy of the minutes and the Ratified Constitution and Regulations (Statutes) by the newly elected Executive members for the 2024-2027 Triennium. The following Executive Members were elected at the XXXI Congress, St Kitts and announced in the closing business session of the General Assembly on (date), November 2024. Electronic signatures must be validated with a date stamp at time of signing.

Title	Name	Contact Details	Signature
President:			
1st Vice President United Nations OR Membership			
2nd Vice President United Nations OR Membership			
Executive Secretary			
Executive Finance Officer			
Young BPW Representative			
Regional Coordinator: Africa			
Regional Coordinator: Asia Pacific			
Regional Coordinator: Europe			
Regional Coordinator: Latin America			
Regional Coordinator: North America and The Caribbean			

RATIONALE

The list of New Executive / Signatories Form (mandatory clause) is to be completed by each of the incoming Executive members and will be held on the Registre database during each triennium.

This list is to provide a reference on who are the approved signatories (with the President as one signatory) for any document being issued under the name of BPW International

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 41 : APPENDIX 1: BPW International Definitions

Title of proposed amendment	**APPENDIX 1: BPW International Definitions**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	Adhoc Congress Committees: (for example Resolutions, Elections, Voting, Nominations, Credentials, Registrations) body at the International Congress whose main task is to manage the organization of the General Assembly.
Amendment A proposed change to the words of the Constitution or the Regulations.	**Amendment**: this is a proposal to amend the Constitution and Regulations, which may come from the members of the Executive, the Past International Presidents, the Representatives appointed by the Affiliate Federations and Affiliate Clubs and the Chairs of the Standing
	Association/BPW International: The Association is an association under Swiss law called THE INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or "**BPW International**"), founded in 1930, whose objective is to unite Business and Professional Women, of all professions and worldwide.
Battersea Fund Money from the sale of the lease of BPW International's head office in London that has been put in a separate account.	**Battersea Fund**: This is a fund whose origin is from the sale of London premises by BPW International (the Association), deposited in a specific account and whose use is controlled
	Business and Professional Women: These are women – or people who identify as such – who share the values of BPW International (the Association) through their business, labour and professional work.

Proposed Regulations and Appendices Amendments

Advocacy Speaking on behalf of others and lobbying for change by explaining an idea to a person or an organisation to seek to convince or encourage them to act on the idea.	**BPW International Advocacy**: BPW International's advocacy is speaking on behalf of Members and outsiders and taking action to initiate change and promote the status of women, explaining an idea to others or seeking to convince and encourage them to implement BPW International's ideas and values.
	Chairs of Standing Committees: a person who chairs a Standing Committee.
Civil society Civil society includes non-government and non-corporate organisations, networks and institutions that represent the interests of society to decision-making bodies, but does not include government agencies and commercial institutions of the market.	**Civil Society**: Civil Society includes non-governmental organizations that represent the interests of BPW International (the Association) to decision-makers but does not include government agencies or companies and commercial structures.
	Club: A Club is defined as an Affiliate Club of Business and Professional Women and is an active Member of BPW International.
	Congress Fund: A separate BPW International Congress Fund established in 2008 to reduce Congress registration fees for members, financed through an annual contribution from Affiliates [except low income countries that pay reduced dues]
	Constitution and Regulations (Statutes): The Constitution and Regulations (Statutes) of BPW International form **the Articles of Association (AoA)**, these govern the internal operation of BPW International. Where required they include reference to other supporting documents and policy. ~~the Constitution and Regulations of BPW International~~. Their content and application are specified in the Procedure Manual.
	Country: A geopolitical unit which has full sovereignty.
	Delegate: a person appointed by an Affiliate Federation or Affiliate Club to represent them at the General Assembly. Each Affiliate Federation is able to appoint a number of Delegates according to the number of Members it has. ~~The~~ Affiliate Clubs ~~of~~ in each country, where there are no

	Affiliate Federations are able to nominate one (1) Delegate per Club (maximum four (4) clubs or less than 100 members) ~~country~~. Alternate Delegates must be appointed.
	Executive: This is the Executive body of BPW International (the Association), according to Art. 69CC. **Executive Finance Officer**: The Executive Finance Officer is a Member of the Executive. She is elected at the General Assembly. **Executive Secretary**: The Executive Secretary is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.
	Extraordinary circumstances Extraordinary circumstances are those out of the control of a member, such as: • the refusal of a visa • international or national conflicts and natural disasters that prevent travel or make travel potentially dangerous • an unforeseen serious illness or death of a person who is very close and significant to the member.
	Federation: A Federation is defined as an Affiliate Federation of Business and Professional Women and is an active Member of BPW International.
	Friends & Fellows: these are people wishing to support BPW International (the Association) and making donations and bequests as they wish.
	Financial Responsibilities: Where required by law, the Trustees hold the properties on behalf of BPW International (the Association). They can be up to three (3) co-owners per property. The Trustees are appointed by the Executive and appointed by the President. Their withdrawal shall be decided by the International Committee.
BPW International General Assembly	**General Assembly**: The General Assembly is the supreme decision-making

The highest governing body of BPW International, whose decision-making sessions include financial and other reports, elections, resolutions, constitutional amendments, and any other matters of BPW International business	body of the Association within the meaning of Articles 64 et seq. of the Swiss Civil Code. During the sessions of the General Assembly, Members discuss and vote on financial and other reports, Resolutions and Statutory Amendments, elect the members of the Executive, and debate any other matters.
	Individual Affiliate Member: An Individual Affiliate Member is defined as a natural person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. Individual Affiliate Members are passive Members of BPW International. As such, they do not have the right to vote at the General Assembly.
	Internal and Operational Matters: BPW International Operations Resolutions Register, which documents all Resolutions relevant to BPW International internal operations that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.
	External and Advocacy Matters: BPW International Policy Advocacy Resolutions Register, which documents all Resolutions relevant to BPW International policy advocacy that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.
BPW International Congress The periodic meeting of BPW International, including the General Assembly, speakers, workshops and networking held in every third year.	**International Congress**: The BPW International Congress is a recurring gathering of BPW International Members and other stakeholders, including, International Board meetings held before and after the

	general assembly, workshops and networking activities. The General Assembly is held during the International Congress. The International Congress is held every three (3) years, during the third year of the International President's Triennium.
	International President: The President of BPW International is elected at the General Assembly. She Chairs the Executive, International Board and the International Congress and General Assembly(s).
	Legacy Money that a person has written in their will to be left as a gift to be given after they have died.
	Legal Entity: when registration has been approved, the name of BPW International (the Association) is formally enrolled on a register of NGOs, BPW International acquires existence as a legal entity. Legal entity status means that 'BPW International (the Association)' is liable for the debts, contracts, leases and obligations that are entered into, not the Affiliate Federation, Affiliate Clubs or Individual Members. Tax exemptions and VAT certificates are uploaded into the BPW International (the Association) website.
Affiliate Affiliates of BPW International are: • Affiliate Federations which consist of BPW clubs within a country • Affiliate Clubs which are BPW clubs in a country where there is no Affiliate Federation • Individual Affiliate Members who are women members of BPW Member *(existing Regulations Definition)*	**Members:** there are several categories of Affiliate Members in BPW International, these can be active – have a voting right by representation – or passive – do not have a voting right. The Members of BPW International (the Association) are: • Affiliate Federations • Affiliate Clubs • Individual Affiliate Members

Art. 61 (1) Once the articles of association have been ratified and the committee appointed, the association is eligible for entry in the commercial register. (2) The association must be registered if it: 1. conducts a commercial operation in pursuit of its objects; 2. is subject to an audit requirement; 3. (84) primarily collects or distributes assets abroad, directly or indirectly, that are intended for charitable, religious, cultural, educational or social purposes. (85) (2bis) The Federal Council shall issue the implementing provisions on the requirement to be entered in the commercial register. (86) (2ter) It may exempt associations in accordance with paragraph 2 number 3 from the requirement to be registered in particular if they are exposed to a low risk of abuse for the purpose of money laundering or the financing of terrorism because of the amount, origin, purpose or intended use of the assets collected or distributed. (87)

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 40 : R14. 14.2 List of New Executive / Signatories Form (Mandatory Clause)

Title of proposed amendment	**14.2 List of New Executive / Signatories Form (Mandatory Clause)**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
	14.2 List of New Executive / Signatories Form (Mandatory Clause) The signature page must be completed and submitted within three months, with a copy of the minutes and the Ratified Constitution and Regulations (Statutes) by the newly elected Executive members for the 2024-2027 Triennium. The following Executive Members were elected at the XXXI Congress, St Kitts and announced in the closing business session of the General Assembly on (date), November 2024.

Art. 61 (1) Once the articles of association have been ratified and the committee appointed, the association is eligible for entry in the commercial register. (2) The association must be registered if it: 1. conducts a commercial operation in pursuit of its objects; 2. is subject to an audit requirement; 3. (84) primarily collects or distributes assets abroad, directly or indirectly, that are intended for charitable, religious, cultural, educational or social purposes. (85) (2bis) The Federal Council shall issue the implementing provisions on the requirement to be entered in the commercial register. (86) (2ter) It may exempt associations in accordance with paragraph 2 number 3 from the requirement to be registered in particular if they are exposed to a low risk of abuse for the purpose of money laundering or the financing of terrorism because of the amount, origin, purpose or intended use of the assets collected or distributed. (87)

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.2 - 40 : R14. 14.2 List of New Executive / Signatories Form (Mandatory Clause)

Title of proposed amendment	**14.2 List of New Executive / Signatories Form (Mandatory Clause)**
Proposed by	Jenny Gulamani-Abdulla Executive Secretary
Seconded by	Dr. Catherine Bosshart International President
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	14.2 List of New Executive / Signatories Form (Mandatory Clause) The signature page must be completed and submitted within three months, with a copy of the minutes and the Ratified Constitution and Regulations (Statutes) by the newly elected Executive members for the 2024-2027 Triennium. The following Executive Members were elected at the XXXI Congress, St Kitts and announced in the closing business session of the General Assembly on (date), November 2024.

An individual woman who joins BPW and whose dues have been paid to BPW International.	In order to become a Member of BPW International (the Association), a written request must be made to the BPW International Executive
	Member Services: Member Services takes care of technical support and administrative issues that may be faced by Members of the Association.
	Motions: The formal process that is applied to when a business matter also known as a 'motion' is put to the floor and seconded and opened for positive and interactive debate.
	Mover / Seconder of Motions: The first speaker is the mover of the motion, usually have prepared the proposed resolution/motion and is in support of the motion going forward and the seconder provides additional support to the motion being presented.
	Office of the International President: each International President has the right to be provided with an Office, close to their home, in order to carry out all the tasks relating to BPW International (the Association). The Executive shall decide on the budget allocated for the rental or acquisition of such a place.
Past Presidents Past Presidents are Past Presidents of BPW International	**Past International Presidents**: Past International Presidents are Businesswomen and Professionals who have served as President of BPW International (the Association) in the past. The outgoing Former President has a place on the Executive for the first twelve (12) months of a triennium.
	Procedure Manual: The Procedure Manual contains additional regulatory standards, which supplement the Articles of Association and do not have to be included in the Articles of Association under Swiss law.

	Property Property is real immovable property such as land or a building, other than rented premises used for the President's Office.
	Standing Orders: The Standing Orders set out the procedures to be used during the BPW International Congress and International Board Meetings. The Standing Orders cover the rules for discussion, who may speak and who may vote. The conduct of the meeting is controlled by the general will of the membership, giving a majority decision after a full and fair consideration of the issues involved. The Standing Orders are designed to provide for constructive and democratic meetings to help, not hinder, the business of the meeting. 'Undue strictness' should never be allowed to intimidate members or limit full participation.
	Trustees: A trustee is a person who holds the legal title of any property, assets, or group of assets on behalf of BPW International and will be their duty to manager on behalf of BPW International. A trustee may be appointed for additional purposes, such as bankruptcy, for a charity or for a trust fund.
	Ratified: These Constitution and Regulations, following the adoption of all Constitution and Regulation amendments in the General Assembly, are to be updated and signed by the outgoing Executive for each respective Triennium and submitted, with a copy of the business session minutes, within three (3) months of close of Congress.
	Registration: BPW International to be registered and all relevant documents to be submitted annually (financial audits) or every three years following BPW International's

	Congress and General Assemblies. The Constitution and Regulations (Statutes) must be submitted in both English and French (as per 1939 resolutions) and language specified by the Registration office (e.g. French in Geneva).
	Regions: There are five (5) regions within BPW International, each of which must host the International Congress in turn. The Regions are as follows: • Africa • Asia-Pacific • Europe • Latin America North America and The Caribbean
	Regional Coordinators: The Regional Coordinator of each Region are Members of the Executive. The Regional Coordinators are elected at the General Assembly.
	Representative on the International Board: this is a woman appointed by an Affiliate Federation or Affiliate Club to represent them on the International Board. Each Affiliate Federation may appoint two (2) Representatives. In countries that do not have an Affiliate Federation but only Affiliate Clubs, they must appoint one (1) Representative ~~who represents all~~ from each Club (maximum four (4) or less than 100 members) in the same country.
	Resolutions: A Resolution is a proposal on the agenda voted affirmatively and adopted at the General Assembly. The Resolutions can be submitted by Affiliate Federations and Affiliate Clubs, as well as any Member of the Executive, Chairs of Standing Committees and Past International Presidents.

	Term: A term is the period between 2 consecutive General Assemblies
	Serious matter A matter which requires a decision that has substantial financial, organisational, legal or political implications for BPW International, supported by an analysis of the potential consequences.
Swiss Civil Code It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.	**Swiss Civil Code**: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code (SCC); the relevant articles in the 2010 version of the Code are Articles 60 to 79 and ongoing updates specific to the function of Section/Chapter 2: **the Associations**, in the future.
	Urgent resolutions: An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.
	Vice-President Membership: The Vice-President Membership is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.
	Vice-President - First and Second: Following the election of the two Vice Presidents by the General Assembly, a second secret ballot is held for the election of who will be First or Second Vice-President by the General Assembly, this is determined by the member who achieves this highest number of votes.
	Young BPW Members: Young BPW form a Standing Committee composed of all Members under the age of thirty-five (35), belonging to an Affiliate Federation, an Affiliate Club or being an Individual Affiliate Member.
	Young BPW Representative: The Young BPW Representative is an elected

	Member on the Executive. In this context, she presents the ideas of the Young BPW, establishes the link between the Executive and the Young BPW and encourages the activities of the Young BPW worldwide. She is elected at the General Assembly.

RATIONALE			
Definitions to be voted in block, do not impact on Constitution or Regulation proceedings but for information and clarity			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Chapter 5

5.3 Regulations Amendments 2020/21 and 2024

Proposed Regulation Amendments 2020/21 and 2024

5.3. Regulations Amendments 2020/21 and 2024

5.3. Proposed Regulations Amendments Received 2020/21 and 2024

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5.3 - 14	R6, 6.5	R1.3.	Meetings of the International Board (resubmitted 2024)
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Amendment 5.3 - 01 : R1.1. The International Board Membership

Title of proposed amendment	**R1.1 The International Board Membership**
Proposed by	Elizabeth Benham Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R1.1 The International Board Membership consists of: • Members of the International Executive • BPW International Past Presidents • Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives • Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country BPW International Standing Committees Chairpersons.	The International Board Membership consists of: • Members of the current International Executive • BPW International Past Presidents • Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives (the President a Vice President or alternates) • Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country (country (the president or alternate) BPW International Standing Committees Chairpersons.

RATIONALE			
Clarification of the Membership of the International Board.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 02 : **R1, R10, R11, R12 - Removal of the Standing Committees Chairs from the International Board Structure and their voting rights.**

Title of proposed amendment	R1, R10, R11, R12 - Removal of the Standing Committees Chairs from the International Board Structure and their voting rights.
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R1.1 The International Board Membership consists of: • Members of the International Executive • BPW International Past Presidents • Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives • Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country • BPW International Standing Committees Chairpersons	**R1.1** The International Board Membership consists of: • Members of the International Executive • BPW International Past Presidents • Affiliate Federations, that qualify for a vote, represented by two (2) appointed representatives • Affiliate Clubs, that qualify for a vote, represented by 1 (one) appointed representative per country • ~~BPW International Standing Committees Chairpersons~~
R.10 General Assembly	
R10.1 The General Assembly is the meeting of • the voting delegates from each Affiliate Federation • one voting delegate from each country with Affiliate Clubs • the members of the Executive • Past Presidents	R 10.1 ~~Standing Committee Chairpersons~~

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• Standing Committee Chairpersons **R.11 Voting at General Assembly** **R. 11.4** Other delegates attending General Assembly • Members of the Executive are entitled to 1 vote and may vote only in that capacity • Past Presidents and Standing Committee Chairpersons are entitled to 1 vote and may vote only in one capacity **R.12 Voting between General Assemblies** **R12.4.** Other delegates • Members of the Executive are entitled to only 1 vote each • Past Presidents and Standing Committee Chairpersons are entitled to only 1 vote each	**R.11 Voting at General Assembly** R11.4 Other delegates attending General Assembly • Past Presidents ~~and Standing Committee Chairpersons~~ are entitled to 1 vote and may vote only in one capacity **R.12 Voting between General Assemblies** R12.4 Other delegates • Past Presidents ~~and Standing Committee Chairpersons~~ are entitled to only 1 vote each

RATIONALE

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

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

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

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

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 03 : R1.4. Powers of the International Board (New)

Title of proposed amendment	(R1.4.) if approved new number 6.7 **Powers of the International Board (New)**
Proposed by	Elizabeth Benham Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	(R1.4.) if approved new number 6.7 **Powers of the International Board (New)** The highest governing body for BPW International is the General Assembly and between General Assemblies, the International Board is the governing body. The International Board maintains the highest level of governance for the organization. Each member of the Board commits to the responsibility of oversight and; • receives reports from Executive Members or Affiliates of non-performance of duties or non-compliance and other serious matters • takes actions and makes decisions on the serious matters (indicated above) as referred to the Board by the Executive Secretary • follows the following procedure ○ if it concerns a member of the International Board recuses her from the process ○ considers the fully documented matter ○ takes a vote on recommendations ○ decides on an enforcement process.

RATIONALE

To define the governance power and decision making responsibilities of the International Board and to delineate this from the Executive. This simplifies the existing information.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 04 : R1.4. Powers of the International Board (New)

Title of proposed amendment	(R1.4.) if approved new number 6.7 **Powers of the International Board (New)**
Proposed by	Elizabeth Benham Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	(R1.4.) if approved new number 6.7 **Powers of the International Board (New)** The highest governing body for BPW International is the General Assembly and between General Assemblies, the International Board is the governing body. The International Board maintains the highest level of governance for the organization. Each member of the Board commits to the responsibility of oversight and; • receives reports from Executive Members or Affiliates of non-performance of duties or non-compliance and other serious matters • takes actions and makes decisions on the serious matters (indicated above) as referred to the Board by the Executive Secretary • follows the following procedure ○ if it concerns a member of the International Board recuses her from the process ○ considers the fully documented matter ○ takes a vote on recommendations ○ decides on an enforcement process.

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RATIONALE			
To define the governance power and decision making responsibilities of the International Board and to delineate this from the Executive. This simplifies the existing information.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 05 : R2.2. R2.1. The members of the Executive (VP UN)

Title of proposed amendment	R2.1. The members of the Executive (VP UN)
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	Mag Diana Barragan Medina Regional Coordinator Latin America
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2 **Executive** (existing) **R2.1** The members of the Executive are the officers of BPW International: • President • Vice President - Membership • Vice President - United Nations • Executive Secretary • Executive Finance Officer • Young BPW Representative • A Regional Co-ordinator from each region • Immediate Past President for the first 12 months of the term of the Executive	R2.1 The members of the Executive are the officers of BPW International: • President • Vice President - Membership • Vice President - Advocacy • Executive Secretary • Executive Finance Officer • Young BPW Representative • A Regional Co-ordinator from each region • Immediate Past President for the first 12 months of the term of the Executive

RATIONALE

The VP-UN Coordinates the advocacy work of international, develops and establishes campaigns and programs that fall within the Gender Advocacy Framework, with the support of the Standing Committee Chairpersons.

The VP-UN title is restrictive to the United Nations although her work is beyond that

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As we expand the title of the Vice President to be inclusive and to add more opportunities while working with other like minded organization(s) which have similar aims as ours. The new title will also benefit the work with political, economic and social systems and institutions for collaborative projects and to gain collective action. The change in title does not intend to modify the Vice President's duties or interfere with the UN representatives or the UN Committee's duties or assignments.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 06 : R2.2. Election of the members of the Executive

Title of proposed amendment	R2.2. Election of the members of the Executive
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	Mag Diana Barragan Medina Regional Coordinator Latin America
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
R2.2 Reference to Bullet Point 4 • Candidates for President must have been a member of any prior Executive or President of an Affiliate Federation	R2.4 Reference to Bullet Point 4 • Candidates for President must have been a member of any prior International Executive or President of an Affiliate ~~Federation~~
RATIONALE	
Clarification on eligibility.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 07 : R2.4. Meetings of the Executive

Title of proposed amendment	R2.4. Meetings of the Executive
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.4 Meetings of the Executive • Meetings of the Executive will be held at least once each year during the term. • A meeting must be held if requested by 3 or more members of the Executive • A quorum of the Executive is 6 • The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair • Decisions can also be made between meetings by an electronic vote	**R2.4** Meetings of the Executive • The Executive must hold its meetings as set out in the Procedure Manual at least once each year during the term according to the triennial budget and as budgeted annually by the EFO and approved by the Executive • The length of the annual face-to-face, meeting shall be four or five full working days. • A meeting must be held if requested by 3 or more members of the Executive • A quorum of the Executive is 6 • The President as the Chair of the Executive has a casting vote when a vote is tied. In her absence the First Vice President is the Chair • The Executive can also make decisions between meetings by an electronic vote, and to pass they require a 2/3 vote of the Executive. • The Executive may also meet electronically. Electronic votes between meetings, require a two-thirds (2/3) vote of the Executive members to make a binding decision.

RATIONALE

To remove ambiguity and highlight the importance of the meetings of the Executive.

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Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 08 : R3.1. Decisions by the International Board

Title of proposed amendment	R3.1. Decisions by the International Board
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	Mag Diana Barragan Medina Regional Coordinator Latin America
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3 Decisions by the International Board and the Executive R3.1. The President is the principal officer of the organisation and has the leadership and management role including: • chairing meetings of the General Assembly, the International Board and the Executive • chairing the International Congress Planning Committee during her term • formalising appointments • fostering external relationships with other international organizations and leaders • oversight and accountability for all planning, operational and outreach activities	**R3 Decisions by the ~~International Board and the~~ Executive** R3.1. The President is the principal officer of the organisation and chairs ~~chairing~~ meetings of the General Assembly, the International Board and the Executive *Note: text was added or repositioned/relocated in this proposed amendment.* The President collectively with the Executive has responsibility for leadership and management including: • overseeing and being accountable for all planning, operational and outreach activities • formalising appointments of elected members and non-elected members by official letter as approved by the Executive • fostering external relationships with other international organizations and leaders • maintaining financial viability of the organization as budgeted and approved by the Executive • oversight and accountability

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	• chairing the International Congress Planning Committee (IPC) as approved by the Executive of her term • Working with the Host Planning Committee of the Congress.

RATIONALE			
To delineate the decision-making responsibilities of the Executive and the Board for better clarity.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 09 : R3.3. The Executive has collective responsibility

Title of proposed amendment	R3.3. The Executive has collective responsibility
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	Mag Diana Barragan Medina Regional Coordinator Latin America
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
R3.3. The Executive has collective responsibility for operational and management matters • Members of the Executive may sign documents on behalf of BPW International with the approval of the Executive, as set out in the Procedure Manual • With the approval of the International Board, the Executive may remove a member of the Executive, who may appeal against being	R3.3. The Executive has collective responsibility……. Insert new bullet point 4 • Collectively, the Executive members are accountable to the International Board and members of the organization for any neglect of their duties and for any breach of IFBPW governance Drop down current bullet point 4 to point 5

removed, as set out in the Procedure Manual • The Executive may remove a Chairperson or member appointed to a committee, who may appeal against being removed, as set out in the Procedure Manual • On behalf of BPW International, the Executive may employ staff and appoint volunteers to perform administration duties	

RATIONALE			
Adding to the collective responsibility and accountability of the Executive			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 10 : R3.5. Quorum

Title of proposed amendment	R3.5. Quorum
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	Mag Diana Barragan Medina Regional Coordinator Latin America
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3.5. Quorum The quorum is one-third [1/3] of the voting representation at the General Assembly and one-quarter [1/4] of the Board members at a meeting of the International Board.	R3.5 **Quorums** **All new clauses** • General Assembly The quorum at the General Assembly is two thirds [2/3] of the accredited representation at the General Assembly • International Board At a meeting of the Internation Board, the quorum is two thirds (2/3) of the accredited representation at the International Board

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	For an electronic meeting, of the International Board, the quorum is fifty percent (50%) of the International Board members. • Executive A quorum of the Executive is 6

RATIONALE			
Delineating for additional clarity the issue of quorums			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 11 : R9.2. The International Planning Committee

Title of proposed amendment	R9.2. The International Planning Committee
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual.	R9.2. The International Planning Committee is a subcommittee of the Executive. The President chairs this Committee. The IPC members and all arrangements related to the Congress must be approved by the Executive and comply with the Congress Guidelines as set out in the Procedure Manual.

RATIONALE			
According to R.3.3. **"The Executive has collective responsibility for operational and management matters."** The main event of IFBPW is the Congress, the whole Executive as a corporate body, have the responsibility to ensure the proper management in the organization and finances of the Congress.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 12 : R9.2. Congress Responsibilities

Title of proposed amendment	R9.2. Congress Responsibilities
Proposed by	Naphaphen (Deon) Vejjajiva Standing Committee Chair, Projects 2021-2024
Seconded by	BPW Thailand
Supported by	Original mover (2020/21): Dr. Chonchanok (Nok) Viravan Past International President
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual	**R9.2 Congress Responsibilities** • The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual • President and Executive Finance officer are responsible for Congress finance. • As immediate Past President and immediate Finance Officer must conclude Congress finance and audit and transfer the balance in BPW International Congress account to BPW International operational bank account within 1 year after the last day of the General Assembly at Congress • An Immediate Past President can form a team to assist in preparing General Assembly Proceedings to be finalized within 2 years after the last day of General Assembly at Congress.

RATIONALE

There are matters regarding the Congress that should be stated in the Constitution, not just the procedure manual to ensure the accountabilities of the related *(relevant)* stakeholder.

1) The additional text “The President and Executive Finance Officer are responsible for Congress finance.” is required as stated in past BPW International Constitutions and

it's a common practice for decades. This matter is too important to be stated obscurely in the procedure manual.

2) Concluding the congress account in 1 year is an existing rule. The additional part is the requirement to transfer fund from BPW International Congress account back to BPW International for operational purpose. This way, there is always only 1 BPW Congress account for one congress at a time.

3) Preparation of BPW International Congress proceeding needs a team, not just 1-2 persons. Immediate Past president should have a right to select the qualified BPW members who work well with her in the preparation process.

This will provide a clear and transparent manner in financial handling of BPW International Congress Account.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.3 - 13 : R9.3. Hostess Planning Committee (new)

Title of proposed amendment	**R9.3. Hostess Planning Committee (new)**
Proposed by	Elizabeth Benham Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual	R9.2. The President chairs the International Planning Committee, and arrangements must comply with the Congress Guidelines as set out in the Procedure Manual R9.3 The President and Executive work with the Hostess Planning Committee following the Congress Guidelines.

RATIONALE

There is no regulation that lists the Hostess Planning Committee which is critical to the logistics and planning of the Congress.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 14 : R15.3. Duties of Standing Committees

Title of proposed amendment	R15.3. Duties of Standing Committees
Proposed by	Dr. Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R15.3. Duties of Standing Committees Each Standing Committee Chairperson, after consultation with the members of her Committee, submits an outline of proposed activities to the Presidential Office within 2 months after her election and submits written reports to the Congress. She informs the President's Office of action taken or contemplated and submits written reports to the Executive when requested to do so. Each Standing Committee Chairperson submits an estimate of expenditures to the Finance Officer for approval when requested to do so. Within 30 days of the expiration of her term of office, each Standing Committee Chairperson, with the exception of the Finance Officer and the two Vice Presidents, delivers to the President's Office, or where otherwise directed by the President, the books and records belonging to her office.	R15.3. Duties of Standing Committees *Paragraph 2 amended.* Each Standing Committee Chairperson submits an estimate of expenditures to the Executive Finance Officer for the Executive approval ~~when requested to do so~~.

RATIONALE

All expenses not placed under the budget item line for the Standing Committees must be approved by the Executive.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Proposed Amendments received on or before 17th May 2024

Amendment 5.3 - 15 : R2.2. Election of the members of the Executive

Title of proposed amendment	R2.2. Election of the members of the Executive
Proposed by	Dr. Amany Asfour Past International President
Seconded by	Dr. Antoinette Rüegg Past International President
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.2. • The Vice President with the most votes is the First Vice President. A candidate for President who is not elected may become a candidate for Vice President - Membership or Vice President - United Nations if she has not previously served as that Vice President	R2.2. • The Vice President with the most votes is the First Vice President. ~~A candidate for President who is not elected may become a candidate for Vice President - Membership or Vice President - United Nations if she has not previously served as that Vice President~~

RATIONALE

If a member wants to run for International President and does not want to run for a Vice president so this should be her choice from the beginning . Other members have already decided to run for VP UN or VP Membership and have only this chance. So giving another chance for the candidate to run for 2 positions is not fair for the other members who already decided to run for the post of VP. Also, if the candidate of the International President does not win as president and runs for VP this will create a negative impact on the candidates of VP and if she wins it will again be a negative impact in the executive. As BPW International we have to be fair and give equal opportunities for all the members. This clause gives privilege for the candidate of International President to have 2 chances compared to the candidate for VP who has only 1 chance which is not fair or of equal opportunities.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 16 : R2.3. Term of Executive

Title of proposed amendment	R2.3. Term of Executive
Proposed by	Dr. Amany Asfour Past International President
Seconded by	Dr. Antoinette Rüegg Past International President
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R2.3 Term of Executive • Members of the Executive may hold the same role for only 1 term, except the Executive Secretary, the Executive Finance Officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms	R2.3 Term of Executive • Members of the Executive may hold the same role for only 1 term. ~~except the Executive Secretary, the Executive Finance Officer and the Regional Coordinators who may be nominated and stand for 2 consecutive terms~~
	Add new bullet point: • The Executive may fill a vacancy until the next General Assembly

RATIONALE

Carried over from Past International President, Dr. Chonchanok Viravan (2021)

Taking an executive position in BPW International Executive Board is a good leadership training ground for BPW members. The ability to run for 2 terms at first glance promotes continuity. The fact that this privilege of running 2 consecutive terms is available for 7 out of 11 executives, it limits the opportunities for other members to develop their leadership skills through BPW International.

At an extreme case, for example, a regional coordinator can serve another 2 terms as executive secretary, 1 term as Vice President and 1 term as International President. This sums up to the maximum of 6 trienniums and total of 18 years a person can serve on the Executive Board.

PIP Dr. Amany Asfour:

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This amendment proposes to limit the tenure of regional coordinators to one term only. Presently, regional coordinators are allowed to run for a second term. However, this change aims to ensure fair leadership
opportunities and prevent potential misuse of incumbency

1. *Promoting Leadership Diversity*
   - Our organization boasts a large pool of talented and equipped members capable of taking on the role of regional coordinator. By limiting the tenure to one term, we provide more members with the opportunity to demonstrate their leadership and competence. This encourages a continuous influx of fresh ideas and perspectives.

2. *Encouraging Member Engagement*
   - Allowing only one term for regional coordinators fosters an environment where more members are motivated to engage and aspire to leadership positions. This amendment will ensure that the organization benefits from the diverse skills and experiences of its members, enhancing overall organizational growth.

3. *Preventing Incumbency Advantage*
   - When regional coordinators have the chance to run for a second term, there can be a reluctance to encourage others to run for the same post. Limiting the term to one ensures that current coordinators do not have an unfair advantage over potential new candidates, thus promoting a fair and competitive election process.

4. *Avoiding Favoritism in Decision Making*
   - Some decisions made by regional coordinators, such as the disbursement of funds, can sometimes be influenced by their desire to support affiliates who favor their re-election. By restricting coordinators to one term, we minimize the risk of favoritism and ensure that decisions are made in the best interest of the entire region.

This amendment is essential for fostering a dynamic and inclusive leadership environment within our organization. By limiting regional coordinators to one term, we ensure fair opportunities for all members to contribute their leadership skills. This approach not only prevents potential misuse of power but also enriches the organization with a diverse range of talents and perspectives. This amendment will strengthen our commitment to fairness, transparency, and continuous organisational growth

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 17 : **R3. Decisions by the International Board and Executive** (existing)

Title of proposed amendment	R3. Decisions by the International Board and Executive (existing)
Proposed by	Elizabeth Benham Past International President
Seconded by	BPW USA
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R3.3. The Executive has collective responsibility for operational and management matters: • With the approval of the International Board, the Executive may remove a member of the Executive, who may appeal against being removed, as set out in the Procedure Manual • The Executive may remove a Chairperson or member appointed to a committee, who may appeal against being removed, as set out in the Procedure Manual	R3.3. The Executive has collective responsibility for operational and management matters: ***And to be inserted as the first bullet point*** *The elected Executive are accountable and have fiduciary responsibilities.*

RATIONALE

The importance of the financial management and accountability must be fully recognised by the Executive in fulfilling their duties.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

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Amendment 5.3 - 18 : R11. Voting at General AssemblY

Title of proposed amendment	R11. Voting at General Assembly
Proposed by	Dr. Amany Asfour Past International President
Seconded by	BPW Nepal
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
	Add clause: R11.5 voting at General Assembly can be hybrid and online. *Recommendation: new number:* v. Other options for delegates unable to participate in person: • Voting at General Assemblies can be hybrid and online.

RATIONALE

Rationale for Amending the Constitution of the International Federation of Business and Professional Women to Include a Hybrid General Assembly Format

1. Technological Advancements:
   - The current era is marked by rapid technological advancements, making virtual meetings a viable and effective alternative to traditional face-to-face gatherings. Utilizing these technologies can enhance participation and engagement across the organization.

2. Cost Efficiency:
   - The high costs associated with international travel, including flights, accommodation, and other expenses, can be prohibitive for many members, particularly those from low-income countries and developing nations. A hybrid format reduces these financial burdens, allowing broader participation without the heavy economic strain.

3. Visa Restrictions:
   - Obtaining visas for international travel can be challenging, especially for individuals from low-income countries and certain regions like Africa. Visa denials can prevent capable and eager members from participating, leading to unequal representation and involvement in the organization's activities.

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4. Inclusivity and Equality:
   - A hybrid format promotes inclusivity by providing equal opportunities for members from all countries to participate, regardless of their financial situation or visa restrictions. This ensures fair representation and fosters a diverse and inclusive environment, which is crucial for the growth and success of the organization.

5. Environmental Considerations:
   - Reducing the need for international travel has significant environmental benefits. Fewer flights mean lower carbon emissions, aligning with global efforts to combat climate change and promote sustainability.

6. Flexibility and Accessibility:
   - Hybrid meetings offer greater flexibility, allowing members to participate according to their schedules and from any location. This accessibility is particularly important for members with family obligations, health concerns, or other commitments that might prevent them from traveling.

7. Resilience and Continuity:
   - In times of global crises, such as pandemics or natural disasters, face-to-face meetings may become impossible. A hybrid format ensures the continuity of the organization's activities and decision-making processes, regardless of external circumstances.

8. Enhanced Engagement and Collaboration:
   - Virtual platforms can facilitate innovative forms of engagement and collaboration, including breakout sessions, real-time polling, and interactive workshops. These tools can enhance the overall effectiveness and productivity of the General Assembly.

By amending the constitution to include a hybrid format for the General Assembly, the International Federation of Business and Professional Women can harness the benefits of modern technology, promote equality and inclusivity, reduce environmental impact, and ensure the continuity and resilience of its operations.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Chapter 5

5.4 Internal Resolutions for Constitution and Regulations

5.4. Internal Resolutions for Constitution and Regulations

5.4. Proposed Internal Resolutions for the Constitution and Regulations 2024

Amendments Index

Resolution	Reference to new C&R or PM	Extg C&R / PM	Title
5.4 - 01	R14.1		BPW International Registration
5.4 - 02		P.M. 2.3	Enhancing our Global Advocacy Efforts (sections 2.3.3 and 2.3.4)
5.4 - 03		P.M. 4.1	Procedure Manual 4.1.4 Membership Across Regions
5.4 - 04		P.M. 2.4	Procedure Manual 2.4: End of Term of Office
5.4 - 05	C12	R8.2	Reduction of membership fees to be paid to BPW International
5.4 - 06	C8 8.2 (or new clause	R22.2	WITH – Women's Entrepreneurship Trade Foundation

Internal Resolutions 5.4 - 01: BPW International Registration

Title of proposed amendment	BPW International Registration		
Proposed by	Dr. Catherine Bosshart, International President		
Seconded by	Jenny Gulamani-Abdulla, Executive Secretary		
Supported by	Constitutional Advisory Committee (CAC)		
Financial Impact	**Estimated budget for Registration of BPW international:**		***Estimated***
Law firm Borel and Barbey, Genève - Work to amend the Constitution • 9,'600.-Euros (paid) (around 4,600. Euros pro bono which was not invoiced) • Additional legal costs in response to questions presented by the Executive (11/01-20/02) • Costs for tax and VAT exemption • Registration Fee (one off fee) approx. 750.- to 1,500.- Euros		**Paid or to Pay by 30/06/2024** 9,600.-Euros (5,143.70.-SF) 5,378.24.-Euros	14,979-Euros 11,000.-Euros 1,500.-Euros
		Sub-total	27,479.-Euros
		Plus 10% contingency (for any unforeseeable costs)	*2,748.-Euros*
*PS: Total financial contribution of hours volunteered over 16-18 months - **155,000.- Euros***		**Total**	**30,227.-Euros** (rate shown is at ***23/06/2024***)

MOTION

Aware that:

BPW International Members had voted on the new Constitution and Regulations and Procedure Manual passed at the XXVII BPW International Congress, Helsinki, Fifth and Sixth Business Sessions, 21 June 2011 (Congress Proceedings).

Mindful that:

the registration of BPW International, following Congress 2011 was done at the CAGI - International Geneva Welcome Centre for new and existing non-government organisations (NGOs) wishing to establish themselves in Geneva. Its services are to assist non-governmental international organisations (NGOs) that are either already in Geneva or that wish to establish themselves in the region. It informs them, guides them and supports them.

Formal Registration, with receipt of a Business/Registration Number, was not done at the Registre du Commerce of the Canton of Geneva.

By registering BPW International, the Members have reconfirmed the commitment of the Members at Congress 2011 to see the organization registered in Geneva, Switzerland

Recognising that:

Registration is the formal protection of an association, a professional body, a Federation, a Club or an individual.

It is a requirement of registration in Geneva that the Constitution and Regulations comply with the Swiss Civil Code (SCC); the relevant Articles 60 to 79 and the updated Anti-Money Laundering Act (AMLA) and its implementing provisions (RO 2021 656).

Registering ensures that the shared vision for positive change is implemented and the clear legal and formal structure provides credibility, legality and protection to the future of BPW International.

Through Registration BPW International members are not jointly and severally liable for the debts of BPW International. Currently every member of BPW is liable for the actions of another Member and no protection or recourse.

Acknowledging:

The existing BPW International Constitution and Regulations proclaim its registered address to be in Switzerland (as per cover sheet, registered address: Rue de Saint-Jean 26, 1203 Geneva, Switzerland).

The definitions of our Regulations refer to the Swiss Civil Code and acknowledge that the Constitution and Regulations comply with the Swiss Civil Code.

BPW International is an organisation that has over 120 Affiliated Federations, Affiliated Clubs and Individual Affiliate Members worldwide.

It was moved and voted by the Membership of BPW International in 2011 to be registered in Switzerland and to meet the Swiss Civil Code, which is internationally recognised law that covers volunteer organisations through to corporate bodies and humanitarian laws.

It is acknowledged the Swiss Civil Code of 2010 has evolved with additional sections added under 'Chapter 2: the Associations', as it is a legal document, it has been continually updated since its first publication in December 1907.

BE IT RESOLVED

BPW International, following ratification of its updated Constitution and Regulations, proceed with the formal registration at the Registre du Commerce of the Canton of Geneva.

A copy of the approved amended Constitution and Regulations are translated in French and form the registration package for submission with a copy of the English version.

That the formal registration number is obtained, and all formal processes required to maintain registration is followed including:

- a copy of the minutes of the General Business Sessions are completed within three (3) months,
- a list of the signatories
- the completed registration application has been filed with the Registre du Commerce of the Canton of Geneva
- a copy of the receipt of the registration document is held on file, with all formal documents for reference for future Executive members.

RATIONALE

Registration provides for small and large scaled organisations the following:

- Provide legitimacy and credibility by being on an international registration database. It demonstrates BPW International and all its Affiliate members commitment to transparency, accountability and adherence to legal requirements.
- Provides an opportunity to access to funding. Many governmental and non-governmental entities, as well as philanthropic foundations, prefer to support registered organisations due to their legal status and accountability measures. Registration can open opportunities for future grants, sponsorships and partnerships that will enhance the work of BPW International through its Mission, Aims and Values.
- Tax Exemptions and Benefits: registered NGOs are eligible for tax exemptions and benefits in accordance with Swiss Civil Code. These exemptions can help reduce operational costs and allow more resources to be directed towards BPW International's mission and programs.
- BPW International already holds a formal structure through its governing bodies including the Executive and International Board. BPW International has a clear structure for effective governance, decision-making and strategic long-term planning. The registrations ensure all Members continue to uphold BPW International's mission and values.
- Registering BPW International as was voted by the Members at Congress 2011 will enhance our organisation's visibility and global partnerships. It will assist in the effective collaboration with other stakeholders and to ensure retain our ECOSOC and United Nations standing in advocacy and lobbying. Being registered provides wider opportunities for engagement in other conferences, workshops and networking events to raise BPW International's profile with a wider audience.
- Registration provides legal protection to BPW International in an internationally recognised system. BPW International had been registered when they had a property in Battersea, UK, with the selling of this property it lost that registration.
- The registration will establish a distinct legal entity separate from it from its founders, protecting BPW International from personal liability in the case of legal disputes or financial obligations. The registration will provide the protection to ensure that BPW International can continue its work even when there are changes in leadership each triennium or because of unforeseen challenges.
- Registering BPW International ensures that the opportunity to collaborate and network with other organisations, stakeholders can occur locally and internationally. The partnerships can lead to share resources, expertise (e.g. Global Women, Zonta,

International Labour Organization) and best practices, developing innovation and potential growth of women and girls around the world. • Registering BPW International demonstrates the Members commitment to the organisation's long-term sustainability. It supports the development of the work being done internally and externally, the financial management (e.g. annual auditing) and ensuring monitoring mechanisms, reports, General Assembly business session minutes and Congress proceedings are uploading and available for all Members to have access too. • Finally, BPW International will continue to abide by the Swiss Civil Code, which as an international legal document, provides the strong foundation for the organisation and future Executives and International Board Members to meet within the governance documents.
IMPLEMENTATION
The Registration is to take place within three (3) months following the close of the General Assembly at Congress in St Kitts, November 2024. The Swiss lawyers are to confirm the application of the tax exemption and VAT exemptions have been applied for. A copy of both the registration certificate and the tax/VAT exemption certificates are uploaded onto the BPW International website and notification issued to all International Board Members. The process to ensure BPW International retains its Registration, with a copy of the original letter confirming Registration, will be held on file to ensure compliance is met each triennium.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Internal Resolution 5.4 - 02 : **P.M. 2.3 Enhancing our Global Advocacy Efforts** (sections 2.3.3 and 2.3.4)

Title of proposed amendment	**P.M. 2.3 Enhancing our Global Advocacy Efforts** (sections 2.3.3 and 2.3.4)
Proposed by	Janet Gibb President BPW New Zealand
Seconded by	To Be Confirmed
Supported by	
Financial Impact	None
MOTION	
Mindful: Of our mission: "BPW International develops the business, professional and leadership potential of women on all levels through advocacy, education,	

mentoring, networking, skill building, and economic empowerment programmes and projects around the world."

Aware:

Of the Policy Advocacy Resolutions Register cover note from Past International President, Elisabeth Feller, "Resolutions are not for the pigeonhole: they are for interpretation into intelligent, concerted and responsible action be each national federation, and club and individual member."

Mindful:

Of BPW International Policy National Federations Urging Governments To Support Policies (1952) which "RESOLVED that the International Federation urges national federations to secure by every possible means the support of their own governments for implementation of decisions made by the United Nations, which give effect to the aims and purposes of the International Federation of Business and Professional Women."

BE IT RESOLVED

The BPW International Procedure Manual be amended as below:

2.3.3 The duties of the Vice President United Nations

[new bullet point after 'coordinates the advocacy work of BPW International…']

- Actively progresses advocacy action on new policy formed via external resolutions passed at Congress to the United Nations and related agencies via correspondence to the United Nations or some other appropriate way.

2.3.4 The duties of the Executive Secretary

[new bullet point after 'records Resolutions and their implications…']

Ensures that governance documents are updated and disseminated to Affiliates within six months after Congress, reflecting resolutions passed at Congress.

RATIONALE

Ninety-four years ago, members of the International Federation of Business and Professional Women pledged themselves "to the eradication of the psychological causes of war: fear, ignorance and greed, and to the establishment of World Union based upon the recognition of the oneness of humanity, individual responsibility and the interdependence of nations." This was recorded as one of the earliest pieces of policy at our inaugural conference in Geneva, Switzerland.

What a beautiful and timely reminder of what we have advocated for over almost 100 years, and how sadly relevant that first clause is today.

Our policy gives us power as united force - the power of the voice of tens of thousands of women. It is vital that our work at Congress continues on the international stage through the actions of our Vice President United Nations. In using our voice to influence high-level political fora and discussions on policy,
we can influence for better outcomes for all women, in all parts of the world.

For the efficient implementation of advocacy action in our regions and countries, a policy document such as the Policy Advocacy Resolutions Register is important to ensure we have policy information to hand, but it is critical this is up to date so that we are accessing and speaking about the most recent policy in our work. This resolution aligns with current Procedure Manual clauses: - 2.3.8 The duties of the Regional Coordinators, particularly: "raises awareness of BPW International aims and resolutions at the regional level", and - 5.3.1 Selection of nominees for Subregional Coordinators, particularly: "The role of the Subregional Coordinator within her subregion is to assist the Regional Coordinator to: … encourage Affiliates to undertake lobbying and projects in line with BPW International resolutions and international campaigns, and to support the work of the Standing Committees". These clauses provide Regional Coordinators and Subregional Coordinator with the mandate to encourage Affiliates in their region/subregion in taking action on resolutions passed at Congress and play a powerful role in gathering, recording and reporting on the advocacy efforts of Affiliates.
IMPLEMENTATION
BPW International update the Procedure Manual.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Internal Resolution 5.4 - 03 : P.M. 4.1 Procedure Manual 4.1.4. Membership Across Regions.

Title of proposed amendment	Procedure Manual 4.1.4 Membership Across Regions
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	
Financial Impact	BPW International would not be charged dues for a Member who has joined multiple Affiliate Federations or Affiliate Clubs as they will only be registered officially with one.
MOTION	
Aware that: BPW Members are engaged through various opportunities, from permanent to temporary transfers to different countries, have homes or holiday properties in different countries and therefore wish to support the Affiliate Federations or Affiliate Clubs in that country/city or Region.	

Mindful:

a Member has joined one club where they first became aware of the work of BPW and its international global network.

Recognizing that:

Members who may be associated with more than one club, including clubs from different federations and countries, must indicate only one of the clubs as their base for the purpose of exercising their right to vote, and their association will be considered for this purpose as being only in that club indicated by her.

BE IT RESOLVED

Therefore, this Member will not be part of the membership count, which will be fair and reasonable to the clubs that have members who wish to join from other countries, even if she contributes financially to all of them.

At the same time, this choice cannot be changed for three (3) years.

RATIONALE

It is acknowledged that Members would like to be connected to other Affiliated Federations or Clubs through the location or the work they do.

Twinning provides the opportunity to work collaboratively with another Affiliate Federation or Affiliate Club without paying membership dues and lets them work together without having a vote.

A Member should not be able to have more than one vote, therefore if she wishes to join other Affiliate Federations or Affiliate Clubs, only one can have her vote and this must be recorded on the Membership list as appropriate.

IMPLEMENTATION

This is to be actioned by all within three (3) months.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Internal Resolution 5.4 - 04 : Procedure Manual 2.4: End of Term of Office

Title of proposed amendment	Procedure Manual 2.4: End of Term of Office
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary

Internal Resolutions for Constitution and Regulations

Supported by	
Financial Impact	None

MOTION

Aware that:

At the end of the Executive Members Term of Office the following is required:

- Attendance at Executive handover meeting, day after Congress closes
- Handover of all documents and access to electronic files through google docs, dropbox or USBs.

Mindful that:

The title of an outgoing Executive Member can only use their formal title, except for Past International Presidents, in their curriculum vitae (cv) or resumes.

Realizing that:

There are no other such positions or titles approved by the governing documents of BPW International. This includes as examples below or any other form:

- Immediate Past Vice President - First or Second, Membership or United Nations)
- Past Vice President - First or Second, Membership or United Nations)
- Immediate Past Executive Finance Officer
- Past Executive Finance Officer
- Immediate Past Executive Secretary
- Past Executive Secretary
- Immediate Past Regional Coordinator
- Past Regional Coordinator
- Immediate Past Young BPW Representative
- Past Young BPW Representative

Acknowledging that:

Should any previous Executive members advertise, publish or have any biographies presented for any international meetings, conferences or workshops with these titles BPW International Executive will look to have a penalty applied, either financial or removal of said profiles.

No past Executive Members have any voting rights unless they are appointed a delegate of their own Affiliate Federation or Affiliate Club.

BE IT RESOLVED

All former Executive members immediately remove any advertising, promotional materials or social media with the incorrect above titles shown under their names.

RATIONALE

The titles have never been applied or are under the Constitution and Regulations and Procedure Manual.

Once an Executive member has stepped down from the Executive, excluding the Immediate Past President, they are no longer an Executive member and all associated rights are removed.

There have been past members of the Executive who have continued to advertise themselves as Past or Immediate Past Executive members. This is not appropriate and not in accordance with current governance documents.
IMPLEMENTATION
Immediately and all future Executive members who complete their triennium(s) are no longer to use any such titles under the names.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Internal Resolution 5.4 - 05: Regulations. R8.2 Reduction of membership fees to be paid to BPW International

Title of proposed amendment	Regulations. R8.2 Reduction of membership fees to be paid to BPW International
Proposed by	Concetta Corallo President BPW FIDAPA BPW Italy
Seconded by	BPW Italy
Supported by	
Financial Impact	Reduction of BPWI quota balance.
MOTION:	
For the participation of new members and the implementation of projects to support women, enhancing their skills and encouraging the improvement of working and social life, economic funds are needed to support these initiatives.	
BE IT RESOLVED:	
Our proposal is also to evaluate that the Federations, whose number of members is greater than 9000, can obtain a significant reduction in the membership fees to be paid to BPW International. Reduction proposal: Federations of up to 9000 members: full membership fee of €23.00 Federations with over 9000 members: 50% reduction in the membership fee on the number of members exceeding 9000	

RATIONALE
This is an ambitious proposal, but one that could have a great impact for quite a few Federations or Clubs. In this way it would be possible to keep the current membership fees stable, without any increase. This innovative approach could be extremely useful to have financial resources available to support and increase new activities/projects. This proposal was suggested after a long process of financial analysis and evaluation; the proposal intends to overcome some critical situations that have occurred due to the heavy global economic situation, which has affected citizens and especially women, and in order to improve operational financial management.
IMPLEMENTATION:
We ask that the new system comes into force after this General Assembly.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Internal Resolution 5.4 - 06 :
Constitution: WITH – Women's Entrepreneurship Trade Foundation

Title of proposed amendment	WITH – Women's Entrepreneurship Trade Foundation
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Dr. Antionette Rüegg Past International President
Financial Impact	BPW International would be required to provide formal registration and establishment of the WITH-Foundation in accordance with Swiss Law and would have a cost of 50'000 CHF (Euros 418.74 @ 06/07/2024). Reimbursement of the total fees would be paid back to BPW International funds.
MOTION:	
Aware that: BPW International has concluded on October 27, 2023 an MoU with UN Women which is a partnership to create and advance women's economic independence and advancement **Mindful that** with the MoU are no financial funds connected	

Realizing that
BPW International has to find funds together with UN Women to support the projects on the ground in the respective countries/regions

Acknowledging that
the preparation, implementation and management of a project need to be professionally done.

BE IT RESOLVED:

Addendum to the Regulations R22.2

12.2 BPW International and Memorandum of Understanding (MoU) with UN Women
BPW International has a Memorandum of Understanding with UN Women (signed October 2023) on the project “WITH Women's Entrepreneurship & Trade”. This agreement has a specified timeframe, it can be renewed between both International Organizations in the future.

BPW International is establishing a separate entity/arm to the organization, a non-for-profit foundation for the management of the project “WITH Women's Entrepreneurship Trade” on the basis of the Memorandum of Understanding with UN Women. The Foundation is called “WITH – BPW Foundation”.

The Foundation is responsible for the lawful, secure, correct and economic use of the funds transferred to BPW International in accordance with the Agreement.

The Foundation Board will consist of 5-7 members. The BPW International President and two further officers of the Executive will be ex officio members. The Board is self-constituting, whereby care is taken to ensure that the members of the Board are experts in finance, law or business management and members of BPW.

RATIONALE

BPW International has a Memorandum of Understanding with UN Women (signed October 2023) on the project “WITH Women's Entrepreneurship Trade”. This agreement has a specified time frame, it can be renewed between both International Organizations in the future.

BPW International is establishing a separate entity/arm to the organization, a non-for-profit foundation for the management of the project “WITH Women's Entrepreneurship Trade” on the basis of the Memorandum of Understanding with UN Women. The Foundation is called “WITH – Women's Entrepreneurship Trade"”.

The Foundation is responsible for the lawful, secure, correct and economic use of the funds transferred to BPW International in accordance with the Agreement.

BPW International has an account with UNWomen to where the stakeholders will pay the funds. 8% of the amount will go as overhead costs to UNWomen and 12% to the With Foundation (BPW International).

Per created incubator 500'000 Euros will be needed for 1 year. So far 18 countries in Africa, 4 countries in Eastern Europe, 3 countries in North America and the Caribbean are interested. It could be a quite big amount of 12.5 Million Euros or more in total. Upon request of the country office of UNWomen to HQ in New York the funds will be transferred to UNDIP in the country. UNDIP will then pay the costs of the project. The With Foundation needs to prepare professionally the projects, develop a draft project for a specific country that corresponds with the need of the country.
IMPLEMENTATION:
As soon as the funds will exist, the legal framework of a foundation needs to be established and certified.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Chapter 5

5.5 Procedure Manual Amendments 2020/21 and 2024

5.5 Procedure Manual Amendments 2020/21 and 2024

5.5 Proposed Procedure Manual Amendments Received 2020/21 and 2024

Amendments Index

Amend-ment	Refer to new C&R	Extg / New PM.	Title	
Specific Proposed Amendment updates following Constitution and Regulation updates				
5.5 - 01	R3	P.M. 8.7	8.7.3 Voting at the General Assembly	
Proposed Amendments left on the table 2020/21				
5.5 - 02		1.2	International Board: Members of the International Board	
5.5 - 03		2.2.1	Meetings of the Executive	
5.5 - 04		2.2	The duties of the Executive	
5.5 - 05		2.3.1	The duties of the Executive	
5.5 - 06		2.3.4	The duties of the Executive Secretary	
5.5 - 07		2.3.6	The Executive Finance Officer during her term (The Battersea Fund) revised figures will be included in future updates	
5.5 - 08		5.6	Regional Meetings and Conferences	
5.5 - 09		6.2.7	Sponsorship Policy	
5.5 - 10		8.6.2	Submission of amendments to the Constitution and Regulations	
Proposed Amendments received 17th May 2024				
5.5 - 11		R8.2	Regulations. R8.2 Dues	
5.5 - 12		P.M. 8.3	PM 8.3.1 Nomination Document requirements	
5.5 - 13		P.M. 8.3	PM 8.3.3 Nominees	
5.5 - 14		P.M. 8.3	PM 8.3.4 At the General Assembly	

Amendments to the Procedure Manual (P.M.)

Amendment 5.5 - 01 : P.M. 8.7, 8.7.3 Voting at the General Assembly

Title of proposed amendment	P.M. 8.7, 8.7.3 Voting at the General Assembly
Proposed by	Dr. Catherine Bosshart International President
Seconded by	Jenny Gulamani-Abdulla Executive Secretary
Supported by	Constitutional Advisory Committee (CAC)
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
R11.2 Delegates of Affiliate Federations attending General Assembly Each Affiliate Federation attending the General Assembly is entitled to vote. The number of voting delegates is: • 500 or fewer members 3 • 501 to 1,000 members 4 • 1,001 to 2,000 members 5 • 2,001 to 3,000 members 6 and 1 additional delegate for every extra 1 to 3,000 members to a maximum of 15 delegates Each Federation is entitled to an equal number of alternate delegates.	**8.7.3 Voting by Federations [R11]** Each Affiliate Federation attending the General Assembly is entitled to the following number of voting delegates calculated on the basis of their fully paid ~~members~~ Membership: Federation delegates: 500 or fewer members ~~3~~ 6 delegates 501 to 1,000 members ~~4~~ 7 delegates 1,001 to 2,000 members ~~5~~ 8 delegates 2,001 to 3,000 members ~~6~~ 9 delegates 3,001 to 4,000 members ~~7~~ 10 delegates 4,001 to 5,000 members ~~8~~ 11 delegates 5,001 to 6,000 members ~~9~~ 12 delegates 6,001 to 7,000 members ~~10~~ 13 delegates 7,001 to 8,000 members ~~11~~ 14 delegates 8,001 to 9,000 members ~~12~~ 15 delegates 9,001 to 10,000 members ~~9~~ 16 delegates 10,001 to 11,000 members 10 17 delegates

	11,001 to 12,000 members 11 18 delegates 12,001 to 13,000 members 12 19 delegates ~~and one (1) delegate for every additional one (1) to 3,000 members to a maximum of 15 delegates.~~ For every Federation with an additional 1000 members listed above would be entitled to one (1) additional delegate Each Federation is entitled to an equal number of alternate delegates.
R11.3 Delegates of Affiliate Clubs attending General Assembly Each country with 1 or more Affiliate Clubs attending the General Assembly is entitled to 1 voting delegate and 1 alternate delegate. The 1 vote must be shared by the Affiliate Clubs. **8.7.4 Voting by Affiliate Clubs [R11]** Each country with one (1) or more Affiliate Clubs attending the General Assembly is entitled to one voting delegate and one alternate delegate. The one vote must be shared by the Affiliate Clubs in that country. Only one (1) delegate from the country can sit in the General Assembly at any time, and the other must remain in the observers' area.	**8.7.4 Voting by Affiliate Clubs [R11]** Each Affiliate Club in a Region where there is no Federation (and has a maximum of four clubs or less than 100 members) will have one (1) delegate per club. Country example where the relevant number of paid Affiliated Clubs are present, without an existing Federation: 1 club 1 delegate 2 clubs 2 delegates 3 clubs 3 delegates 4 clubs 4 delegates Each Club is entitled to an alternate delegate.
RATIONALE	
The Regulative requirements around voting at a General Assembly are to be included into the specific section of the International Congress. The actual numbers for voting strength per Federations etc are to be included in the operation process under the Procedure Manual. Lawyer's notes: *"…… it follows from the Civil Code (Art. 67 al. 1) that members must have equal voting rights at the General Meeting. This is not the case here. However, this provision is part of the law. According to certain authors, "a social inequality must*	

however be justified and based on motivations that are not arbitrary or discriminatory in nature"). It is therefore potentially necessary to explain to the Commercial Registry why voting rights are provided for in this way. The same applies to the quorum applicable under article R3 3.8, which does not correspond to that of the Civil Code. You will also need to justify why this is the case."

Based on the review of the lawyers it has been proposed that a maximum of four (4) clubs in a country where there is no Federation (this is based on that a fifth club would equate to 100 members in the country and therefore they would become a Federation) would each have the right to vote. Under the existing voting numbers these would be required to be amended accordingly.

Proposed amendment on voting received from Concetta Corallo, Presidente Nazionale FIDAPA BPW Italy, on **8.7.3 Rebalancing voting to number of the Membership** was reviewed and noted that the proposed updates had incorporated the proposed voting with fair representation on numbers of members. Therefore President Concetta Corallo agreed their proposed resolution could be withdrawn.

Noted it would provide a fair representation of votes for Affiliate Federations and Affiliate Clubs as Members of BPW International.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

XXXI BPW International Congress

17 – 21 November 2024

Proposed Amendments to the Procedure Manual Received 2020/21 and 2024

Proposed Amendments received 2020/21, left on the table:

Amendment 5.5 - 02 : 2.2.1 Meetings of the Executive

Title of proposed amendment	2.2.1 Meetings of the Executive
Proposed by	Dawne E Williams North America and The Caribbean Regional Coordinator
Seconded by	
Supported by	
Financial Impact	As per approved budgets

CURRENT WORDING	PROPOSED WORDING
2.2.1 Meetings of the Executive The Executive members meet at least once per year • Year one (1) Executive meeting • Year two (2) Executive meeting • Year three (3) Executive meeting and pre – General Assembly meeting at the Congress venue The Executive Members are required to attend: • Post -General Assembly Handover Executive meeting at the Congress venue • Post-General Assembly New Executive meeting at the Congress venue	**2.2.1 Meetings of the Executive** The Executive members meet at least once per year and meeting dates are determined by consensus of the Executive and scheduled at post the GA Executive meeting. o Executive members have a calendar of meetings, are reminded of date and given a timed agenda at least a month in advance o Meetings are conducted according to agreed Standing Orders o The length of each annual Executive meeting should be as budgeted and to allow completion of the full agenda The Executive members are required to attend: • Annual Executive meetings • A formal Executive meeting held electronically each quarter • Post-General Assembly Handover Executive meeting at the Congress venue • Post-General Assembly New Executive meeting at the Congress venue In the event that an Executive member is unable to attend the meeting due to exceptional circumstances they may provide written comments on the agenda

	items and/or attend the meeting electronically. Minutes of the meeting are provided to all Executive members within a month of any meeting

RATIONALE			
Provide more detail and clarity of requirements and responsibilities to ensure the Executive is able to fulfil its responsibilities and the efficient operation of its duties.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 03 : P.M. 2.2 The duties of the Executive

Title of proposed amendment	P.M. 2.2 The duties of the Executive
Proposed by	BPW Australia
Seconded by	To be confirmed
Supported by	Originally moved by: Susan Jones, VP – Membership (2017-2021)
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
2.2. The duties of the Executive At the start of the triennium the Executive agrees on: • the priorities and the plan of action for the triennium in line with the theme and goals proposed by the President • Maintain a cloud based digital platform for the work and storage of the BPW International documents and official records which the Executive can securely access from various locations	2.2. The duties of the Executive At the start of the triennium the Executive ~~agrees on~~ develops: • ~~the priorities and the plan of action for the triennium with the theme and goals proposed by the President~~ • develops a three year Strategic Plan in line with the theme and goals proposed by the President to be issued to the International Board within 90 days of taking office.

	• maintains a cloud based digital platform for the work and storage of the BPW International documents and official records which the Executive can securely access from various locations

RATIONALE
The purpose of Strategic planning is to set goals for the triennium in keeping with the overall goals of BPW International and develop a plan to achieve them. Strategic planning is essential for the growth and sustainability of BPWI. It is the golden thread that assures continuity and rationality. **Implementation** The Strategic Plan should then be implemented, monitored and evaluated annually by the Executive and reported electronically to the International Board with the final report produced, during the General Assembly in Year 3.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 04 : 2.3.1 The duties of the Executive

Title of proposed amendment	2.3.1 The duties of the Executive
Proposed by	Dr Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
2.3.1. the duties of the President The President takes on her responsibilities at the close of the General Assembly. She *Bullet point 8* • As the immediate Past president for the first year of the following triennium, mentors and supports the next President	**2.3.1. the duties of the President** The President takes on her responsibilities at the close of the General Assembly. She *Bullet point 8* • As the immediate Past president for the first year of the following triennium, mentors and supports the Executive

RATIONALE			
Not only the President may need the support of the Immediate Past President but the Executive members.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 05 : 2.3 The duties of the individual Executive members

Title of proposed amendment	2.3 The duties of the individual Executive members
Proposed by	Dr Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
2.3 The duties of individual Executive members	**2.3 The duties of individual Executive members**
2.3.2 The duties of the Vice President Membership *(bullet point 5)* • performs other duties as requested by the President, the Executive or the International Board	**2.3.2 The duties of the Vice President Membership** *(bullet point 5)* • performs other duties related to her office as requested by the President, the Executive or the International Board
2.3.3 The duties of the Vice President United Nations (*bullet point 8)* • performs other duties as requested by the President, the Executive or the International Board	**2.3.3 The duties of the Vice President United Nations** *(bullet point 8)* • performs other duties related to her office as requested by the President, the Executive or the International Board
2.3.4. The duties of the Executive Secretary *(bullet point 9)* • other such duties as may be designated by the Executive, International Board or the President	**2.3.4. The duties of the Executive Secretary** *(bullet point 9)* • other such duties related to her office as may be designated by the Executive, International Board or the President

2.3.6. The duties of the Executive Finance Officer *(bullet point 9)* • performs other duties as requested by the President, the Executive or the International Board **2.3.7 The duties of the Young BPW Representative** *(bullet point 9)* • performs other duties as requested by the President, the Executive or the International Board **2.3.8. the duties of the Regional Coordinators** (*bullet point 14)* • performs other duties as requested by the President, the Executive or the International Board	**2.3.6. The duties of the Executive Finance Officer** (*bullet point 9)* • performs other duties related to her office as requested by the President, the Executive or the International Board **2.3.7 The duties of the Young BPW Representative** (bullet point 9) • performs other duties related to her office as requested by the President, the Executive or the International Board **2.3.8. The duties of the Regional Coordinators** *(bullet point 14)* • performs other duties related to her office as requested by the President, the Executive or the International Board

RATIONALE			
The Executive members are elected to perform specific duties according to their office.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 06 : 2.3.4. The duties of the Executive Secretary

Title of proposed amendment	2.3.4. The duties of the Executive Secretary
Proposed by	Diana Barragan Medina Latin America Regional Coordinator
Seconded by	
Supported by	
Financial Impact	

CURRENT WORDING	**PROPOSED WORDING**
2.3.4. The duties of the Executive Secretary	**2.3.4. The duties of the Executive Secretary**

Proposed Amendments to the Procedure Manual Received 2020/21 and 2024

The Executive Secretary performs the following duties:	The Executive Secretary has the oversight of legal, governance and constitutional issues and performs the following duties:
• advises on constitutional and procedural matters with reference as and when necessary to the Constitutional Advisory Committee	• advises on constitutional and procedural matters with reference as and when necessary to the Constitutional Advisory Committee • is responsible for the procedure of online voting of the International Board and the executive including accreditation and validations
• prepares, in consultation with the President, and ensures the distribution of the Call to Congress documentation according to the constitutional deadlines	• prepares, in consultation with the President, and ensures the distribution of the Call to Congress documentation according to the constitutional deadlines
• ensures credential compliance and the filing of relevant General Assembly documentation within the archives and on the designated digital platform	• ensures credential compliance and the filing of relevant General Assembly documentation within the archives and on the designated digital platform
• supports affiliation procedures, reviews and approves the Constitution and Regulations of new Affiliates. If major discrepancies are identified in new Affiliates Constitutions or Regulations then advice and approval is sought from the Constitutional Advisory Committee and the Executive	• supports affiliation procedures, reviews and approves the Constitution and Regulations of new Affiliates. If major discrepancies are identified in new Affiliates Constitutions or Regulations then advice and approval is sought from the Constitutional Advisory Committee and the Executive • After approval of the application documents for affiliation, the Executive Secretary requests an electronic vote for approval
Not change to the following: • monitors Members Services and quality assurance • records Resolutions and their implications, receives, reviews and approves any amendments to Affiliates Constitutions and Regulations following their general assemblies	• monitors Members Services and quality assurance • records Resolutions and their implications, receives, reviews and approves any amendments to Affiliates Constitutions and Regulations following their general assemblies

• serves as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee • liaises with the History and Archives Taskforces • other such duties as may be designed by the Executive, International Board or the President	• serves as an ex-officio member of the Constitution Advisory Committee and Resolutions Committee • liaises with the History and Archives Taskforces • other such duties as may be designed by the Executive, International Board or the President
RATIONALE	
Clarify the Executive Secretary role in more detail.	

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 07 : The Executive Finance Officer during her term (The Battersea Fund)

Title of proposed amendment	P.M. 2.3.6 The Executive Finance Officer during her term (The Battersea Fund)
Proposed by	BPW Australia
Seconded by	
Supported by	Originally moved by: Susan Jones, VP – Membership (2017-2021)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
2.3.6 The Executive Finance Officer during her term • keeps an account of all monies received by, belonging to or owed to BPW International including ensuring that: ▪ the protected Battersea Fund is in a separate account and only used for a permitted or emergency expenditure with the approval of the International Board	**2.3.6 The Executive Finance Officer during her term** • keeps an account of all monies received by, belonging to or owed to BPW International including ensuring that: ▪ the protected Battersea Fund is in a separate account and only used for a permitted or emergency expenditure with the approval of the International Board ▪ the fund is invested in a low risk interest bearing account

RATIONALE
❑ As stated in Regulation 8.3 of the Constitution and Regulations "the original amount of the Battersea Fund is not used without the approval of the International Board" ❑ The procedure manual section 6.2.5 confirms how this sum is protected and refers to it having interest which indicates that the fund should be invested – viz " 6.2.5 The Battersea Fund is the proceeds of the leasehold sale of the BPW International building in the UK in 2001. The International Board agreed in 2002 that the proceeds of the Battersea Fund must not be used for operating costs or payment of debts, but must be kept protected in reserve for a future time. **The interest from the Battersea Fund can be used by BPW International at the discretion of the Executive**, but the capital invested can only be used for a purpose agreed by a resolution of the General Assembly with expenditure subject to the agreement of the International Board." That is a clear indication that the fund should be invested and this amendment is being proposed to underline the fact that the account should be earning interest. However low that interest rate might be it provides an asset that can be used while the original Battersea Fund is maintained at its set up value, which remains at £447,499.90 and for at least two trienniums has been invested in an everyday account attracting zero interest and incurring administration charges of £5.50 per month. This needs to be corrected.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 08 : 5.6. Regional Meetings and Conferences

Title of proposed amendment	5.6. Regional Meetings and Conferences
Proposed by	Dr Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	**PROPOSED WORDING**
5.6 Regional Meetings and Conferences BPW Regional, Sub-Regional and Young BPW Conferences should be held in a year	**5.6 Regional Meetings and Conferences** BPW Regional, Sub-Regional, Young BPW Conferences and New York Leaders'

when there is no International Congress. This is to give greater opportunity for BPW members to be able to attend both their regional or sub-regional conferences and the international congress without being subject to limitations, such as limited annual leave and budget constraints.	Summit should be held in a year when there is no International Congress. This is to give greater opportunity for BPW members to be able to attend their regional or sub-regional conferences, Young BPW Conferences, New York Leaders' Summit, and the international congress without being subject to limitations, such as limited annual leave and budget constraint

RATIONALE

As expressed in PM 5.6

"This is to give greater opportunity for BPW members to be able to attend both their regional or sub-regional conferences and the international congress without being subject to limitations, such as limited annual leave and budget constraints."

And to allow the Executive to fully concentrate in the Congress organization.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 09 : 6.2.7. Sponsorship Policy

Title of proposed amendment	6.2.7. Sponsorship Policy
Proposed by	Dr Yasmin Darwich Past International President
Seconded by	Diana Barragan Medina Latin America Regional Coordinator
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
6.2.10 Sponsorship policy BPW International and its Affiliates seek sponsorship and grants to support BPW programmes, projects, conferences and meetings. Affiliates seeking sponsorships from national and multinational corporations must advise the President's office, with a copy to the relevant Regional Coordinator, in order	**6.2.10. Sponsorship policy** BPW International seeks sponsorship and grants to support BPW International programmes, projects, conferences and meetings. **These sponsorship funds must be received through the BPW International bank.** Affiliates seeking sponsorships from national and multinational corporations must **report to the International Executive, via**

to avoid any duplications and misunderstandings.	**the relevant Regional Coordinator, all approaches made and funds received** in order to avoid any duplications and misunderstandings. Affiliates that receive sponsorships must send the source documents of the amount received and a report of its expenditure to the International Executive, via the relevant Regional Coordinator.

RATIONALE			
For accountability and transparency reasons			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 10 : Submission of amendments to the Constitution and Regulations

Title of proposed amendment	Submission of amendments to the Constitution and Regulations
Proposed by	Dr Yasmin Darwich Past International President
Seconded by	
Supported by	
Financial Impact	None

CURRENT WORDING	PROPOSED WORDING
8.6.2. Submission of amendments to the Constitution and Regulations Forms for the submission of amendments to the BPW International Constitution and Regulations are provided with the Call to Congress document package. Each proposed amendment to the Constitution and Regulations must be completed on the appropriate form, be received at the BPW International official address at least six (6) months prior to the first day of the General Assembly at which they are to be presented.	**8.6.2. Submission of amendments to the Constitution and Regulations (add) and Procedure Manual** Forms for the submission of amendments to the BPW International Constitution **and** Regulations **and Procedure Manual** are provided with the Call to Congress document package. Each proposed amendment to the Constitution **and** Regulations **or Procedure Manual** must be completed on the appropriate form, be received at the BPW International official address at least six (6) months prior to the first day of the General Assembly at which they are to be presented.

Proposed Amendments to the Procedure Manual Received 2020/21 and 2024

Forms must be submitted either by electronic means or mailed in an envelope postmarked before midnight according to GMT on the due date. Each form must include: • the exact changes proposed to the Constitution and Regulations the reason or reasons why the amendment is required • justification and evidence for the amendment • what the amendment will achieve if adopted • a proposal or proposals for how the amendment should be implemented • an estimate of the financial implications for BPW International of implementing the amendment The BPW International budget should be revisited and reviewed at the General Assembly if an amendment with funding implications is passed subsequent to the approval of the budget by the General Assembly. A proposed amendment to the Constitution and Regulations cannot be accepted if the same or substantially similar amendment was submitted but not passed at the previous General Assembly. A proposed amendment to the Constitution and Regulations can be accepted if received in draft form by the Constitutional Advisory Committee Chairperson by the six (6) month deadline. The Constitutional Advisory Committee will advise the proposer and seconder to finalise the amendment by the four (4) month deadline	Forms must be submitted either by electronic means or mailed in an envelope postmarked before midnight according to GMT on the due date. Each form must include: • the exact changes proposed to the Constitution and Regulations **or Procedure Manual** • the reason or reasons why the amendment is required • justification and evidence for the amendment • what the amendment will achieve if adopted • a proposal or proposals for how the amendment should be implemented • an estimate of the financial implications for BPW International of implementing the amendment The BPW International budget should be revisited and reviewed at the General Assembly if an amendment with funding implications is passed subsequent to the approval of the budget by the General Assembly. A proposed amendment to the Constitution and Regulations cannot be accepted if the same or substantially similar amendment was submitted but not passed at the previous General Assembly. A proposed amendment to the Constitution and Regulations **and Procedure Manual** can be accepted if received in draft form by the Constitutional Advisory Committee Chairperson by the six (6) month deadline. The Constitutional Advisory Committee will advise the proposer and seconder to finalise the amendment by the four (4) month deadline. NEW CLAUSE Amendments to the Procedure Manual are submitted for the agenda of the Pre-General Assembly International Board meeting. The approved amendments and those resulting from approved Constitution and Regulation changes at the General Assembly are incorporated into Procedure

Resolutions that require changes to BPW International's operational or internal procedures passed by the General Assembly are incorporated into the Procedure Manual after each Congress	Manual and ratified at the Post General Assembly International Board meeting. Resolutions that require changes to BPW International's operational or internal procedures passed by the General Assembly are incorporated as necessary into the Constitution and Regulations or Procedure Manual after each General Assembly.

RATIONALE

International Board Members are entitled to submit amendments to the Procedure Manual

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

XXXI BPW International Congress

17 – 21 November 2024

Proposed Amendments to the Procedure Manual Received 2020/21 and 2024

Proposed Amendments received 2024:

Amendment 5.5 - 11 : Regulations. R8.2 Dues

Title of proposed amendment	R8.2 Dues
Proposed by	Dr. Amany Asfour, Past International President
Seconded by	Dr. Antoinette Rüegg, Past International President
Supported by	
Financial Impact	Membership dues of the countries which are struck by financial crisis and devaluation of their currencies will be eligible to have 50 percent discount on membership dues.

CURRENT WORDING	PROPOSED WORDING 2024
R8.2. Dues The General Assembly sets the rate of dues payable each year. • Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to another payment arrangement • Affiliates' dues for each member are payable by 31 March each year • There is a 6% annual penalty payable for late dues • Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual	R8.2. Dues (submitted 2024) Affiliates in countries who have been struck by financial crisis and devaluation of their currencies 100 percent may apply for a 50 percent reduction in dues *Friendly Amendment:* *The applications would be reviewed based on the criteria outlined in the Procedure Manual.*

RATIONALE

This proposal for a 50% reduction in membership dues for countries within the International Federation of Business and Professional Women (BPW International) that have been struck by financial crises and experienced a 100% devaluation of their local currency. The discount aims to address the financial challenges faced by members in these countries and ensure continued access to the benefits and opportunities provided by BPW International.

1. Impact of Currency Devaluation
   - In countries experiencing a 100% devaluation of their local currency, the effective cost of BPW membership dues has doubled. Members must exchange their devalued local currency for Euros, resulting in a significant financial burden. This steep increase makes it difficult for members to meet their obligations, potentially leading to decreased participation and engagement.

2. Addressing Financial Hardships
   - Financial crises severely impact the economic stability of individuals and businesses. Members in affected countries face substantial financial challenges, making it difficult to prioritize membership dues amidst other pressing expenses. A 50% discount alleviates some of this financial strain, allowing members to maintain their affiliation with BPW International during tough times.

3. Promoting Equity and Solidarity
   - BPW International is founded on principles of solidarity and equality. Treating all countries the same regarding dues without considering local economic conditions creates inequity. By adjusting dues based on the devaluation of local currencies, BPW International demonstrates its commitment to fairness and equality, ensuring that all members have an equitable opportunity to participate in the organization.

4. Maintaining Membership and Engagement
   - Financial barriers can lead to a decline in membership and engagement, weakening the organization's network. By offering a discount, BPW International supports member retention and ensures that women from financially distressed countries can continue to benefit from the organization's resources, networking opportunities, and support systems.

5. Reflecting the True Value of Membership
   - While the membership dues remain constant in Euros, their value in local currencies varies significantly due to devaluation. This discrepancy creates an unfair financial burden on members from affected countries. Adjusting the dues to reflect the true value in local currencies aligns with BPW International's mission to promote equality and support its members.

Implementation and Safeguards
1. Eligibility Criteria
   - Clear eligibility criteria will be established to ensure that only members from countries experiencing a 100% currency devaluation and financial crisis receive the discount. Verification through reputable international financial institutions will be required.

2. Transparent Application Process
   - A straightforward and transparent application process will be implemented for members seeking the discount. Necessary documentation will be required to verify eligibility, ensuring fairness and efficiency in the process. Implementing a 50% discount on membership dues for countries affected by financial crises and significant currency devaluation is essential for supporting our members during challenging times. This initiative promotes equity, supports member retention, and aligns with BPW International's core values of solidarity and equality. By addressing the financial burdens faced by members in these countries, we ensure that BPW International remains a strong and inclusive network, united in its mission to promote and support women's leadership and professional growth.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 12 : PM 8.3.1 Nomination Document requirements

Title of proposed amendment	PM 8.3.1 Nomination Document requirements
Proposed by	Elizabeth Benham International Past President
Seconded by	BPW USA
Supported by	PIP Dr. Yasmin Darwich BPW Canada BPW Jamaica BPW Cayman BPW Australia Originally moved by: Susan Jones, VP–Membership (2017-21)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
P.M. 8.3 Nominations	
8.3.1 Nomination Document requirements:	8.3.1 Nomination Document requirements:
• a completed nomination form must be signed by the Affiliate representative (preferably the president)	• a completed nomination form must be signed by the Affiliate President ~~representative (preferably the president)~~
• the signed consent of the nominee to serve in the particular position for which she is being nominated on the nomination form	• for the position of Executive Finance Officer, the nominee should be a qualified accountant (CPA) or a Finance Major including a practicing professional at the time of holding the role. She should also have a good working knowledge of electronic financial software management systems
• If the nominating Affiliate is not the Affiliate to which the candidate belongs, her nomination form must be countersigned by the President of the Affiliate with which she is registered for international rights	• the signed consent of the nominee to serve in the particular position for which she is being nominated on the nomination form (pledging to abide by the Mission Statement)
• a written supporting statement (half (1/2) page and two hundred (200) words maximum, in English) by the nominating Affiliate endorsing the candidate, and a photograph	• If the nominating Affiliate is not the Affiliate to which the candidate belongs, her nomination form must be countersigned by the President of

	the Affiliate with which she is registered for international rights
• a written statement (one (1) page and five hundred (500) words maximum, in English) by the candidate detailing why they are standing and what they would like to achieve in the role	• a written supporting statement ~~(half (1/2) page and~~ two hundred ~~(200)~~ and 50 (250) words maximum, in English) by the nominating Affiliate endorsing the candidate, detailing the leadership and teamwork ability of the candidate along with ~~and~~ a photograph
• a report of the qualifications and experience of the nominated candidate (a curriculum vitae or resume, one (1) page and five hundred (500) words maximum, in English)	• a written statement ~~(one (1) page and~~ (**five hundred (500) words maximum**) in English~~)~~ by the candidate **detailing** past leadership and volunteering experience, and why they are standing and what they would like to achieve in serving the organization in the role for which they are seeking nomination. • a written statement in the form of a curriculum vitae detailing the qualifications and leadership experience of the nominated candidate ~~a report of the qualifications and experience of the nominated candidate (a curriculum vitae or resume, one (1) page and~~ (five hundred (500) words maximum) in English. • to meet the fit and proper criteria, as set of (three) professional character references (not BPW members) including one from a financial institution and one character reference validating why the candidate is being endorsed for a position on the executive board or as president.
RATIONALE	
Elected positions of the International Executive require deeper understanding of the candidates for the benefit of the voting delegates	

XXXI BPW International Congress

17 – 21 November 2024

Proposed Amendments to the Procedure Manual Received 2020/21 and 2024

Original proposed amendment had been submitted by Susan Jones, VP-Membership (2017-2021). BPW Australia supports this proposed amendment with the section in red and highlighted in yellow added.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 13 : PM 8.3.3 Nominees

Title of proposed amendment	PM 8.3.3 Nominees
Proposed by	Elizabeth Benham International Past President
Seconded by	Sher Singh Chair of Standing Committee
Supported by	PIP Dr. Yasmin Darwich BPW USA BPW Canada Originally moved by: Susan Jones, VP–Membership (2017-21)
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
P.M. 8.3 Nominations **8.3.3 Nominees:** • must be an active and financial BPW member of a financial Affiliate • must be prepared to attend the post General Assembly International Board meeting • for Executive positions, must be prepared to stay for one (1) day after the General Assembly to attend the Executive handover meetings • for Standing Committee Chairpersons, must be prepared to stay for one (1) day after the General Assembly to attend the handover meeting with the previous Chairperson The President's Office receives all nominations and reviews these for compliance with the Chair of the CAC and the Executive Secretary providing that she is not a candidate for office. If she is a candidate for office, one (1) or more of the other elected Executive members who are	**8.3.3 Nominees:** • must be an active and financial BPW member of a financial Affiliate • must ~~be prepared to~~ attend the post General Assembly International Board meeting • nominees for Executive positions, must ~~be prepared to~~ stay for one (1) day after the General Assembly to attend the Executive handover meetings • nominees for Standing Committee Chairpersons, must ~~be prepared to~~ stay for one (1) day after the General Assembly to attend the handover meeting with the previous Chairperson

not candidates for office shall be appointed to this task by the Executive.	

RATIONALE

The importance of the timely handover process face to face is significant and should be a requirement at the General Assembly when everyone is present for the exchange of tools, records and functionality.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Amendment 5.5 - 14 : Procedure Manual 8.3.4 At the General Assembly

Title of proposed amendment	Procedure Manual 8.3.4 At the General Assembly
Proposed by	Elizabeth Benham International Past President
Seconded by	BPW Canada
Supported by	PIP Dr. Yasmin Darwich BPW St Kitts BPW St Maarten Originally moved by: Susan Jones, VP–Membership (2017-21), new bullet point
Financial Impact	

CURRENT WORDING	PROPOSED WORDING
P.M. 8.3 Nominations **8.3.4 At the General Assembly** Nominations from the floor at the General Assembly….. ……at the end of the day. All candidates are expected to comply with the requirements contained in the Advice for Candidates distributed with the Call to Congress documents. Whether nominated six (6) months in advance or from the floor of the General Assembly, candidates are required to comply with the following conditions: • Each candidate may distribute only one (1) supporting document either prior to the General Assembly or during the	***Insert in para 6 new bullet point 1 with all current bullet points dropping down…..*** All candidates are expected to comply with the requirements contained in the Advice for Candidates distributed with the Call to Congress documents. Whether nominated six (6) months in advance or from the floor of the General Assembly, candidates are required to comply with the following conditions: • Each candidate is required to present herself in a speech to the General Assembly (on the day before

General Assembly. A document circulated prior to the General Assembly requires a covering letter from the candidate's nominating Affiliate President • Any distribution of material at the General Assembly can only take place in the area designated by the Nominations Committee • No promotional material or campaign literature may be distributed in the room designated for the General Assembly • No campaigning is permitted in the designated voting area (the General Assembly), or within 30 metres of the voting area • Only one (1) sheet A4 size of publicity material, (hard copy or electronic) to directly or indirectly promote a nominee is permitted after the nomination • Distribution of promotional gifts, trinkets and gimmicks or the use of social media by or on behalf of any candidate is not permitted after the nomination • No social media/video campaign of the nominees is allowed • Any violation of these requirements prior to the General Assembly will be referred to the Constitutional Advisory Committee. Any violation of these requirements at the General Assembly will be referred to the Nominations Committee.	elections) of 3 minutes outlining her leadership and teamwork experience and why she should be elected for the position. • Each candidate may distribute only one (1) supporting document either prior to the General Assembly or during the General Assembly. A document circulated prior to the General Assembly requires a covering letter from the candidate's nominating Affiliate President • Any distribution of material at the General Assembly can only take place in the area designated by the Nominations Committee • No promotional material or campaign literature may be distributed in the room designated for the General Assembly • No campaigning is permitted in the designated voting area (the General Assembly), or within 30 metres of the voting area • Only one (1) sheet A4 size of publicity material, (hard copy or electronic) to directly or indirectly promote a nominee is permitted after the nomination is filed • Distribution of promotional gifts, trinkets and gimmicks or the use of social media by or on behalf of any candidate is not permitted after the nomination is filed • No social media/video campaign of the nominees is allowed • Any violation of these requirements prior to the General Assembly will be referred to the Constitutional Advisory Committee. Any violation of these requirements at the General Assembly will be referred to the Nominations Committee.

RATIONALE

The many platforms of today's social media presents an unfair advantage between candidates.
All candidates must have equal opportunity.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

Chapter 5

5.6 BPWI Constitution-Regulations-Statutes

BPW International

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW)

otherwise called

"BPW INTERNATIONAL"

CONSTITUTION AND REGULATIONS

STATUTES 2024

ADOPTED AT THE
XXXI Congress, General Assembly
Business Session No. ____(?)
on the _____ (day) November 2024

DRAFT-CONGRESS 2024

MISSION:

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

DRAFT

For presentation at the
31st CONGRESS, ST KITTS, NOVEMBER 2024

Colour Index

Mandatory Clauses: these are specific clauses added/relocated to ensure compliance with Registration and Swiss Civil Code

Clauses / text in Black: no change to existing Constitution, Regulations or Procedure Manual text, but text has been relocated in the order/layout of the proposed updated document

Clauses / text in Bold: **used to highlight key areas in the document**

Clauses / text in Purple: **new section or specific clauses added:**

Clauses / text in Blue: where new text has been added

Clauses / text in Green: represent changes from the current Constitution and Regulations

Text in Red/~~line through~~: ~~Text removed: text removed or deleted~~

Text in Boxes show the Swiss Civil Code (of 10 December 1907) Articles 60 to 79 and the following revisions:

- Status as of February 1, 2010, Second Section: The Associations
- Status as of 1 January 2024, Chapter Two: Associations, as reference to the most current document released

As the law has evolved over the last 14 years, the relevant Articles that were updated as a requirement to meet the Anti-Money Laundry Act 2023 have also been shown for clarity and assist all through the review process. The clauses are specific for NGOs: Second Section: The Associations.

DRAFT - CONGRESS 2024

Revisions / history of changes approved and adopted:

Incorporating the adopted Constitution and Regulations
from 27th CONGRESS, HELSINKI, June 2011
and amended at
28th GENERAL ASSEMBLY, JEJU, KOREA MAY 2014
and further amended at
29th GENERAL ASSEMBLY, CAIRO, EGYPT OCTOBER 2017
and no changes made at the
30th GENERAL ASSEMBLY, ONLINE MEETING, MARCH 2021

DRAFT FOR
REVIEW / ADOPTION AND RATIFICATION AT THE

31ST CONGRESS, GENERAL ASSEMBLY BUSINESS SESSIONS, ST KITTS, NOVEMBER 2024

PREFACE

Amendments to these Constitution and Regulations (Statutes) are subject to the following:

Motion to adopt the new Constitution to permit BPW International's registration at the XXVII BPW International Congress, Helsinki, 21 June 2011:

1. BPW International requires registration in Geneva as per the motions and action required following the new Constitution and Regulations and Procedure Manual passed at the XXVII BPW International Congress, Helsinki, Fifth and Sixth Business Sessions, 21 June 2011 (Congress Proceedings)

2. As noted under the proceedings, the Constitution and Regulations as adopted are to comply with:

   Swiss Civil Code: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.

BPW International:
Was registered at the CAGI – Geneva Welcoming Center – following Congress 2011 and has been maintained by the yearly submission of the audited annual financial statements of BPW International and the Congress Proceedings 2011 and 2014.

On the 3 March 2024, formal notification was received by the International President to inform her that BPW International had been removed from the CAGI Registration due to the non-submission of the proceedings 2017 and 2021 as one of the minimum requirements for compliance.

For compliance to meet Swiss Civil Code New Mandatory Clauses have been added:

- The Articles of Association to comply with Swiss Civil Code.
- Preliminary Clauses, to identify all supplementary documents that are to be read with the Constitution and Regulations, but not included in such.
- In order to comply with legal provisions, the "Affiliates" clause is renamed as "Members". This is because an Association is necessarily made up of Members.
- All Affiliate Federations and Affiliate Clubs (where no Federation is present) are permitted to vote.
- The Executive or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC, may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.
- Power of Representation, the International President and one or more Executive signatories

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- Submission of the 'minutes' of the business sessions of the General Assembly, with a copy of the new Executive signatories, are to be submitted to the Registration office three (3) months after the International Congress.
- The Constitution and Regulations are to be updated with all resolutions adopted in the General Assembly and signed by the outgoing Executive signatories in the last business session of the General Assembly.

General Amendments to the Constitution and Regulations:

Following the submission of the existing BPW International Constitution and Regulations (2021), the Registre du Commerce of the Canton of Geneva, would not accept these and through the Welcoming Centre (CAGI) the recommendation for a review to bring these governing documents up to date was advised by the legal representatives.
A specialist Swiss legal practice who have assisted NGOs in obtaining formal Registration undertook a review to bring them in line with the original 2010 Articles (which BPW International voted on) and the updated Articles that were undertaken as a direct link to the AMLA 2023.

Amendments to the Constitution and Regulations have included rewording, sections relocated, and information taken from the Procedure Manual and implemented into the Constitution and Regulations sections accordingly. Other items have been placed into the Procedure Manual. Updated Definitions combined and under Appendices.

The draft Amendments to the Constitution and Regulations (Statutes) are presented to the:

- The 31st General Assembly, St Kitts, November 2024 for review, debate, vote and adoption of the proposed amendments to the Constitution and Regulations (Statutes).
- These are then ratified, signed by the outgoing Executive members (as noted) and submitted to the Registre du Commerce of the Canton of Geneva, with a copy of the minutes from the business session(s) within three months and a copy of the list of new Executive signatories for the 2024-2027 Triennium.

This document being presented to the 2024 XXXI General Assembly Business Sessions includes the coordinated updates made by the CAC Committee and includes some proposed amendments submitted for consideration at the XXX General Assembly 2021.

The Constitutional Advisory Committee for the 2021-2024 Triennium:

Position	***Name***	***Affiliate***	***Region***
Chair:	*Carolyn Savage*	*BPW New Zealand*	*Asia-Pacific*
Members:	*Beatriz Vidigal Xavier da Silveira Rosa*	*BPW São Paulo - Brazil*	*Latin America*
	Carla Laura Petruzzelli	*FIDAPA BPW Italy*	*Europe*

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	Ojobo Atuluku	*BPW Premier, Nigeria*	*Africa*
	Samantha Sherman	*NFBPWC BPW International*	*North America & The Caribbean*

BPW International Executive ex-officio representatives:

President	*Dr. Catherine Bosshart*	*BPW Switzerland*	*BPW International*
Executive Secretary	*Jenny Gulamani-Abdulla*	*BPW Canada*	*BPW International*

CAGI and Registra du commerce (for information only)

Centre D'Accueil De La Genēve Internationale (CAGI) assists international non-governmental organizations (NGOs) already established as well as those wishing to establish themselves in the Geneva region. It works in close collaboration with the United Nations , the Swiss Confederation, the Republic and Canton of Geneva , the City of Geneva and other partners active in supporting International Geneva.

CAGI's support to an NGO is conditional upon its registration in the CAGI database.
Registration: https://www.cagi.ch/en/practical-infos/registration-register-commerce/

Consequences of registration in the Register of Commerce: *The consequences of registering an association in the Register of commerce differ depending on whether registration is compulsory or voluntary.*

- ***Declarative effect of registration (art. 60 CC):*** *Registration with the Register of commerce plays no role in the acquisition of legal personality of the association.*
- ***Obligation to update (art. 933 CO):*** *Any change in the facts registered in the Register of commerce must also be recorded (statutes, board, representatives, registered address, auditor where applicable...).*
- ***Bankruptcy (art. 39, al. 1, ch. 11, LP)***
- ***Deletion from the Register of commerce:*** *If the association is registered in the Register of commerce, the Board (or the judge) shall inform the Register of commerce of the dissolution so that the entry may be deleted (art. 79 CC). Appeals to creditors and the consent of the tax authorities are required (art. 93 cum 65 ORC). The deletion is required and carried out after the end of the liquidation, i.e. after a period of one year following the date of the third call to creditors published in the FOSC (art. 58 CC cum 913 CO which refers to art. 739 ff CO).*

In addition, the following consequences apply in the case of compulsory registration:

- ***Obligation to keep a list of the members (art. 61a CC):*** *Associations subject to compulsory registration with the Register of commerce are required to keep a list of their members which must include either the first and last name (if the member is an individual) or the company name and address (if the member is a legal entity) of each member. Associations must keep this list in such a way that it may be accessed at any time in Switzerland, and they must retain the details of each member and any supporting documents for 5 years after the member has been removed from the list.*

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- ***Obligation to have at least one member domiciled in Switzerland with power of representation*** *(art. 69 para. 2 CC): Associations subject to compulsory registration with the Register of commerce must be able to be represented by a person who is domiciled in Switzerland. This person must have access to the list of members.*
- ***Obligation to keep commercial bookkeeping and accounting*** *(art. 69a CC; art. 957, para. 1, ch. 2 CO)*
- *For associations subject to compulsory registration with the Register of commerce, the provisions of company law on imminent insolvency and on over indebtedness and on the revaluation of land, buildings and equity participations apply accordingly (art. 69d CC).*

Registration request.....

- *if applicable, the fact that it is not subject to the registration requirement under art. 61, para. 2, CC and that it is not represented by a person domiciled in Switzerland);*
- *If the association does not have its own premises, the entry in the Register of commerce must specify where it is domiciled. The domiciliary must provide a declaration by virtue of which they grant domicile to the association at their address.*

RATIFIED (mandatory clause)

1. These updated Articles of Association of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (aka BPW International) (the "Articles") consist of the following three sections:

    I. PRELIMINARY CLAUSES
    II. CONSTITUTION
    III. REGULATIONS

    Annexes:
    Appendix 1: BPW International Definitions

2. **Process**
These articles have been reviewed, debate, voted, and approved and updated with the final Articles presented for approval at:

    - BPW International General Assembly Business Session No. ____ held ____ (day) November 2024

All future resolutions for amendments and approved changes will be voted on during the General Assemblies and will be signed off prior to the end of the last Business Session by the outgoing signatories of the Executive.

3. **Registration**
A copy of the minutes of the General Assembly with a copy of the new signatories' details, and a list of the Executive Board, are to be included at the time of these being submitted to **BPW International's** (The Association's) Head Office in Geneva and submitted within three (3) months.

Signed on behalf of

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Signed by:		Signed by:	
Position:	President Dr. Catherine Bosshart	Position:	Executive Finance Officer Dr. Eufemia Ippolito
Date:		Date:	
Signed by:		Signed by:	
Position:	Executive Secretary Jenny Gulamani-Abdulla	Position:	1st Vice President Chularat Israngkool Na Ayutthaya
Date:		Date:	

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Art. 60 (Statues 2010)

1 Associations that dedicate themselves to a political, religious, scientific, artistic, charitable, social or other non-economic purpose acquire personality as soon as the intention to exist as a corporate body is evident from the articles of association.

2 The articles of association must be drawn up in writing and provide information about the purpose of the association, its resources and its organization.

Art. 60 (Statues 2024)

1 Associations with a political, religious, scientific, cultural, charitable, social or other non-commercial purpose acquire legal personality as soon as their intention to exist as a corporate body is apparent from their articles of association.

2 The articles of association must be done in writing and indicate the objects of the association, its resources and its organisation.

Art. 61 (Statues 2010)

1 Once the Articles of Association have been adopted and the Board of Directors has been appointed, the association is authorized to be entered in the commercial register.

2 The association is obliged to register if it:

1. operates a commercial business for its purpose;
2. is subject to audit.[1]

3 The application must be accompanied by the Articles of Association and the list of Board members.

Art. 61 (Statues 2024)

1 Once the articles of association have been ratified and the committee appointed, the association is eligible for entry in the commercial register.

Refer to relevant Swiss Civil Code versions for the specific footnotes for the different updates, these have not been included in this document unless specific to the changes

84 Inserted by Annex 1 No 1 of the FA of 19 March 2021, in force since 1 Jan 2023 (AS **2021** 656; **2022** 551; BBl **2019** 5451)

2 The association must be registered if it:

1. conducts a commercial operation in pursuit of its objects;
2. is subject to an audit requirement;
3.[84] primarily collects or distributes assets abroad, directly or indirectly, that are intended for charitable, religious, cultural, educational or social purposes.85

2bis The Federal Council shall issue the implementing provisions on the requirement to be entered in the commercial register.86

2ter It may exempt associations in accordance with paragraph 2 number 3 from the requirement to be registered in particular if they are exposed to a low risk of abuse for the purpose of money laundering or the financing of terrorism because of the amount, origin, purpose or intended use of the assets collected or distributed.87

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I. PRELIMINARY CLAUSES

P1 These Articles of Association

of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) (the "Articles") consist of the following three sections:

I. PRELIMINARY CLAUSES

II. CONSTITUTION; and

III. REGULATIONS

ANNEX 1:

Appendix 1: BPW International – Definitions

P2 Capitalised words

In these Articles of Association, words and expressions which have the first letter of their constituent words capitalised shall have the meanings set out in Appendix I to the Articles of Association entitled "Appendix I - BPW International - Definitions", which is annexed to these Articles of Association. The definitions in this appendix apply to both the singular and plural of the terms concerned.

P3 Procedure Manual

The Procedure Manual is a supplementary document drawn up by the Association containing a set of regulatory standards which supplement or clarify the application of the Articles of Association. Under Swiss law, these rules do not have to be included in the Articles of Association.

The Procedure Manual may be consulted by any Member who submits a written request to the Executive Secretary.

Constitution and Regulations Amendments must be prepared with attached clear ~~explanations~~ rationales as to their impact on the Procedure Manual. When approved the changes, updating the Procedure Manual should be carried out at the same time as the updating of the Constitution and Regulations. There will be no need to make any further reference to the International Executive.

The Procedure Manual may ~~can~~ be amended by the Executive ~~Board~~. Such ~~between General Assemblies, but~~ amendments apply only after they are each singly accepted by a majority vote of the International Board.

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II. CONSTITUTION

C1. ~~Title~~ Name and Registration (or Headquarters)

The name of this non-profit organization (association) under private law is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (hereinafter "**the Association**" or ~~otherwise called~~ "**BPW International**"). It is governed by Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "**CC**").

BPW International's (the Association's) registered office will be in Geneva. ~~The registered address is Rue de Saint-Jean 26, 1203 Geneva, Switzerland.~~

BPW International (the Association) will be registered with the Registre du Commerce of the Canton of Geneva.

The administrative office of the International President is held in her city of residence during her triennium.

C2. ~~Type of Organisation~~ BPW International (The Association)

BPW International is a non-partisan, non-profit organization of unlimited duration with voluntary membership and leadership:

- It does not discriminate on the basis of background or beliefs, and respects human rights
- Its procedures are democratic, transparent and inclusive of all ~~m~~ Members
- Its decision-making bodies are accountable to the ~~m~~ Members
- Its funds are carefully managed and used to promote and achieve its aims

C3. Aims *(no change to title or text)*

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

1. work for women's:
   - economic independence
   - equal opportunity and representation in economic, civil and political life
2. encourage and support women and girls to:
   - develop their professional and leadership potential
   - undertake lifelong education and training
   - use their abilities for the benefit of others, locally, nationally and internationally

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3. advocate:

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

4. undertake:

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

C4. Structure *(no change to title or text)*

The highest governing body for BPW International is the General Assembly held during the BPW International Congress.

- Between General Assemblies, the International Board is the governing body
- BPW International is managed by the Executive
- The President is the Chair of the General Assembly, the International Board and the Executive

C5. Principles

The Constitution and Regulations are ~~is~~ based on a ~~are~~ permissive rather than a restrictive principle.

~~The Executive will decide~~ Matters ~~that are~~ not covered by this Constitution and Regulations, or the Procedure Manual ~~shall~~ will be decided by the Executive in a manner consistent with the ~~nature of~~ social purpose (mission and values) of BPW International. ~~the Constitution and Regulations and the Procedure Manual.~~

~~If there are any questions about interpreting the Constitution and Regulations, the English text will be relied upon.~~

C6. Languages

The official languages of BPW International are English, French, Italian and Spanish.

"New text added/relocated"

~~If there are~~ In the event of any question~~s about interpreting~~ as to the interpretation of the terms of the Constitution and Regulations, the English text ~~will be relied upon~~ of the Constitution and Regulations ~~shall~~ will prevail.

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C7. ~~Regions of~~ BPW International Regions

BPW International is present in ~~There shall be~~ at least five (5) Regions including, namely:

- Africa
- Asia-Pacific
- Europe
- Latin America
- North America and The Caribbean

Each ~~r~~ Region is made up of Members that are ~~the~~ Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members ~~from that region~~.

Regional coordinators are elected, in accordance with the procedure set out in the Procedure Manual.

~~R7.3 There may be geographical sub regional groups, and sub regional coordinators may be appointed as set out in the Procedure Manual.~~

At least one (1) regional meeting ~~between~~ of the Members from the same Region must be held between each International Congress.

C8. Relationships

BPW International will work to maintain its Special Consultative Status with the United Nations.

BPW International may ~~form~~ develop new relationships with other organizations. Such relationships ~~which~~ must comply with ~~the Relationships Protocol as set out in~~ Chapter 12 (Relationships including the United Nations) of the Procedure Manual.

C9. Means

BPW International (the Association) may undertake any lawful activity conducive to achieving its purpose.

In particular, it may by:

- raising funds from private individuals and public bodies
- holding events
- entering into partnerships; and promoting and publicising its social purpose and BPW International (the Association).

C10. Resources

BPW International's (the Association) resources may come from:

- donations, legacies and "Friends & Fellows"
- sponsorship, partnerships and public subsidies
- Members' dues

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- the yield and income generated by BPW International's (the Association's) assets
- income from events and activities organized by BPW International (the Association's), in particular
  - profits from events or from the sale of objects and the provision of services
  - any other legal resources or entities (refer to the Procedure Manual for examples).

All the BPW International (*the* Association) resources must be allocated exclusively, directly or indirectly, to the achievement of its non-profit-making purpose and to its management.

No Member may claim any resources or property from BPW International.

Refer to the Procedure Manual for financial management of the Association.

C11. Liability (ies) mandatory clause

The debts of BPW International ~~shall~~ will be met exclusively from the resources of the Association.

No Member ~~shall~~ will be liable for debts incurred by the Association.

- ~~Liabilities of BPW International must be paid only from the resources of BPW International~~
- ~~Affiliates and members are not responsible for any liabilities incurred by BPW International~~
- ~~Members of the Executive and the Financial Management Team who follow correct BPW International processes will be indemnified by BPW International~~

C12. Membership Dues

The General Assembly determines the amount of the annual Membership dues.

~~The General Assembly sets the rate of dues payable each year.~~

- ~~Dues are invoiced and payable in Euros, unless an Affiliate requests and the Executive agrees to another~~
- ~~payment arrangement~~
- ~~Affiliates' dues for each member are payable by 31 March each year~~

Following section is operational and moved into the Procedure Manual:

- ~~There is a 6% annual penalty payable for late dues~~
- ~~Affiliates in countries classified by the United Nations as least developed countries may apply for a 50% reduction in dues if they meet the requirements of the Dues Policy as set out in the Procedure Manual~~

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C13. Members

13.1. Definition

The INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) consists of the Affiliate Federations, Affiliate Clubs and Affiliate Individual Members of the Association (the "**Members**").

Members may be legal entities and/or are all persons who have an interest in and/or wish to support the mission, social aim and objectives of BPW International (the Association).

Members up to thirty-five (35) years of age are officially recognized as Young BPW members.

BPW International (the Association) is composed of the following Members:

i. Affiliate Federations of Business and Professional Women ("**Federation**")

A Federation is defined as an Affiliate Federation of Business and Professional Women and is an Active Member of BPW International.

The Affiliate Federation must consist of at least three (3) Affiliate Clubs. In addition, the Federation must be composed of a minimum of one hundred (100) individual members, who pay their dues, for a Federation to be recognized as such.

No more than one Federation may exist per country (territory comprising a geopolitical unit).

If the total number of individual members of a Federation falls below one hundred (100), recognition of the existence of the Federation ~~shall~~ will be suspended until such time as the number of individual members of the said Federation again increases to one hundred (100).

When the existence of the Federation is suspended, the Affiliate Clubs constituting the Federation automatically become Members of BPW International.

ii. Affiliate Business and Professional Women's Clubs ("**Club**")

A Club is defined as an Affiliate Club of Business and Professional Women and is an Active Member of BPW International.

It is composed of at least twenty (20) Business and Professional Women.

An Affiliate Club is formed in a country where there is no existing Federation.

Where there is an existing Affiliate Federation, the new club becomes a Member of that Federation.

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~~No Affiliate Club may become a Member in a country in which there is an existing Affiliate Federation which is already a Member~~,

Where an Affiliate Federation ~~unless recognition of the existence of the Affiliate Federation~~ is suspended due to fewer than one hundred (100) individual members making up the Affiliate Federation, *each club automatically becomes an Affiliated Club with BPW International (the Association).*

Where there are a minimum of three (3) Affiliate Clubs with a total membership of at least one hundred (100) members in the same country, these Affiliate Clubs must work together to become an Affiliate Federation of BPW International.

iii. Individual Affiliate Members (Business and Professional Women) ("**Individual Member**")

An Individual Affiliate Member is defined as any person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. This person must support and adhere to the objectives of BPW International.

Individual Affiliate Members are passive Members of BPW International. As such, they do not have voting rights at the General Assembly and are not eligible for election.

The Constitution of an Affiliate Federation or Affiliate Club must be approved by BPW International and must be consistent with these Constitution and Regulations (Statutes) and ensure good governance.

BPW International (The Association) ~~shall~~ will maintain a list of the Affiliate Federations, Affiliate Clubs and Individual Affiliate Members (art. 61a Swiss Civil Code). Information relating to each Affiliate Federation, Affiliate Club and Individual Affiliate Member and any supporting documents will be kept for five years after the Affiliate Federation, Affiliate Club or Individual Affiliate Member concerned has been deregistered (art. 61a para. 3 CC).

Refer to the Procedure Manual on what information and format is provided for the records.

13.2. Membership

Any Federation of Business and Professional Women, any Club of Business and Professional Women and/or any Business and Professional Woman may join BPW International (the Association) as a new Member if they comply with the conditions **outlined under 13.1 Definitions** above.

Any Federation of Business and Professional Women, any Club of Business and Professional Women and/or any Business and Professional Woman wishing to become an Individual Member must submit a written application to the BPW International Executive.

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Where a country has a minimum of three (3) Clubs Affiliate to BPW International and at least 100 members in total within those Clubs, the Clubs must together apply to become a Federation Affiliated to BPW International.

Written applications for membership ~~shall~~ will be voted on by the Executive, which may approve or reject applications at its discretion and decide the effective date of admission.

A Business and Professional Women's Federation, a Business and Professional Women's Club and/or a Business and Professional Woman ~~shall~~ will not be recognized as a Member until the formal decision of the Executive.

13.3. Termination of Membership

Any **Member's** membership can be terminated by:

i. Confirmation of the resignation of a Member from a Club/Federation, must be sent in writing to the International Executive, for their records, at least six (6) months before the end of the calendar year (art. 70 al. 2 CC):
   - Affiliate Federation to International ~~Board~~ Executive
   - Affiliate Club to their Affiliate Federation
   - Affiliate Club in countries with no Federations to the International Executive
   - Individual Affiliate Members to International Executive

ii. Death, if the Member is an individual. Membership is inalienable (art. 70 al. 3 CC).

iii. Removal, i.e. the withdrawal of the Member by decision of the International Executive, subject to three (3) months' written notice to the individual Member or to the Member's President or, failing that, to the Member's secretary:
   - Affiliate Federation to International Executive,
   - Affiliate Club to their Affiliate Federation or Affiliate Club to International Executive
   - Individual Affiliate Members to International Executive
   - Past International Presidents
   - Executive Members

iv. The removal of a Member (e.g. Affiliate Federations, Affiliate Clubs, Individual Members, Past International Presidents and Executive Members) may occur in particular to: (refer to the Procedure Manual section 4.4 on the process)
   - When the Affiliate Federation, Affiliate Club, Individual Member has not paid its dues for one (1) year.
   - Where a complaint has been made to the Executive regarding:
     - misconduct by a Member in relation to the affairs of BPW International,
     - or where an allegation against a Member gives rise to suspicion that the Member has acted in a manner likely to bring BPW International into disrepute,
     - where a member has put BPW International at risk, for example through financial management, reputational loss, appropriating funds allocated for purposes of BPW, risk to registration and professional reputation

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- where a member has not met their obligations under the following:
  - BPW International Constitution and Regulations
  - BPW International Procedure Manual
  - other supporting documents for example Regional Regulations, Guidelines or By-Laws
  - Affiliate Federation and Affiliate Club Constitutions

In all cases, the current year's membership fee remains payable by the outgoing Member.

C14. Name and Logos

14.1. Legal Entity / Identification of BPW International

The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International, and the logos are in the sole ownership of BPW International.

14.2. Logos

Identification with the International Federation of Business and Professional Women (IFBPW)
Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (BPW) on websites and letterheads at a minimum.

(Refer to the Procedure Manual on the colours and formal use).

III. REGULATIONS

R1. ORGANIZATION OF BPW INTERNATIONAL (THE ASSOCIATION) (MANDATORY CLAUSE)

The bodies of BPW International are:

- The **General Assembly**
- The **International Board**
- The "**Executive (Board)**" (i.e., by analogy, the body referred to in the CC as the "Management").

R2. GENERAL ASSEMBLY (MANDATORY CLAUSES)

2.1. ~~Governance~~ General Information

The General Assembly is the supreme body of BPW International (the Association) within the meaning of art. 64 et seq. of the Swiss Civil Code.

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It comprises:

- Members of the Executive
- Past International Presidents
- Delegates from Affiliate Federations
- Appointed Delegate of the Affiliate Clubs in the same country; and
- Chairs of the Standing Committees.

2.2. General Assembly For The Triennium

The General Assembly is held every three (3) years, at the time of the International Congress.

Elections, appointments and resolutions made at the General Assembly must comply with the rules set out in the Procedure Manual.

2.3. Annual Audited Accounts

Virtual General Assembly, or for distribution and electronic voting by the International Board.

The annual/yearly ~~General Assembly~~ Audited Accounts will be prepared and issued to the International Board ~~convened~~ (August/September) ~~virtually~~ for the purpose of the review of the annual accounts and the audited report for the year for voting in accordance with Art. 64 of the Swiss Civil Code.

A copy of the annual accounts and the audited reports, completed every year, is sent through to the International Board for their records and voted at the virtual General Assembly. All three reports for the Triennium are included in the Congress Workbook.

A ~~The triennial~~ three-year budget is ~~presented/voted and~~ is prepared by the Executive Board for approval ~~ed at~~ each triennial General Assembly at the time of the International Congress. It~~s~~ is managed ~~ment~~ by the Executive Board, and the budget results (actuals vs budget), as well as the following year's budget changes for approval, are ~~audited accounts~~ presented annually to the International Board ~~virtual General Assembly~~, along with the annual accounts and audited report.

2.4. Extraordinary General Assembly

The Executive Board or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC, may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.

The Extraordinary General Assembly must be held within eight (8) weeks of the request, virtually (online).

Decisions made at an Extraordinary General Assembly must be reported in writing and issued to the International Board and will be ratified at the following General Assembly (Congress).

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R3. GENERAL ASSEMBLY - INTERNATIONAL CONGRESS

3.1. International Congress

The date and venue of the International Congress ~~shall~~ will be determined by the Executive of the same triennium in which the Congress will be held.

Five (5) years before the date of the Congress, the Executive ~~shall~~ will issue a call for applications from Members wishing to participate in the organization of the Congress.

Call for Congress bids and the selection process must conclude within the first 6 months of the triennium.

Offers of candidature must meet the criteria set out in the Procedure Manual.

Unless otherwise decided by the General Assembly, the International Congress ~~shall~~ will be held in one of the following five (5) Regions:

- Africa
- Asia-Pacific
- Europe; or
- Latin America; or
- North America and The Caribbean.

In accordance with a rotation system, all regions must host the International Congress in turn. There is no predefined order. A Region can only be skipped when no country in the Region submits a bid.

In the event of a pandemic, war, climate disaster or world crisis, requiring the urgent cancellation of the face-to-face for the International Congress, this would be automatically upgraded to a full online meeting to ensure the safety and well-being of all Members of BPW International.

In the event that a proposed Congress location would put BPW International and its members in significant financial or personal risk due to political instability within a country, the Executive will have the authority to change the venue/country location, either in the same Region or in a Region that had previously submitted a bid for Congress.

To permit change in event and schedules, this is to be coordinated within six months (OR 8 WEEKS AS PER THE 1/5TH EXTRAORDINARY VIRTUAL GA) of the original International Congress.

The next Congress will then be to the next Region who had submitted the appropriate documentation and received the approvals by the Executive Board.

3.2. Timeframes For Congress/General Assembly

A clear timeframe for the "Call to Congress", and invitations to Members, notifications, receipt of nominations, resolutions and final documentation is outlined under the

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Procedure Manual. The following key items are to be met by the Executive Board, International Board and Affiliate Federations and Clubs.

i. Invitations for the International Congress and General Assembly:

The Call to the International Congress ~~shall~~ will be prepared by the President and the Executive Secretary and ~~circulated~~ distributed to the International Board **eight (8) months** before the International Congress.

The Executive ~~shall~~ will be responsible for sending invitations to Members.

The invitations sent to Members contain the agenda of the General Assembly.

All documentation relating ~~for~~ to the business of the General Assembly, ~~must be made accessible to the general membership~~ including the agenda, ~~shall~~ will be made available to Members on the BPW International website.

Invitations may be sent by e-mail.

ii. **Six (6) months** before the General Assembly:

Nominations, policy resolutions and Constitutional and Regulations and Procedure Manual proposed resolutions amendments must be submitted.

iii. **Four (4) months** before the General Assembly:

Nominations and proposed resolutions have been reviewed and acceptance confirmed. Supporting documents are circulated to the International Board.

iv. **Three (3) months before the General Assembly:**

Executive, Immediate Past President, UN Representatives and Standing Committee Chairs must submit their reports for inclusion into the General Assembly workbook.

v. **Two (2) months before the General Assembly:**

The Executive Secretary must circulate the agenda for the pre-General Assembly meeting of the International Board and any other available material that is relevant for members' participation in the General Assembly.

Any proposed friendly amendments to the Resolutions or Proposed Amendments for the Constitution and Regulations, or Procedure Manual are to be received two (2) months prior to the General Assembly.

3.3. Meeting Mode

The General Assembly for the International Congress is held for all of the Members, Delegates, Alternate Delegates, Guest, Observers, Participants face to face.

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(Process for any online attendance as observers is at the discretion of the Executive, refer Procedure Manual).

3.4. Proposals For Items On The Agenda

Proposals for items on the agenda to be submitted to the General Assembly must be sent by e-mail to the International President's office, and copied to the Executive Secretary, no later than six (6) months before the first day of the International Congress.

3.5. Powers

The General Assembly delegates to the Executive the powers to manage and represent BPW International (the Association).

The General Assembly retains the following inalienable powers:

- Adoption and amendment of the Constitution and Regulations (Articles of Association).
- Approval of the annual reports and accounts (audited).
- Decide to dissolve or merge BPW International (the Association).
- Management of all matters that do not fall within the remit of other bodies

3.6. Voting At The General Assembly (With Mandatory Clause Added In Red)

i. Principle

- Affiliate Federations and Affiliate Clubs vote through Delegates. Only Delegates of Affiliate Members who are up to date with their dues (and any penalties) may vote.
- Individual Members do not have voting rights.
- A Delegate's vote corresponds to one vote. Delegates may be represented by their Alternate Delegate.
- Abstentions and invalid votes do not count towards the majority.

ii. Affiliate Federation Delegates

The number of Affiliate Federation Delegates is determined by the number of members each Affiliate Federation has, with a minimum of six (6) Delegates for Federations with a minimum of 100 to maximum of 500 members. The number of voting delegates increase pro-rate on the number of members the Federations have, these are set out in the Procedure Manual. Each Affiliate Federation is entitled to the same number of Alternate Delegates.

iii. Affiliate Club Delegates

Each country in which there are one (1) to a maximum of four (4) ~~or more~~ Affiliate Clubs are entitled to one Delegate. Each Affiliate Club is entitled to the same number of Alternative Delegates.

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The voting of each Affiliate Club, in a country where there is no Federation formed, is in accordance with Swiss Civil Code.

~~has a single Delegate and an Alternate Delegate. The single Delegate's vote is shared between the Affiliate Clubs in the same country.~~

iv. Other participants at the General Assembly
- Executive Members each have one vote and are entitled to vote in that capacity only.
- Past International Presidents are entitled to vote solely in their capacity as Past International Presidents and if their dues, either as a member of an Affiliated Federation, Affiliate Club or Individual are paid in full.
- Chairs of Standing Committees each have one vote and are entitled to vote solely in their Chairs of Standing Committees and if their Affiliate Federation or Affiliate Club's dues are paid in full.

For further information, please refer to the Procedure Manual.

3.7. Quorum

A vote of the General Assembly is valid only if a ~~quorum of one-third (1/3)~~ one-quarter (1/4) of the votes of the Members represented by Delegates who are present face to face at the General Assembly. The quorum is based on the number of votes of all Delegates present face to face and eligible to vote.

To permit face-to-face voting, this will be implemented through the engagement of an independent external online provider for secure voting with an audit system.

3.8. Decisions (Mandatory Clause)

3.8.1. Decisions During The General Assembly

The General Assembly decides by means of Resolutions that have been received. Resolutions on finance or dues must be issued four (4) months prior to the General Assembly.

A Resolution is a written proposal, submitted for inclusion in the agenda for addressing a specific operational matter or advocacy issue, these are identified as either:

i. BPW International Internal and Operational Matters:
- Operational and Governance
- Constitution / Mandates / Policies
- Constitution and Regulations
- Procedure Manual updates

ii. BPW International Policy Advocacy Resolutions Register
- Resolutions on External and Advocacy Matters, for Affiliate Federations and Affiliate Clubs to use for advocacy within their countries
- For submission to the United Nations

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iii. Formal decisions of Resolutions are held through the Standing Orders process, for rules of debate and voting:

- Motions can be received from the floor from a mover/seconder and require a vote to "pass" or carry the motion.
- Constitution and Regulation Resolutions require a two-thirds (2/3) majority vote of the quorum present to be "adopted".
- External Resolutions require a simple majority vote of the quorum present to be "adopted"

iv. Reports, as presented in the Congress Workbook are received but before being adopted, any recommendations arising from a report must be seconded before it can be put to the vote, and a simple majority is required to pass the recommendation.

3.8.2. Decisions Outside The General Assembly

Outside General Assemblies, a written proposal from the Executive or the International Board, to which all Members, who are entitled to vote through a Delegate at the General Assembly, have subscribed in writing, ~~shall~~ will be equivalent to a Resolution of the General Assembly.

The written proposal of the Executive or the International Board is sent by email to the Members entitled to vote through a Delegate at the General Assembly.

Members are given 20 working days to accept the written proposal in writing, by return e-mail. After this deadline, the written proposal is considered to have been rejected by the Member who has not responded in time and therefore their vote will be recorded as an abstention.

3.9. Minutes And Proceedings (Mandatory Clause)

i. The Minutes of the General Business Sessions of the General Assembly are to be submitted three (3) months following the closing of the Congress and issued to the Registration office with a copy of the:

- amended Constitution and Regulations adopted and signed by the outgoing appointed Executive signatories, in the final business session of the General Assembly
- forms with the details of the newly appointed Executive and signatories for the next triennium

ii. The Congress Proceedings and Minutes of the General Assembly and the International Congress ~~shall~~ will be kept by the Executive, or on its behalf, the Executive Secretary.

Within twelve (12) months of the International Congress and General Assembly, the Immediate Past President is to work with the Executive Secretary and Executive Finance Officer from her term to ensure the Proceedings and the finalized accounts of the International Congress ~~at which she presided are delivered~~ are completed and forward to the International Board.

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R4. CONFLICTS OF INTEREST (MANDATORY CLAUSE)

All Members are legally prohibited from being represented by their Delegate or from exercising their right to vote in decisions relating to a BPW International (an Association) matter or lawsuit where they, a close relative, their spouse or their parents or relatives in the direct line are involved (as pursuant to art. 68 of the Swiss Civil Code).

Elected or appointed officials are not to participate in making or in any way attempting to use her official position to influence a decision in which she knows or has reason to know that she has a conflict of interest.

Conflict of interest is when the BPW Member derives any personal, and/or financial gain, directly or indirectly as a result of the member's elected or appointed duties in BPW.

R5. INTERNATIONAL PRESIDENT

The President chairs meetings of the General Assembly.

The President has a casting vote in the event of a tie, except in the case of elections, where the result is determined in accordance with the rules of the Procedure Manual.

The President is ex-officio on all International committees except for the General Assembly Nomination and Election Committees.

R6. INTERNATIONAL BOARD

6.1. Competence

The International Board is competent to:

- approve amendments to the Procedure Manual made by the Executive
- approve non-budgeted expenditure
- approve any authorized or emergency expenditure from the ~~protected~~ Battersea Fund
- vote on the removal of a Member who has not paid their dues
- vote on the expulsion of a Member who has behaved in a manner likely to damage the reputation of BPW International
- vote on the withdrawal of a member of the Executive or of a member of a Standing Committee
- vote on the withdrawal of a Trustee
- vote on important matters referred to ~~it~~ the International Board by the Executive.

Refer to description of Member as outlined under section C13 Members under Constitution (above) and the Procedure Manual.

6.2. Composition

The International Board consists of is made up of the following members:

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- Members of the Executive
- Past Presidents of BPW International
- Each Affiliate Federation may appoint five (5) ~~two (2)~~ Representatives to the International Board for up to 1,000 members and an additional one (1) vote for every additional 3,000 members
- Delegate of Affiliate Clubs in a country where there is no Federation (and maximum of four (4) clubs), that qualify for a vote are represented by one (1) appointed representative per Club.

  ~~(with two (2) or more Clubs in one country) that qualify for a vote, are represented by 1 (one) appointed representative per country~~
- Chairs of Standing Committees.

6.3. Representatives / Delegates

Each Affiliate Federation may appoint five (5) ~~two (2)~~ Representatives to the International Board for up to 1,000 members and an additional one (1) vote for every additional 3,000 members.

In countries where there is no Affiliate Federation but only Affiliate Clubs, each Affiliate Club ~~the latter must~~ may appoint one (1) Representative to the International Board.

~~Affiliate Clubs from the same country share their Representative.~~

6.4. International President

The International President chairs meetings of the International Board.

6.5. Meetings

Meetings of the International Board ~~shall~~ will be held immediately before and immediately after the General Assembly.

Extraordinary meetings of the International Board may be convened by:

- the President, or
- must be called by her on the written request (as received by the Executive Secretary) of the majority of the Executive, or
- at the written request of one third (1/3) of the members of the International Board.

One quarter (1/4) of the members of the International Board ~~shall~~ will constitute a quorum at a meeting of the International Board.

Between meetings, the International Board can make decisions online by an electronic vote.

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6.6. Decisions And Voting By The International Board

The International Board takes decisions at its meetings by a simple majority.

Each Affiliate Federation ~~Representative has one vote~~ has ~~two (2)~~ five (5) votes, with each representative having one vote only. If ~~one~~ a Representative is unable to attend their vote is void.

Each Affiliate Club, in a country with no Affiliate Federation (100 members or more) has one (1) representative with one (1) vote.

~~Each Representative of an country with one or more Affiliate Clubs has one vote.~~

The vote of each Representative is suspended if the Affiliate Federation or Affiliate Club concerned is not up to date with its membership fees (or any other penalty).

The other members of the International Board each have one vote.

The International President has the casting vote in the event of a tie.

Outside meetings, the International Board may take written decisions by circular (by e-mail) provided that all members of the International Board agree.

Decisions of the International Board must be recorded and distributed to the International Board within 30 days

Decisions of the International Board must be ~~reported~~ presented to the next General Assembly for ratification.

R7. FUNCTIONS AND RESPONSIBILITIES (MANDATORY CLAUSE)

7.1. Powers

The Executive is the executive body of BPW International (the Association). It has the right and duty to manage the day-to-day business of BPW International (the Association) and to represent it in accordance with the Articles of Association (Art. 69 CC). It decides on all matters not expressly reserved for the General Assembly and the International Board.

In particular, the Executive ~~shall~~ will take all measures necessary to achieve BPW International's (the Association's) aims / objectives, ensure the correct application of these Articles of Association and any other internal regulations, administer BPW International's (the Association's) property, assets and resources, keep the accounts and convene and organize the General Assembly.

The Executive executes and implements the decisions of the General Assembly. It manages BPW International (the Association) and takes all necessary measures to ensure that the stated aims are achieved. It bears collective responsibility for operational, financial and administrative matters.

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In particular, at the beginning of the three-year period, the Executive is responsible for:

- Defining the priorities and the plan of action plan for the triennium three-year period, in line accordance with the theme and goals objectives proposed by the International President.
- Maintain a cloud-based digital platform for the work and storage of BPW International's official documents and official records, which the Executive can securely access securely from various a variety of locations.
- To appoint the Officers and define the composition of the Standing Committees.
- To make arrangements for the delivery of member provision of Services to Members Affiliates and Friends & Fellows.
- To make arrangements for the BPW International President's Office.
- To decide on the venue and date of the triennial International Congress, on the basis of documented bids submissions received and presented to at the General Assembly.
- To terminate the term of office of a BPW International officer and/or committee member.
- Maintain an up-to-date list of all Members, refer to description of Members as outlined under section C13 Members under Constitution (above).

The extended powers of the Executive are set out in the Procedure Manual.

7.2. Composition

The Executive is composed of:

- The President
- The outgoing President, for a period of twelve (12) months from the end of her term of office
- The Executive Secretary
- The Vice President Membership
- The Vice President United Nations
- The Executive Finance Officer
- The Young BPW Representative
- The five (5) Regional Coordinators

All Members of the Executive are non-paid volunteers, who are reimbursed for their expenses, for example all disbursements, travel, accommodation, registrations, printing and products when required.

Members of the Executive must keep their expenses within the annual budget with the Finance Officer. All expenses for the annual Executive meeting are met by the budget for the annual Executive meeting (c.f. CAC draft operational guidelines 2013).

Precise descriptions of the duties of each member of the Executive are set out in the Procedure Manual.

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7.3. Election

Members of the Executive (other than the outgoing President) are elected at each General Assembly by secret ballot.

Election of First and Second Vice President is confirmed in the General Assembly as outline in the Procedure Manual.

Their term of office ends when their successors are appointed or elected.

In the event of a vacancy, the Executive ~~shall~~ will have the power to appoint a successor until the next General Assembly.

7.4. Term Of Office ~~Executive~~

Members of the Executive may ~~hold the same role~~ be elected to the same position only once (1), except for the positions of Executive Secretary, ~~the~~ Executive Finan~~c~~ial Officer and Regional Coordinators, which may be held by the same person for two (2) consecutive three-year terms.

A past member of the Executive cannot be nominated for a role that she has previously held (c.f. CAC draft Operational Guidelines 2013).

7.5. Removal From Office And Resignation (Mandatory Clause)

i. Removal from office

The mandate of a Member of the Executive may be revoked by the General Assembly, in particular, if she has breached her obligations to BPW International (the Association) or if she is unable to perform her duties properly.

The mandate may also be revoked by the Executive with the approval of the International Board. The Executive Member concerned may appeal against the latter decision in the manner set out in the Procedure Manual.

ii. Resignation

Members of the Executive may resign at any time by submitting a written statement to the President of the Executive, specifying the date on which their resignation will take effect.

iii. Vacancies during term of office

In the event of removal or resignation during a term of office, the Executive may appoint a replacement member by co-opting, until the next General Assembly.

7.6. International President

The International President chairs meetings of the Executive.

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7.7. Delegation

The Executive is authorised to delegate some of its tasks to one or more of its Members, including sub-committees, to third parties it appoints as volunteers or to employees it hires.

7.8. Power Of Representation (Mandatory Clause)

The International President with one of the following, will have the power to represent BPW Internationally and sign any document with one of the following authorized signatories:

- Vice President(s)
- Executive Finance Officer
- Executive Secretary
- Regional Coordinators

They sign the relevant documents with the approval of the Executive, in the form set out in the Procedure Manual.

7.9. Meetings

The Executive ~~shall~~ will meet as often as necessary, but at least once (1) a year face-to-face.

In the case of the year in which the International Congress takes place, the Executive meeting must take place before the International Congress.

If three (3) members ~~or more~~ of the Executive so request, a meeting ~~shall~~ will be held within fourteen (14) days of the request.

The quorum of the Executive to hold a meeting ~~shall~~ will be six (6) members of the Executive.

Members of the Executive may validly participate in a meeting of the Executive and make decisions in person, by video or telephone conference or by any other means decided by the Executive.

Meetings in person may be held in the country where the President resides or abroad.

Meetings of the Executive ~~shall~~ will be convened by the President of the Executive at least three (3) months in advance. In urgent circumstances, the President may call an extraordinary meeting with fourteen (14) days' notice, with availability confirmed by the Executive to ensure a quorum is present.

7.10. Decision-Making - Executive

Each Member of the Executive has one vote. In the event of a tie, the International President ~~shall~~ will have the casting vote.

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Executive decisions may also be validly taken by circular, by e-mail or other online communication methods

R8. ACCOUNTING

The Executive draws up the accounts for each financial year in accordance with the applicable legal provisions.

R9. INTERNATIONAL PRESIDENT

The President of BPW International is elected by the General Assembly in a secret ballot. She chairs the General Assembly, the International Congress, the International Board and Executive meetings.

The President is ex-officio on all International committees including:

- Standing Committees
- Regional Committees and Sub-Regional Committees
- Ad-hoc Committees, for example:
  - Constitutional Advisory Committee
  - Resolutions Committee

The President is not an ex-officio member on the General Assembly Nomination and Election Committees.

The President is the principal ~~officer~~ authority in charge of the organization of BPW International (the Association). She has the role of leadership and management, including:

- Validating appointments
- Establishing external relations with other international organizations and leaders
- Supervision and responsibility for all planning, management and promotional activities

R10. DISSOLUTION

The dissolution of BPW International (the Association) is voted on by the General Assembly. A two-thirds (2/3) majority of the votes present is required.

On the dissolution of BPW International (the Association), any assets will be transferred to a tax-exempt non-profit organization with the same or a similar purpose. The distribution of assets among its Members is excluded.

R11. LIABILITY (~~IES~~)

BPW International (the Association) is solely liable for its debts, which are guaranteed by its corporate assets.

Members have no personal liability for BPW International's (the Association's) debts.

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R12. TRUSTEES

In the event that BPW International (the Association) acquires property, three (3) Trustees will be appointed where required by law.

They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the International President.

Trustees will hold property on behalf of BPW International (the Association).

Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board.

Trustees will hold office until death, resignation, or removal by the International Board.

R13. AMENDMENTS

The Constitution and Regulations (Statutes) may only be discussed and amended, upon receipt of resolutions for submission to the General Assembly of BPW International.

A vote of two-thirds (2/3) of those voting, a quorum being present, is required for an amendment to be adopted. Resolutions are as per outlined under the Procedure Manual.

Amendments to the Constitution may be proposed by:

- members of the Executive
- the International Board
- Past Presidents of BPW International
- Affiliate Federations who are up to date with their dues
- Affiliate Clubs in the same country, all of whom are up to date with their dues
- Chair of Standing Committees.

At any time, the Executive and/or the International Board may propose to the Members, by e-mail, that the Constitution and Regulations (Statutes) be amended.

The updated Constitution and Regulations (Statutes) will be proposed through resolutions, amended, voted on and adopted at the General Assembly.

R14. ENTRY INTO FORCE (MANDATORY CLAUSE)

14.1. Updated Constitution And Regulations (Statues)

These updated Constitution and Regulations (Statutes) ~~shall~~ will be amended as proposed and circulated by the Executive to the International Board, by email, for voting at the General Assembly ~~Meeting~~ to be held within four (4) months following receipt of the proposal and draft proposed amendments, proposed amendments left on the floor from Congress 2021, for the Constitution and Regulations (Statutes) in accordance with the procedure outlined for Call to Congress.

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These Articles of Association ("Constitution and Regulations") were adopted at the General Assembly, Business Sessions (2-5) held on ____(days) November (month) 2024 and came into force in the 6th Business Session on ____(day) November (month) 2024 ~~on the same date~~.

These Articles of Association ("Constitution and Regulations") for "the Association" or "BPW International" will be put into force to meet the registration criteria of Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "CC") at the Registre du Commerce of the Canton of Geneva.

(Signature page follows)

Done at _____, on _____ _____ _____

Signed by: (_____)

Signed by: (_____)

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14.2. List Of New Executive / Signatories Form (Mandatory Clause)

The signature page must be completed and submitted within three months, with a copy of the minutes and the Ratified Constitution and Regulations (Statutes) by the newly elected Executive members for the 2024-2027 Triennium.

The following Executive Members were elected at the XXXI Congress, St Kitts and announced in the closing business session of the General Assembly on _____ (date), November 2024.

Electronic signatures must be validated with a date stamp at time of signing.

Title	Name	Contact Details	Signature
President:			
1st Vice President United Nations OR Membership			
2nd Vice President United Nations OR Membership			
Executive Secretary			
Executive Finance Officer			
Young BPW Representative			
Regional Coordinator: Africa			
Regional Coordinator: Asia Pacific			
Regional Coordinator: Europe			
Regional Coordinator: Latin America			
Regional Coordinator: North America and The Caribbean			

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ANNEXES

APPENDIX 1: BPW International Definitions

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APPENDIX 1: BPW International Definitions

Adhoc Congress Committees: (for example Resolutions, Elections, Voting, Nominations, Credentials, Registrations) body at the International Congress whose main task is to manage the organization of the General Assembly.

Amendment: this is a proposal to amend the Constitution and Regulations, which may come from the members of the Executive, the Past International Presidents, the Representatives appointed by the Affiliate Federations and Affiliate Clubs and the Chairs of the Standing Committees.

Association/BPW International: The Association is an association under Swiss law called THE INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or "**BPW International**"), founded in 1930, whose objective is to unite Business and Professional Women, of all professions and worldwide.

Battersea Fund: This is a fund whose origin is from the sale of London premises by BPW International (the Association), deposited in a specific account and whose use is controlled.

Business and Professional Women: These are women – or people who identify as such – who share the values of BPW International (the Association) through their business, labour and professional work.

BPW International Advocacy: BPW International's advocacy is speaking on behalf of Members and outsiders and taking action to initiate change and promote the status of women, explaining an idea to others or seeking to convince and encourage them to implement BPW International's ideas and values.

Chairs of Standing Committees: a person who chairs a Standing Committee.

Civil Society: Civil Society includes non-governmental organizations that represent the interests of BPW International (the Association) to decision-makers but does not include government agencies or companies and commercial structures.

Club: A Club is defined as an Affiliate Club of Business and Professional Women and is an active Member of BPW International.

Constitution and Regulations (Statutes): The Constitution and Regulations (Statutes) of BPW International form **the Articles of Association (AoA)**, these govern the internal operation of BPW International. Where required they include reference to other supporting documents and policy. ~~the Constitution and Regulations of BPW International~~. Their content and application are specified in the Procedure Manual.

Country: A geopolitical unit which has full sovereignty.

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Delegate: a person appointed by an Affiliate Federation or Affiliate Club to represent them at the General Assembly. Each Affiliate Federation is able to appoint a number of Delegates according to the number of Members it has. ~~The~~ Affiliate Clubs ~~of~~ in each country, where there are no Affiliate Federations are able to nominate one (1) Delegate per Club (maximum four (4) clubs or less than 100 members) ~~country~~. Alternate Delegates must be appointed.

Executive: This is the Executive body of BPW International (the Association), according to Art. 69CC.

Executive Finance Officer: The Executive Finance Officer is a Member of the Executive. She is elected at the General Assembly.

Executive Secretary: The Executive Secretary is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Federation: A Federation is defined as an Affiliate Federation of Business and Professional Women and is an active Member of BPW International.

Friends & Fellows: these are people wishing to support BPW International (the Association) and making donations and bequests as they wish.

Financial Responsibilities: Where required by law, the Trustees hold the properties on behalf of BPW International (the Association). They can be up to three (3) co-owners per property. The Trustees are appointed by the Executive and appointed by the President. Their withdrawal shall be decided by the International Committee.

General Assembly: The General Assembly is the supreme decision-making body of the Association within the meaning of Articles 64 et seq. of the Swiss Civil Code. During the sessions of the General Assembly, Members discuss and vote on financial and other reports, Resolutions and Statutory Amendments, elect the members of the Executive, and debate any other matters.

Individual Affiliate Member: An Individual Affiliate Member is defined as a natural person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. Individual Affiliate Members are passive Members of BPW International. As such, they do not have the right to vote at the General Assembly.

Internal and Operational Matters: BPW International Operations Resolutions Register, which documents all Resolutions relevant to BPW International internal operations that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.

External and Advocacy Matters: BPW International Policy Advocacy Resolutions Register, which documents all Resolutions relevant to BPW International policy advocacy that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.

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International Congress: The BPW International Congress is a recurring gathering of BPW International Members and other stakeholders, including, International Board meetings held before and after the general assembly, workshops and networking activities. The General Assembly is held during the International Congress.

The International Congress is held every three (3) years, during the third year of the International President's Triennium.

International President: The President of BPW International is elected at the General Assembly. She Chairs the Executive, International Board and the International Congress and General Assembly(s).

Legal Entity: when registration has been approved, the name of BPW International (the Association) is formally enrolled on a register of NGOs, BPW International acquires existence as a legal entity. Legal entity status means that 'BPW International (the Association)' is liable for the debts, contracts, leases and obligations that are entered into, not the Affiliate Federation, Affiliate Clubs or Individual Members. Tax exemptions and VAT certificates are uploaded into the BPW International (the Association) website.

Members: there are several categories of Affiliate Members in BPW International, these can be active – have a voting right by representation – or passive – do not have a voting right. The Members of BPW International (the Association) are:

- Affiliate Federations
- Affiliate Clubs
- Individual Affiliate Members

In order to become a Member of BPW International (the Association), a written request must be made to the BPW International Executive

Member Services: Member Services takes care of technical support and administrative issues that may be faced by Members of the Association.

Motions: The formal process that is applied to when a business matter also known as a 'motion' is put to the floor and seconded and opened for positive and interactive debate.

Mover / Seconder of Motions: The first speaker is the mover of the motion, usually have prepared the proposed resolution/motion and is in support of the motion going forward and the seconder provides additional support to the motion being presented.

Office of the International President: each International President has the right to be provided with an Office, close to their home, in order to carry out all the tasks relating to BPW International (the Association). The Executive shall decide on the budget allocated for the rental or acquisition of such a place.

Past International Presidents: Past International Presidents are Businesswomen and Professionals who have served as President of BPW International (the Association) in the past. The outgoing Former President has a place on the Executive for the first twelve (12) months of a triennium.

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Procedure Manual: The Procedure Manual contains additional regulatory standards, which supplement the Articles of Association and do not have to be included in the Articles of Association under Swiss law.

Standing Orders: The Standing Orders set out the procedures to be used during the BPW International Congress and International Board Meetings. The Standing Orders cover the rules for discussion, who may speak and who may vote. The conduct of the meeting is controlled by the general will of the membership, giving a majority decision after a full and fair consideration of the issues involved. The Standing Orders are designed to provide for constructive and democratic meetings to help, not hinder, the business of the meeting. 'Undue strictness' should never be allowed to intimidate members or limit full participation.

Trustees: A trustee is a person who holds the legal title of any property, assets, or group of assets on behalf of BPW International and will be their duty to manager on behalf of BPW International. A trustee may be appointed for additional purposes, such as bankruptcy, for a charity or for a trust fund.

Ratified: These Constitution and Regulations, following the adoption of all Constitution and Regulation amendments in the General Assembly, are to be updated and signed by the outgoing Executive for each respective Triennium and submitted, with a copy of the business session minutes, within three (3) months of close of Congress.

Registration: BPW International to be registered and all relevant documents to be submitted annually (financial audits) or every three years following BPW International's Congress and General Assemblies. The Constitution and Regulations (Statutes) must be submitted in both English and language specified by the Registration office (e.g. French in Geneva).

Regions: There are five (5) regions within BPW International, each of which must host the International Congress in turn. The Regions are as follows:

- Africa
- Asia-Pacific
- Europe
- Latin America
- North America and The Caribbean

Regional Coordinators: The Regional Coordinator of each Region are Members of the Executive. The Regional Coordinators are elected at the General Assembly.

Representative on the International Board: this is a woman appointed by an Affiliate Federation or Affiliate Club to represent them on the International Board. Each Affiliate Federation may appoint two (2) Representatives. In countries that do not have an Affiliate Federation but only Affiliate Clubs, they must appoint one (1) Representative ~~who represents all~~ from each Club (maximum four (4) or less than 100 members) in the same country.

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Resolutions: A Resolution is a proposal on the agenda voted affirmatively and adopted at the General Assembly. The Resolutions can be submitted by Affiliate Federations and Affiliate Clubs, as well as any Member of the Executive, Chairs of Standing Committees and Past International Presidents.

Term: A term is the period between 2 consecutive General Assemblies

Serious matter: A matter which requires a decision that has substantial financial, organisational, legal or political implications for BPW International, supported by an analysis of the potential consequences.

Swiss Civil Code: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code (SCC); the relevant articles in the 2010 version of the Code are Articles 60 to 79 and ongoing updates specific to the function of Section/Chapter 2: **the Associations**, in the future.

Urgent resolutions: An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

Vice-President Membership: The Vice-President Membership is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Vice-President United Nations: The Vice-President United Nations has a place on the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Vice-President - First and Second: Following the election of the two Vice Presidents by the General Assembly, a second secret ballot is held for the election of who will be First or Second Vice-President by the General Assembly, this is determined by the member who achieves this highest number of votes.

Young BPW Members: Young BPW form a Standing Committee composed of all Members under the age of thirty-five (35), belonging to an Affiliate Federation, an Affiliate Club or being an Individual Affiliate Member.

Young BPW Representative: The Young BPW Representative is an elected Member on the Executive. In this context, she presents the ideas of the Young BPW, establishes the link between the Executive and the Young BPW and encourages the activities of the Young BPW worldwide. She is elected at the General Assembly.

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Chapter 5

5.7 BPWI Constitution-Regulations-Statutes

BPW International

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW)

otherwise called

"BPW INTERNATIONAL"

CONSTITUTION AND REGULATIONS

STATUTES 2024

ADOPTED AT THE
XXXI Congress, General Assembly
Business Session No. ____(?)
on the _____ (day) November 2024

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MISSION:

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

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For presentation at the
31st CONGRESS, ST KITTS, NOVEMBER 2024

Revisions / history of changes approved and adopted:

Incorporating the adopted Constitution and Regulations
from 27th CONGRESS, HELSINKI, June 2011
and amended at
28th GENERAL ASSEMBLY, JEJU, KOREA MAY 2014
and further amended at
29th GENERAL ASSEMBLY, CAIRO, EGYPT OCTOBER 2017
and no changes made at the
30th GENERAL ASSEMBLY, ONLINE MEETING, MARCH 2021

DRAFT FOR
REVIEW / ADOPTION AND RATIFICATION AT THE

31ST CONGRESS, GENERAL ASSEMBLY BUSINESS SESSIONS,
ST KITTS, NOVEMBER 2024

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PREFACE

Amendments to these Constitution and Regulations (Statutes) are subject to the following:

Motion to adopt the new Constitution to permit BPW International's registration at the XXVII BPW International Congress, Helsinki, 21 June 2011:

1. BPW International requires registration in Geneva as per the motions and action required following the new Constitution and Regulations and Procedure Manual passed at the XXVII BPW International Congress, Helsinki, Fifth and Sixth Business Sessions, 21 June 2011 (Congress Proceedings)

2. As noted under the proceedings, the Constitution and Regulations as adopted are to comply with:

   Swiss Civil Code: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code; the relevant articles in the 2010 version of the Code are Articles 60 to 79.

BPW International:
Was registered at the CAGI – Geneva Welcoming Center – following Congress 2011 and has been maintained by the yearly submission of the audited annual financial statements of BPW International and the Congress Proceedings 2011 and 2014.

On the 3 March 2024, formal notification was received by the International President to inform her that BPW International had been removed from the CAGI Registration due to the non-submission of the proceedings 2017 and 2021 as one of the minimum requirements for compliance.

For compliance to meet Swiss Civil Code New Mandatory Clauses have been added:

- The Articles of Association to comply with Swiss Civil Code.
- Preliminary Clauses, to identify all supplementary documents that are to be read with the Constitution and Regulations, but not included in such.
- In order to comply with legal provisions, the "Affiliates" clause is renamed as "Members". This is because an Association is necessarily made up of Members.
- All Affiliate Federations and Affiliate Clubs (where no Federation is present) are permitted to vote.
- The Executive or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC, may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.
- Power of Representation, the International President and one or more Executive signatories

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- Submission of the 'minutes' of the business sessions of the General Assembly, with a copy of the new Executive signatories, are to be submitted to the Registration office three (3) months after the International Congress.
- The Constitution and Regulations are to be updated with all resolutions adopted in the General Assembly and signed by the outgoing Executive signatories in the last business session of the General Assembly.

General Amendments to the Constitution and Regulations:

Following the submission of the existing BPW International Constitution and Regulations (2021), the Registre du Commerce of the Canton of Geneva, would not accept these and through the Welcoming Centre (CAGI) the recommendation for a review to bring these governing documents up to date was advised by the legal representatives.
A specialist Swiss legal practice who have assisted NGOs in obtaining formal Registration undertook a review to bring them in line with the original 2010 Articles (which BPW International voted on) and the updated Articles that were undertaken as a direct link to the AMLA 2023.

Amendments to the Constitution and Regulations have included rewording, sections relocated, and information taken from the Procedure Manual and implemented into the Constitution and Regulations sections accordingly. Other items have been placed into the Procedure Manual. Updated Definitions combined and under Appendices.

The draft Amendments to the Constitution and Regulations (Statutes) are presented to the:

- The 31st General Assembly, St Kitts, November 2024 for review, debate, vote and adoption of the proposed amendments to the Constitution and Regulations (Statutes).
- These are then ratified, signed by the outgoing Executive members (as noted) and submitted to the Registre du Commerce of the Canton of Geneva, with a copy of the minutes from the business session(s) within three months and a copy of the list of new Executive signatories for the 2024-2027 Triennium.

This document being presented to the 2024 XXXI General Assembly Business Sessions includes the coordinated updates made by the CAC Committee and includes some proposed amendments submitted for consideration at the XXX General Assembly 2021.

The Constitutional Advisory Committee for the 2021-2024 Triennium:

Position	***Name***	***Affiliate***	***Region***
Chair:	*Carolyn Savage*	*BPW New Zealand*	*Asia-Pacific*
Members:	*Beatriz Vidigal Xavier da Silveira Rosa*	*BPW São Paulo - Brazil*	*Latin America*
	Carla Laura Petruzzelli	*FIDAPA BPW Italy*	*Europe*

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	Ojobo Atuluku	*BPW Premier, Nigeria*	*Africa*
	Samantha Sherman	*NFBPWC BPW International*	*North America & The Caribbean*

BPW International Executive ex-officio representatives:

President	*Dr. Catherine Bosshart*	*BPW Switzerland*	*BPW International*
Executive Secretary	*Jenny Gulamani-Abdulla*	*BPW Canada*	*BPW International*

CAGI and Registra du commerce (for information only)

Centre D'Accueil De La Genēve Internationale (CAGI) assists international non-governmental organizations (NGOs) already established as well as those wishing to establish themselves in the Geneva region. It works in close collaboration with the United Nations , the Swiss Confederation, the Republic and Canton of Geneva , the City of Geneva and other partners active in supporting International Geneva.

CAGI's support to an NGO is conditional upon its registration in the CAGI database.
Registration: https://www.cagi.ch/en/practical-infos/registration-register-commerce/

Consequences of registration in the Register of Commerce: *The consequences of registering an association in the Register of commerce differ depending on whether registration is compulsory or voluntary.*

- ***Declarative effect of registration (art 60 CC):*** *Registration with the Register of commerce plays no role in the acquisition of legal personality of the association.*
- ***Obligation to update (art 933 CO):*** *Any change in the facts registered in the Register of commerce must also be recorded (statutes, board, representatives, registered address, auditor where applicable...).*
- ***Bankruptcy (art 39, al. 1, ch. 11, LP)***
- ***Deletion from the Register of commerce:*** *If the association is registered in the Register of commerce, the Board (or the judge) shall inform the Register of commerce of the dissolution so that the entry may be deleted (art. 79 CC). Appeals to creditors and the consent of the tax authorities are required (art. 93 cum 65 ORC). The deletion is required and carried out after the end of the liquidation, i.e. after a period of one year following the date of the third call to creditors published in the FOSC (art. 58 CC cum 913 CO which refers to art. 739 ff CO).*

In addition, the following consequences apply in the case of compulsory registration:

- ***Obligation to keep a list of the members (art. 61a CC):*** *Associations subject to compulsory registration with the Register of commerce are required to keep a list of their members which must include either the first and last name (if the member is an individual) or the company name and address (if the member is a legal entity) of each member. Associations must keep this list in such a way that it may be accessed at any time in Switzerland, and they must retain the details of each member and any supporting documents for 5 years after the member has been removed from the list.*

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- ***Obligation to have at least one member domiciled in Switzerland with power of representation*** *(art. 69 para. 2 CC): Associations subject to compulsory registration with the Register of commerce must be able to be represented by a person who is domiciled in Switzerland. This person must have access to the list of members.*
- ***Obligation to keep commercial bookkeeping and accounting*** *(art. 69a CC; art. 957, para. 1, ch. 2 CO)*
- *For associations subject to compulsory registration with the Register of commerce, the provisions of company law on imminent insolvency and on over indebtedness and on the revaluation of land, buildings and equity participations apply accordingly (art. 69d CC).*

Registration request**.....**

- *if applicable, the fact that it is not subject to the registration requirement under art. 61, para. 2, CC and that it is not represented by a person domiciled in Switzerland);*
- *If the association does not have its own premises, the entry in the Register of commerce must specify where it is domiciled. The domiciliary must provide a declaration by virtue of which they grant domicile to the association at their address.*

RATIFIED (mandatory clause)

1. These updated Articles of Association of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (aka BPW International) (the "Articles") consist of the following three sections:

   I. PRELIMINARY CLAUSES
   II. CONSTITUTION
   III. REGULATIONS

   Annexes:
   Appendix 1: BPW International Definitions

2. **Process**
   These articles have been reviewed, debate, voted, and approved and updated with the final Articles presented for approval at:

   - BPW International General Assembly Business Session No.____ held _____ (day) November 2024

   All future resolutions for amendments and approved changes will be voted on during the General Assemblies and will be signed off prior to the end of the last Business Session by the outgoing signatories of the Executive.

3. **Registration**
   A copy of the minutes of the General Assembly with a copy of the new signatories' details, and a list of the Executive Board, are to be included at the time of these being submitted to **BPW International's** (The Association's) Head Office in Geneva and submitted within three (3) months.

Signed on behalf of

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Signed by:		Signed by:	
Position:	President Dr. Catherine Bosshart	Position:	Executive Finance Officer Dr. Eufemia Ippolito
Date:		Date:	
Signed by:		Signed by:	
Position:	Executive Secretary Jenny Gulamani-Abdulla	Position:	1st Vice President Chularat Israngkool Na Ayutthaya
Date:		Date:	

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I. PRELIMINARY CLAUSES

P1 These Articles of Association

of the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) (the "Articles") consist of the following three sections:

I. PRELIMINARY CLAUSES

II. CONSTITUTION; and

III. REGULATIONS

ANNEX 1:

Appendix 1: BPW International – Definitions

P2 Capitalised words

In these Articles of Association, words and expressions which have the first letter of their constituent words capitalised shall have the meanings set out in Appendix I to the Articles of Association entitled "Appendix I - BPW International - Definitions", which is annexed to these Articles of Association. The definitions in this appendix apply to both the singular and plural of the terms concerned.

P3 Procedure Manual

The Procedure Manual is a supplementary document drawn up by the Association containing a set of regulatory standards which supplement or clarify the application of the Articles of Association. Under Swiss law, these rules do not have to be included in the Articles of Association.

The Procedure Manual may be consulted by any Member who submits a written request to the Executive Secretary.

Constitution and Regulations Amendments must be prepared with attached clear rationales as to their impact on the Procedure Manual. When approved the changes, updating the Procedure Manual should be carried out at the same time as the updating of the Constitution and Regulations. There will be no need to make any further reference to the International Executive.

The Procedure Manual may be amended by the Executive. Such amendments apply only after they are each singly accepted by a majority vote of the International Board.

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II. CONSTITUTION

C1. Name and Registration (or Headquarters)

The name of this non-profit organization (association) under private law is the INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW) (hereinafter "**the Association**" or "**BPW International**"). It is governed by Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "**CC**").

BPW International's (the Association's) registered office will be in Geneva.

BPW International (the Association) will be registered with the Registre du Commerce of the Canton of Geneva.

The administrative office of the International President is held in her city of residence during her triennium.

C2. BPW International (The Association)

BPW International is a non-partisan, non-profit organization of unlimited duration with voluntary membership and leadership:

- It does not discriminate on the basis of background or beliefs, and respects human rights
- Its procedures are democratic, transparent and inclusive of all Members
- Its decision-making bodies are accountable to the Members
- Its funds are carefully managed and used to promote and achieve its aims

C3. Aims

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

1. work for women's:
   - economic independence
   - equal opportunity and representation in economic, civil and political life
2. encourage and support women and girls to:
   - develop their professional and leadership potential
   - undertake lifelong education and training
   - use their abilities for the benefit of others, locally, nationally and internationally
3. advocate:
   - for the elimination of all discrimination against women

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- for human rights and the use of gender-sensitive perspectives

4. undertake:

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

C4. Structure

The highest governing body for BPW International is the General Assembly held during the BPW International Congress.

- Between General Assemblies, the International Board is the governing body
- BPW International is managed by the Executive
- The President is the Chair of the General Assembly, the International Board and the Executive

C5. Principles

The Constitution and Regulations are based on a permissive rather than a restrictive principle.

Matters not covered by this Constitution and Regulations, or the Procedure Manual will be decided by the Executive in a manner consistent with the social purpose (mission and values) of BPW International.

C6. Languages

The official languages of BPW International are English, French, Italian and Spanish.

In the event of any question as to the interpretation of the terms of the Constitution and Regulations, the English text of the Constitution and Regulations will prevail.

C7. BPW International Regions

BPW International is present in at least five (5) Regions including, namely:

- Africa
- Asia-Pacific
- Europe
- Latin America
- North America and The Caribbean

Each Region is made up of Members that are Affiliate Federations, Affiliate Clubs, and Individual Affiliate Members.

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Regional coordinators are elected, in accordance with the procedure set out in the Procedure Manual.

At least one (1) regional meeting of the Members from the same Region must be held between each International Congress.

C8. Relationships

BPW International will work to maintain its Special Consultative Status with the United Nations.

BPW International may develop new relationships with other organizations. Such relationships must comply with Chapter 12 (Relationships including the United Nations) of the Procedure Manual.

C9. Means

BPW International (the Association) may undertake any lawful activity conducive to achieving its purpose.

In particular, it may by:

- raising funds from private individuals and public bodies
- holding events
- entering into partnerships; and promoting and publicising its social purpose and BPW International (the Association).

C10. Resources

BPW International's (the Association) resources may come from:

- donations, legacies and "Friends & Fellows"
- sponsorship, partnerships and public subsidies
- Members' dues
- the yield and income generated by BPW International's (the Association's) assets
- income from events and activities organized by BPW International (the Association's), in particular
  - profits from events or from the sale of objects and the provision of services
  - any other legal resources or entities (refer to the Procedure Manual for examples).

All the BPW International (*the* Association) resources must be allocated exclusively, directly or indirectly, to the achievement of its non-profit-making purpose and to its management.

No Member may claim any resources or property from BPW International.

Refer to the Procedure Manual for financial management of the Association.

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C11. Liability (mandatory clause)

The debts of BPW International will be met exclusively from the resources of the Association.

No Member will be liable for debts incurred by the Association.

C12. Membership Dues

The General Assembly determines the amount of the annual Membership dues.

C13. Members

13.1. Definition

The INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or **BPW International**) consists of the Affiliate Federations, Affiliate Clubs and Affiliate Individual Members of the Association (the "**Members**").

Members may be legal entities and/or are all persons who have an interest in and/or wish to support the mission, social aim and objectives of BPW International (the Association).

Members up to thirty-five (35) years of age are officially recognized as Young BPW members.

BPW International (the Association) is composed of the following Members:

i. Affiliate Federations of Business and Professional Women ("**Federation**")

A Federation is defined as an Affiliate Federation of Business and Professional Women and is an Active Member of BPW International.

The Affiliate Federation must consist of at least three (3) Affiliate Clubs. In addition, the Federation must be composed of a minimum of one hundred (100) individual members, who pay their dues, for a Federation to be recognized as such.

No more than one Federation may exist per country (territory comprising a geopolitical unit).

If the total number of individual members of a Federation falls below one hundred (100), recognition of the existence of the Federation will be suspended until such time as the number of individual members of the said Federation again increases to one hundred (100).

When the existence of the Federation is suspended, the Affiliate Clubs constituting the Federation automatically become Members of BPW International.

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ii. Affiliate Business and Professional Women's Clubs ("**Club**")

A Club is defined as an Affiliate Club of Business and Professional Women and is an Active Member of BPW International.

It is composed of at least twenty (20) Business and Professional Women.

An Affiliate Club is formed in a country where there is no existing Federation.

Where there is an existing Affiliate Federation, the new club becomes a Member of that Federation.

Where an Affiliate Federation is suspended due to fewer than one hundred (100) individual members making up the Affiliate Federation, *each club automatically becomes an Affiliated Club with BPW International (the Association).*

Where there are a minimum of three (3) Affiliate Clubs with a total membership of at least one hundred (100) members in the same country, these Affiliate Clubs must work together to become an Affiliate Federation of BPW International.

iii. Individual Affiliate Members (Business and Professional Women) ("**Individual Member**")

An Individual Affiliate Member is defined as any person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. This person must support and adhere to the objectives of BPW International.

Individual Affiliate Members are passive Members of BPW International. As such, they do not have voting rights at the General Assembly and are not eligible for election.

The Constitution of an Affiliate Federation or Affiliate Club must be approved by BPW International and must be consistent with these Constitution and Regulations (Statutes) and ensure good governance.

BPW International (The Association) will maintain a list of the Affiliate Federations, Affiliate Clubs and Individual Affiliate Members (art. 61a Swiss Civil Code). Information relating to each Affiliate Federation, Affiliate Club and Individual Affiliate Member and any supporting documents will be kept for five years after the Affiliate Federation, Affiliate Club or Individual Affiliate Member concerned has been deregistered (art. 61a para. 3 CC).

Refer to the Procedure Manual on what information and format is provided for the records.

13.2. Membership

Any Federation of Business and Professional Women, any Club of Business and Professional Women and/or any Business and Professional Woman may join BPW International (the Association) as a new Member if they comply with the

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conditions **outlined under 13.1 Definitions** above.

Any Federation of Business and Professional Women, any Club of Business and Professional Women and/or any Business and Professional Woman wishing to become an Individual Member must submit a written application to the BPW International Executive.

Where a country has a minimum of three (3) Clubs Affiliate to BPW International and at least 100 members in total within those Clubs, the Clubs must together apply to become a Federation Affiliated to BPW International.

Written applications for membership will be voted on by the Executive, which may approve or reject applications at its discretion and decide the effective date of admission.

A Business and Professional Women's Federation, a Business and Professional Women's Club and/or a Business and Professional Woman will not be recognized as a Member until the formal decision of the Executive.

13.3. Termination of Membership

Any **Member's** membership can be terminated by:

i. Confirmation of the resignation of a Member from a Club/Federation, must be sent in writing to the International Executive, for their records, at least six (6) months before the end of the calendar year (art. 70 al. 2 CC):
   - Affiliate Federation to International Executive
   - Affiliate Club to their Affiliate Federation
   - Affiliate Club in countries with no Federations to the International Executive
   - Individual Affiliate Members to International Executive

ii. Death, if the Member is an individual. Membership is inalienable (art. 70 al. 3 CC).

iii. Removal, i.e. the withdrawal of the Member by decision of the International Executive, subject to three (3) months' written notice to the individual Member or to the Member's President or, failing that, to the Member's secretary:
   - Affiliate Federation to International Executive,
   - Affiliate Club to their Affiliate Federation or Affiliate Club to International Executive
   - Individual Affiliate Members to International Executive
   - Past International Presidents
   - Executive Members

iv. The removal of a Member (e.g. Affiliate Federations, Affiliate Clubs, Individual Members, Past International Presidents and Executive Members) may occur in particular to: (refer to the Procedure Manual section 4.4 on the process)
   - When the Affiliate Federation, Affiliate Club, Individual Member has not paid its dues for one (1) year.

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- Where a complaint has been made to the Executive regarding:
  - misconduct by a Member in relation to the affairs of BPW International,
  - or where an allegation against a Member gives rise to suspicion that the Member has acted in a manner likely to bring BPW International into disrepute,
  - where a member has put BPW International at risk, for example through financial management, reputational loss, appropriating funds allocated for purposes of BPW, risk to registration and professional reputation
  - where a member has not met their obligations under the following:
    - BPW International Constitution and Regulations
    - BPW International Procedure Manual
    - other supporting documents for example Regional Regulations, Guidelines or By-Laws
    - Affiliate Federation and Affiliate Club Constitutions

In all cases, the current year's membership fee remains payable by the outgoing Member.

C14. Name and Logos

14.1. Legal Entity / Identification of BPW International

The name International Federation of Business and Professional Women (IFBPW) otherwise called BPW International, and the logos are in the sole ownership of BPW International.

14.2. Logos

Identification with the International Federation of Business and Professional Women (IFBPW) Affiliates must identify themselves as affiliates of the International Federation of Business and Professional Women (BPW) on websites and letterheads at a minimum.

(Refer to the Procedure Manual on the colours and formal use).

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III. REGULATIONS

R1. ORGANIZATION OF BPW INTERNATIONAL (THE ASSOCIATION)

(MANDATORY CLAUSE)

The bodies of BPW International are:

- The **General Assembly**
- The **International Board**
- The "**Executive (Board)**" (i.e., by analogy, the body referred to in the CC as the "Management").

R2. GENERAL ASSEMBLY (MANDATORY CLAUSES)

2.1. General Information

The General Assembly is the supreme body of BPW International (the Association) within the meaning of art. 64 et seq. of the Swiss Civil Code.

It comprises:

- Members of the Executive
- Past International Presidents
- Delegates from Affiliate Federations
- Appointed Delegate of the Affiliate Clubs in the same country; and
- Chairs of the Standing Committees.

2.2. General Assembly For The Triennium

The General Assembly is held every three (3) years, at the time of the International Congress.

Elections, appointments and resolutions made at the General Assembly must comply with the rules set out in the Procedure Manual.

2.3. Annual Audited Accounts

Virtual General Assembly, or for distribution and electronic voting by the International Board.

The annual/yearly Audited Accounts will be prepared and issued to the International Board (August/September) for the purpose of the review of the annual accounts and the audited report for the year for voting in accordance with Art. 64 of the Swiss Civil Code.

A copy of the annual accounts and the audited reports, completed every year, is sent through to the International Board for their records and voted at the virtual General Assembly. All three reports for the Triennium are included in the Congress Workbook.

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A three-year budget is prepared by the Executive Board for approval at each triennial General Assembly at the time of the International Congress. It is managed by the Executive Board, and the budget results (actuals vs budget), as well as the following year's budget changes for approval, are presented annually to the International Board along with the annual accounts and audited report.

2.4. Extraordinary General Assembly

The Executive Board or one-fifth (1/5) of the Members of BPW International (the Association), in accordance with art. 64 para. 3 CC, may at any time request that an Extraordinary General Assembly be held, specifying the purpose thereof.

The Extraordinary General Assembly must be held within eight (8) weeks of the request, virtually (online).

Decisions made at an Extraordinary General Assembly must be reported in writing and issued to the International Board and will be ratified at the following General Assembly (Congress).

R3. GENERAL ASSEMBLY - INTERNATIONAL CONGRESS

3.1. International Congress

The date and venue of the International Congress will be determined by the Executive of the same triennium in which the Congress will be held.

Five (5) years before the date of the Congress, the Executive will issue a call for applications from Members wishing to participate in the organization of the Congress.

Call for Congress bids and the selection process must conclude within the first 6 months of the triennium.

Offers of candidature must meet the criteria set out in the Procedure Manual.

Unless otherwise decided by the General Assembly, the International Congress will be held in one of the following five (5) Regions:

- Africa
- Asia-Pacific
- Europe; or
- Latin America; or
- North America and The Caribbean.

In accordance with a rotation system, all regions must host the International Congress in turn. There is no predefined order. A Region can only be skipped when no country in the Region submits a bid.

In the event of a pandemic, war, climate disaster or world crisis, requiring the urgent cancellation of the face-to-face for the International Congress, this would be

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automatically upgraded to a full online meeting to ensure the safety and well-being of all Members of BPW International.

In the event that a proposed Congress location would put BPW International and its members in significant financial or personal risk due to political instability within a country, the Executive will have the authority to change the venue/country location, either in the same Region or in a Region that had previously submitted a bid for Congress.

To permit change in event and schedules, this is to be coordinated within six months (OR 8 WEEKS AS PER THE 1/5TH EXTRAORDINARY VIRTUAL GA) of the original International Congress.

The next Congress will then be to the next Region who had submitted the appropriate documentation and received the approvals by the Executive Board.

3.2. Timeframes For Congress/General Assembly

A clear timeframe for the "Call to Congress", and invitations to Members, notifications, receipt of nominations, resolutions and final documentation is outlined under the Procedure Manual. The following key items are to be met by the Executive Board, International Board and Affiliate Federations and Clubs.

i. Invitations for the International Congress and General Assembly:

The Call to the International Congress will be prepared by the President and the Executive Secretary and distributed to the International Board **eight (8) months** before the International Congress.

The Executive will be responsible for sending invitations to Members.

The invitations sent to Members contain the agenda of the General Assembly.

All documentation relating to the business of the General Assembly, including the agenda, will be made available to Members on the BPW International website.

Invitations may be sent by e-mail.

ii. **Six (6) months** before the General Assembly:

Nominations, policy resolutions and Constitutional and Regulations and Procedure Manual proposed resolutions amendments must be submitted.

iii. **Four (4) months** before the General Assembly:

Nominations and proposed resolutions have been reviewed and acceptance confirmed. Supporting documents are circulated to the International Board.

iv. **Three (3) months before the General Assembly:**

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Executive, Immediate Past President, UN Representatives and Standing Committee Chairs must submit their reports for inclusion into the General Assembly workbook.

v. **Two (2) months before the General Assembly:**

The Executive Secretary must circulate the agenda for the pre-General Assembly meeting of the International Board and any other available material that is relevant for members' participation in the General Assembly.

Any proposed friendly amendments to the Resolutions or Proposed Amendments for the Constitution and Regulations, or Procedure Manual are to be received two (2) months prior to the General Assembly.

3.3. Meeting Mode

The General Assembly for the International Congress is held for all of the Members, Delegates, Alternate Delegates, Guest, Observers, Participants face to face.

(Process for any online attendance as observers is at the discretion of the Executive, refer Procedure Manual).

3.4. Proposals For Items On The Agenda

Proposals for items on the agenda to be submitted to the General Assembly must be sent by e-mail to the International President's office, and copied to the Executive Secretary, no later than six (6) months before the first day of the International Congress.

3.5. Powers

The General Assembly delegates to the Executive the powers to manage and represent BPW International (the Association).

The General Assembly retains the following inalienable powers:

- Adoption and amendment of the Constitution and Regulations (Articles of Association).
- Approval of the annual reports and accounts (audited).
- Decide to dissolve or merge BPW International (the Association).
- Management of all matters that do not fall within the remit of other bodies

3.6. Voting At The General Assembly (With Mandatory Clause Added In Red)

i. Principle

- Affiliate Federations and Affiliate Clubs vote through Delegates. Only Delegates of Affiliate Members who are up to date with their dues (and any penalties) may vote.

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- Individual Members do not have voting rights.
- A Delegate's vote corresponds to one vote. Delegates may be represented by their Alternate Delegate.
- Abstentions and invalid votes do not count towards the majority.

ii. Affiliate Federation Delegates

The number of Affiliate Federation Delegates is determined by the number of members each Affiliate Federation has, with a minimum of six (6) Delegates for Federations with a minimum of 100 to maximum of 500 members. The number of voting delegates increase pro-rate on the number of members the Federations have, these are set out in the Procedure Manual. Each Affiliate Federation is entitled to the same number of Alternate Delegates.

iii. Affiliate Club Delegates

Each country in which there are one (1) to a maximum of four (4) ~~or more~~ Affiliate Clubs are entitled to one Delegate. Each Affiliate Club is entitled to the same number of Alternative Delegates.

The voting of each Affiliate Club, in a country where there is no Federation formed, is in accordance with Swiss Civil Code.

iv. Other participants at the General Assembly
- Executive Members each have one vote and are entitled to vote in that capacity only.
- Past International Presidents are entitled to vote solely in their capacity as Past International Presidents and if their dues, either as a member of an Affiliated Federation, Affiliate Club or Individual are paid in full.
- Chairs of Standing Committees each have one vote and are entitled to vote solely in their Chairs of Standing Committees and if their Affiliate Federation or Affiliate Club's dues are paid in full.

For further information, please refer to the Procedure Manual.

3.7. Quorum

A vote of the General Assembly is valid only if a one-quarter (1/4) of the votes of the Members represented by Delegates who are present face to face at the General Assembly. The quorum is based on the number of votes of all Delegates present face to face and eligible to vote.

To permit face-to-face voting, this will be implemented through the engagement of an independent external online provider for secure voting with an audit system.

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3.8. **Decisions** (Mandatory Clause)

3.8.1. Decisions During The General Assembly

The General Assembly decides by means of Resolutions that have been received. Resolutions on finance or dues must be issued four (4) months prior to the General Assembly.

A Resolution is a written proposal, submitted for inclusion in the agenda for addressing a specific operational matter or advocacy issue, these are identified as either:

i. BPW International Internal and Operational Matters:
   - Operational and Governance
   - Constitution / Mandates / Policies
   - Constitution and Regulations
   - Procedure Manual updates

ii. BPW International Policy Advocacy Resolutions Register
   - Resolutions on External and Advocacy Matters, for Affiliate Federations and Affiliate Clubs to use for advocacy within their countries
   - For submission to the United Nations

iii. Formal decisions of Resolutions are held through the Standing Orders process, for rules of debate and voting:
   - Motions can be received from the floor from a mover/seconder and require a vote to "pass" or carry the motion.
   - Constitution and Regulation Resolutions require a two-thirds (2/3) majority vote of the quorum present to be "adopted".
   - External Resolutions require a simple majority vote of the quorum present to be "adopted"

iv. Reports, as presented in the Congress Workbook are received but before being adopted, any recommendations arising from a report must be seconded before it can be put to the vote, and a simple majority is required to pass the recommendation.

3.8.2. Decisions Outside The General Assembly

Outside General Assemblies, a written proposal from the Executive or the International Board, to which all Members, who are entitled to vote through a Delegate at the General Assembly, have subscribed in writing, will be equivalent to a Resolution of the General Assembly.

The written proposal of the Executive or the International Board is sent by email to the Members entitled to vote through a Delegate at the General Assembly.

Members are given 20 working days to accept the written proposal in writing, by return e-mail. After this deadline, the written proposal is considered to have been rejected by the Member who has not responded in time and therefore their vote will be recorded as an abstention.

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3.9. **Minutes And Proceedings** (Mandatory Clause)

i. The Minutes of the General Business Sessions of the General Assembly are to be submitted three (3) months following the closing of the Congress and issued to the Registration office with a copy of the:

- amended Constitution and Regulations adopted and signed by the outgoing appointed Executive signatories, in the final business session of the General Assembly
- forms with the details of the newly appointed Executive and signatories for the next triennium

ii. The Congress Proceedings and Minutes of the General Assembly and the International Congress will be kept by the Executive, or on its behalf, the Executive Secretary.

Within twelve (12) months of the International Congress and General Assembly, the Immediate Past President is to work with the Executive Secretary and Executive Finance Officer from her term to ensure the Proceedings and the finalized accounts of the International Congress are completed and forward to the International Board.

R4. **CONFLICTS OF INTEREST** (MANDATORY CLAUSE)

All Members are legally prohibited from being represented by their Delegate or from exercising their right to vote in decisions relating to a BPW International (an Association) matter or lawsuit where they, a close relative, their spouse or their parents or relatives in the direct line are involved (as pursuant to art. 68 of the Swiss Civil Code).

Elected or appointed officials are not to participate in making or in any way attempting to use her official position to influence a decision in which she knows or has reason to know that she has a conflict of interest.

Conflict of interest is when the BPW Member derives any personal, and/or financial gain, directly or indirectly as a result of the member's elected or appointed duties in BPW.

R5. **INTERNATIONAL PRESIDENT**

The President chairs meetings of the General Assembly.

The President has a casting vote in the event of a tie, except in the case of elections, where the result is determined in accordance with the rules of the Procedure Manual.

The President is ex-officio on all International committees except for the General Assembly Nomination and Election Committees.

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R6. INTERNATIONAL BOARD

6.1. Competence

The International Board is competent to:

- approve amendments to the Procedure Manual made by the Executive
- approve non-budgeted expenditure
- approve any authorized or emergency expenditure from the Battersea Fund
- vote on the removal of a Member who has not paid their dues
- vote on the expulsion of a Member who has behaved in a manner likely to damage the reputation of BPW International
- vote on the withdrawal of a member of the Executive or of a member of a Standing Committee
- vote on the withdrawal of a Trustee
- vote on important matters referred to the International Board by the Executive.

Refer to description of Member as outlined under section C13 Members under Constitution (above) and the Procedure Manual.

6.2. Composition

The International Board consists of is made up of the following members:

- Members of the Executive
- Past Presidents of BPW International
- Each Affiliate Federation may appoint five (5) Representatives to the International Board for up to 1,000 members and an additional one (1) vote for every additional 3,000 members
- Delegate of Affiliate Clubs in a country where there is no Federation (and maximum of four (4) clubs), that qualify for a vote are represented by one (1) appointed representative per Club.
- Chairs of Standing Committees.

6.3. Representatives / Delegates

Each Affiliate Federation may appoint five (5) Representatives to the International Board for up to 1,000 members and an additional one (1) vote for every additional 3,000 members.

In countries where there is no Affiliate Federation but only Affiliate Clubs, each Affiliate Club may appoint one (1) Representative to the International Board.

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6.4. International President

The International President chairs meetings of the International Board.

6.5. Meetings

Meetings of the International Board ~~shall~~ will be held immediately before and immediately after the General Assembly.

Extraordinary meetings of the International Board may be convened by:

- the President, or
- must be called by her on the written request (as received by the Executive Secretary) of the majority of the Executive, or
- at the written request of one third (1/3) of the members of the International Board.

One quarter (1/4) of the members of the International Board will constitute a quorum at a meeting of the International Board.

Between meetings, the International Board can make decisions online by an electronic vote.

6.6. Decisions And Voting By The International Board

The International Board takes decisions at its meetings by a simple majority.

Each Affiliate Federation has five (5) votes, with each representative having one vote only. If a Representative is unable to attend their vote is void.

Each Affiliate Club, in a country with no Affiliate Federation (100 members or more) has one (1) representative with one (1) vote.

The vote of each Representative is suspended if the Affiliate Federation or Affiliate Club concerned is not up to date with its membership fees (or any other penalty).

The other members of the International Board each have one vote.

The International President has the casting vote in the event of a tie.

Outside meetings, the International Board may take written decisions by circular (by e-mail) provided that all members of the International Board agree.

Decisions of the International Board must be recorded and distributed to the International Board within 30 days

Decisions of the International Board must be presented to the next General Assembly for ratification.

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R7. FUNCTIONS AND RESPONSIBILITIES (MANDATORY CLAUSE)

7.1. Powers

The Executive is the executive body of BPW International (the Association). It has the right and duty to manage the day-to-day business of BPW International (the Association) and to represent it in accordance with the Articles of Association (Art. 69 CC). It decides on all matters not expressly reserved for the General Assembly and the International Board.

In particular, the Executive will take all measures necessary to achieve BPW International's (the Association's) aims / objectives, ensure the correct application of these Articles of Association and any other internal regulations, administer BPW International's (the Association's) property, assets and resources, keep the accounts and convene and organize the General Assembly.

The Executive executes and implements the decisions of the General Assembly. It manages BPW International (the Association) and takes all necessary measures to ensure that the stated aims are achieved. It bears collective responsibility for operational, financial and administrative matters.

In particular, at the beginning of the three-year period, the Executive is responsible for:

- Defining the priorities and the plan of action plan for the triennium three-year period, in line accordance with the theme and goals objectives proposed by the International President.
- Maintain a cloud-based digital platform for the work and storage of BPW International's official documents and official records, which the Executive can securely access securely from various a variety of locations.
- To appoint the Officers and define the composition of the Standing Committees.
- To make arrangements for the delivery of member provision of Services to Members Affiliates and Friends & Fellows.
- To make arrangements for the BPW International President's Office.
- To decide on the venue and date of the triennial International Congress, on the basis of documented bids submissions received and presented to at the General Assembly.
- To terminate the term of office of a BPW International officer and/or committee member.
- Maintain an up-to-date list of all Members, refer to description of Members as outlined under section C13 Members under Constitution (above).

The extended powers of the Executive are set out in the Procedure Manual.

7.2. Composition

The Executive is composed of:

- The President
- The outgoing President, for a period of twelve (12) months from the end of her term of office

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- The Executive Secretary
- The Vice President Membership
- The Vice President United Nations
- The Executive Finance Officer
- The Young BPW Representative
- The five (5) Regional Coordinators

All Members of the Executive are non-paid volunteers, who are reimbursed for their expenses, for example all disbursements, travel, accommodation, registrations, printing and products when required.

Members of the Executive must keep their expenses within the annual budget with the Finance Officer. All expenses for the annual Executive meeting are met by the budget for the annual Executive meeting (c.f. CAC draft operational guidelines 2013).

Precise descriptions of the duties of each member of the Executive are set out in the Procedure Manual.

7.3. Election

Members of the Executive (other than the outgoing President) are elected at each General Assembly by secret ballot.

Election of First and Second Vice President is confirmed in the General Assembly as outline in the Procedure Manual.

Their term of office ends when their successors are appointed or elected.

In the event of a vacancy, the Executive will have the power to appoint a successor until the next General Assembly.

7.4. Term Of Office

Members of the Executive may be elected to the same position only once (1), except for the positions of Executive Secretary, Executive Financial Officer and Regional Coordinators, which may be held by the same person for two (2) consecutive three-year terms.

A past member of the Executive cannot be nominated for a role that she has previously held (c.f. CAC draft Operational Guidelines 2013).

7.5. Removal From Office And Resignation (Mandatory Clause)

i. Removal from office

The mandate of a Member of the Executive may be revoked by the General Assembly, in particular, if she has breached her obligations to BPW International (the Association) or if she is unable to perform her duties properly.

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The mandate may also be revoked by the Executive with the approval of the International Board. The Executive Member concerned may appeal against the latter decision in the manner set out in the Procedure Manual.

ii. Resignation

Members of the Executive may resign at any time by submitting a written statement to the President of the Executive, specifying the date on which their resignation will take effect.

iii. Vacancies during term of office

In the event of removal or resignation during a term of office, the Executive may appoint a replacement member by co-opting, until the next General Assembly.

7.6. International President

The International President chairs meetings of the Executive.

7.7. Delegation

The Executive is authorised to delegate some of its tasks to one or more of its Members, including sub-committees, to third parties it appoints as volunteers or to employees it hires.

7.8. Power Of Representation (Mandatory Clause)

The International President with one of the following, will have the power to represent BPW Internationally and sign any document with one of the following authorized signatories:

- Vice President(s)
- Executive Finance Officer
- Executive Secretary
- Regional Coordinators

They sign the relevant documents with the approval of the Executive, in the form set out in the Procedure Manual.

7.9. Meetings

The Executive will meet as often as necessary, but at least once (1) a year face-to-face.

In the case of the year in which the International Congress takes place, the Executive meeting must take place before the International Congress.

If three (3) members of the Executive so request, a meeting will be held within fourteen (14) days of the request.

The quorum of the Executive to hold a meeting will be six (6) members of the Executive.

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Members of the Executive may validly participate in a meeting of the Executive and make decisions in person, by video or telephone conference or by any other means decided by the Executive.

Meetings in person may be held in the country where the President resides or abroad.

Meetings of the Executive will be convened by the President of the Executive at least three (3) months in advance. In urgent circumstances, the President may call an extraordinary meeting with fourteen (14) days' notice, with availability confirmed by the Executive to ensure a quorum is present.

7.10. Decision-Making - Executive

Each Member of the Executive has one vote. In the event of a tie, the International President will have the casting vote.

Executive decisions may also be validly taken by circular, by e-mail or other online communication methods

R8. ACCOUNTING

The Executive draws up the accounts for each financial year in accordance with the applicable legal provisions.

R9. INTERNATIONAL PRESIDENT

The President of BPW International is elected by the General Assembly in a secret ballot. She chairs the General Assembly, the International Congress, the International Board and Executive meetings.

The President is ex-officio on all International committees including:

- Standing Committees
- Regional Committees and Sub-Regional Committees
- Ad-hoc Committees, for example:
  - Constitutional Advisory Committee
  - Resolutions Committee

The President is not an ex-officio member on the General Assembly Nomination and Election Committees.

The President is the principal authority in charge of the organization of BPW International (the Association). She has the role of leadership and management, including:

- Validating appointments
- Establishing external relations with other international organizations and leaders
- Supervision and responsibility for all planning, management and promotional activities

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R10. DISSOLUTION

The dissolution of BPW International (the Association) is voted on by the General Assembly. A two-thirds (2/3) majority of the votes present is required.

On the dissolution of BPW International (the Association), any assets will be transferred to a tax-exempt non-profit organization with the same or a similar purpose. The distribution of assets among its Members is excluded.

R11. LIABILITY (~~IES~~)

BPW International (the Association) is solely liable for its debts, which are guaranteed by its corporate assets.

Members have no personal liability for BPW International's (the Association's) debts.

R12. TRUSTEES

In the event that BPW International (the Association) acquires property, three (3) Trustees will be appointed where required by law.

They will be nominated by the Executive, elected by vote of the International Board and formally appointed by the International President.

Trustees will hold property on behalf of BPW International (the Association).

Trustees can make a decision to sell property following a recommendation from the Financial Management Team and the International Board.

Trustees will hold office until death, resignation, or removal by the International Board.

R13. AMENDMENTS

The Constitution and Regulations (Statutes) may only be discussed and amended, upon receipt of resolutions for submission to the General Assembly of BPW International.

A vote of two-thirds (2/3) of those voting, a quorum being present, is required for an amendment to be adopted. Resolutions are as per outlined under the Procedure Manual.

Amendments to the Constitution may be proposed by:

- members of the Executive
- the International Board
- Past Presidents of BPW International
- Affiliate Federations who are up to date with their dues
- Affiliate Clubs in the same country, all of whom are up to date with their dues
- Chair of Standing Committees.

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At any time, the Executive and/or the International Board may propose to the Members, by e-mail, that the Constitution and Regulations (Statutes) be amended.

The updated Constitution and Regulations (Statutes) will be proposed through resolutions, amended, voted on and adopted at the General Assembly.

R14. ENTRY INTO FORCE (MANDATORY CLAUSE)

14.1. Updated Constitution And Regulations (Statues)

These updated Constitution and Regulations (Statutes) will be amended as proposed and circulated by the Executive to the International Board, by email, for voting at the General Assembly to be held within four (4) months following receipt of the proposal and draft proposed amendments, proposed amendments ·left on the floor from Congress 2021, for the Constitution and Regulations (Statutes) in accordance with the procedure outlined for Call to Congress.

These Articles of Association ("Constitution and Regulations") were adopted at the General Assembly, Business Sessions (2-5) held on ____(days) November (month) 2024 and came into force in the 6th Business Session on ____(day) November (month) 2024.

These Articles of Association ("Constitution and Regulations") for "the Association" or "BPW International" will be put into force to meet the registration criteria of Article (art.) 60 and the following item (et seq.) of the Swiss Civil Code (hereinafter "CC") at the Registre du Commerce of the Canton of Geneva.

(Signature page follows)

Done at _____, on _____ _____ _____

Signed by: (_____)

Signed by: (_____)

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14.2. List Of New Executive / Signatories Form (Mandatory Clause)

The signature page must be completed and submitted within three months, with a copy of the minutes and the Ratified Constitution and Regulations (Statutes) by the newly elected Executive members for the 2024-2027 Triennium.

The following Executive Members were elected at the XXXI Congress, St Kitts and announced in the closing business session of the General Assembly on _____ (date), November 2024.

Electronic signatures must be validated with a date stamp at time of signing.

Title	Name	Contact Details	Signature
President:			
1st Vice President United Nations OR Membership			
2nd Vice President United Nations OR Membership			
Executive Secretary			
Executive Finance Officer			
Young BPW Representative			
Regional Coordinator: Africa			
Regional Coordinator: Asia Pacific			
Regional Coordinator: Europe			
Regional Coordinator: Latin America			
Regional Coordinator: North America and The Caribbean			

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ANNEXES

APPENDIX 1: BPW International Definitions

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Adhoc Congress Committees: (for example Resolutions, Elections, Voting, Nominations, Credentials, Registrations) body at the International Congress whose main task is to manage the organization of the General Assembly.

Amendment: this is a proposal to amend the Constitution and Regulations, which may come from the members of the Executive, the Past International Presidents, the Representatives appointed by the Affiliate Federations and Affiliate Clubs and the Chairs of the Standing Committees.

Association/BPW International: The Association is an association under Swiss law called THE INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN (IFBPW or "**BPW International**"), founded in 1930, whose objective is to unite Business and Professional Women, of all professions and worldwide.

Battersea Fund: This is a fund whose origin is from the sale of London premises by BPW International (the Association), deposited in a specific account and whose use is controlled.

Business and Professional Women: These are women – or people who identify as such – who share the values of BPW International (the Association) through their business, labour and professional work.

BPW International Advocacy: BPW International's advocacy is speaking on behalf of Members and outsiders and taking action to initiate change and promote the status of women, explaining an idea to others or seeking to convince and encourage them to implement BPW International's ideas and values.

Chairs of Standing Committees: a person who chairs a Standing Committee.

Civil Society: Civil Society includes non-governmental organizations that represent the interests of BPW International (the Association) to decision-makers but does not include government agencies or companies and commercial structures.

Club: A Club is defined as an Affiliate Club of Business and Professional Women and is an active Member of BPW International.

Constitution and Regulations (Statutes): The Constitution and Regulations (Statutes) of BPW International form **the Articles of Association (AoA)**, these govern the internal operation of BPW International. Where required they include reference to other supporting documents and policy. Their content and application are specified in the Procedure Manual.

Country: A geopolitical unit which has full sovereignty.

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Delegate: a person appointed by an Affiliate Federation or Affiliate Club to represent them at the General Assembly. Each Affiliate Federation is able to appoint a number of Delegates according to the number of Members it has. Affiliate Clubs in each country, where there are no Affiliate Federations are able to nominate one (1) Delegate per Club (maximum four (4) clubs or less than 100 members). Alternate Delegates must be appointed.

Executive: This is the Executive body of BPW International (the Association), according to Art. 69CC.

Executive Finance Officer: The Executive Finance Officer is a Member of the Executive. She is elected at the General Assembly.

Executive Secretary: The Executive Secretary is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Federation: A Federation is defined as an Affiliate Federation of Business and Professional Women and is an active Member of BPW International.

Friends & Fellows: these are people wishing to support BPW International (the Association) and making donations and bequests as they wish.

Financial Responsibilities: Where required by law, the Trustees hold the properties on behalf of BPW International (the Association). They can be up to three (3) co-owners per property. The Trustees are appointed by the Executive and appointed by the President. Their withdrawal shall be decided by the International Committee.

General Assembly: The General Assembly is the supreme decision-making body of the Association within the meaning of Articles 64 et seq. of the Swiss Civil Code. During the sessions of the General Assembly, Members discuss and vote on financial and other reports, Resolutions and Statutory Amendments, elect the members of the Executive, and debate any other matters.

Individual Affiliate Member: An Individual Affiliate Member is defined as a natural person, domiciled in a country where there is no Affiliate Federation or Affiliate Club. Individual Affiliate Members are passive Members of BPW International. As such, they do not have the right to vote at the General Assembly.

Internal and Operational Matters: BPW International Operations Resolutions Register, which documents all Resolutions relevant to BPW International internal operations that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.

External and Advocacy Matters: BPW International Policy Advocacy Resolutions Register, which documents all Resolutions relevant to BPW International policy advocacy that have been passed at Congresses and Board Meetings since 1930 to the present time. It will be updated as new Resolutions are passed at future Congresses and Board Meetings.

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International Congress: The BPW International Congress is a recurring gathering of BPW International Members and other stakeholders, including, International Board meetings held before and after the general assembly, workshops and networking activities. The General Assembly is held during the International Congress.

The International Congress is held every three (3) years, during the third year of the International President's Triennium.

International President: The President of BPW International is elected at the General Assembly. She Chairs the Executive, International Board and the International Congress and General Assembly(s).

Legal Entity: when registration has been approved, the name of BPW International (the Association) is formally enrolled on a register of NGOs, BPW International acquires existence as a legal entity. Legal entity status means that 'BPW International (the Association)' is liable for the debts, contracts, leases and obligations that are entered into, not the Affiliate Federation, Affiliate Clubs or Individual Members. Tax exemptions and VAT certificates are uploaded into the BPW International (the Association) website.

Members: there are several categories of Affiliate Members in BPW International, these can be active – have a voting right by representation – or passive – do not have a voting right. The Members of BPW International (the Association) are:

- Affiliate Federations
- Affiliate Clubs
- Individual Affiliate Members

In order to become a Member of BPW International (the Association), a written request must be made to the BPW International Executive

Member Services: Member Services takes care of technical support and administrative issues that may be faced by Members of the Association.

Motions: The formal process that is applied to when a business matter also known as a 'motion' is put to the floor and seconded and opened for positive and interactive debate.

Mover / Seconder of Motions: The first speaker is the mover of the motion, usually have prepared the proposed resolution/motion and is in support of the motion going forward and the seconder provides additional support to the motion being presented.

Office of the International President: each International President has the right to be provided with an Office, close to their home, in order to carry out all the tasks relating to BPW International (the Association). The Executive shall decide on the budget allocated for the rental or acquisition of such a place.

Past International Presidents: Past International Presidents are Businesswomen and Professionals who have served as President of BPW International (the Association) in the past. The outgoing Former President has a place on the Executive for the first twelve (12) months of a triennium.

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Procedure Manual: The Procedure Manual contains additional regulatory standards, which supplement the Articles of Association and do not have to be included in the Articles of Association under Swiss law.

Standing Orders: The Standing Orders set out the procedures to be used during the BPW International Congress and International Board Meetings. The Standing Orders cover the rules for discussion, who may speak and who may vote. The conduct of the meeting is controlled by the general will of the membership, giving a majority decision after a full and fair consideration of the issues involved. The Standing Orders are designed to provide for constructive and democratic meetings to help, not hinder, the business of the meeting. 'Undue strictness' should never be allowed to intimidate members or limit full participation.

Trustees: A trustee is a person who holds the legal title of any property, assets, or group of assets on behalf of BPW International and will be their duty to manager on behalf of BPW International. A trustee may be appointed for additional purposes, such as bankruptcy, for a charity or for a trust fund.

Ratified: These Constitution and Regulations, following the adoption of all Constitution and Regulation amendments in the General Assembly, are to be updated and signed by the outgoing Executive for each respective Triennium and submitted, with a copy of the business session minutes, within three (3) months of close of Congress.

Registration: BPW International to be registered and all relevant documents to be submitted annually (financial audits) or every three years following BPW International's Congress and General Assemblies. The Constitution and Regulations (Statutes) must be submitted in both English and language specified by the Registration office (e.g. French in Geneva).

Regions: There are five (5) regions within BPW International, each of which must host the International Congress in turn. The Regions are as follows:

- Africa
- Asia-Pacific
- Europe
- Latin America
- North America and The Caribbean

Regional Coordinators: The Regional Coordinator of each Region are Members of the Executive. The Regional Coordinators are elected at the General Assembly.

Representative on the International Board: this is a woman appointed by an Affiliate Federation or Affiliate Club to represent them on the International Board. Each Affiliate Federation may appoint two (2) Representatives. In countries that do not have an Affiliate Federation but only Affiliate Clubs, they must appoint one (1) Representative from each Club (maximum four (4) or less than 100 members) in the same country.

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Resolutions: A Resolution is a proposal on the agenda voted affirmatively and adopted at the General Assembly. The Resolutions can be submitted by Affiliate Federations and Affiliate Clubs, as well as any Member of the Executive, Chairs of Standing Committees and Past International Presidents.

Term: A term is the period between 2 consecutive General Assemblies

Serious matter: A matter which requires a decision that has substantial financial, organisational, legal or political implications for BPW International, supported by an analysis of the potential consequences.

Swiss Civil Code: It is a requirement of registration in Geneva that this Constitution and these Regulations comply with the Swiss Civil Code (SCC); the relevant articles in the 2010 version of the Code are Articles 60 to 79 and ongoing updates specific to the function of Section/Chapter 2: **the Associations**, in the future.

Urgent resolutions: An urgent resolution must be about matters of international importance that arise after the closing date for submitting resolutions.

Vice-President Membership: The Vice-President Membership is a Member of the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Vice-President United Nations: The Vice-President United Nations has a place on the Executive. She is elected by the General Assembly and her role is defined in the Procedure Manual.

Vice-President - First and Second: Following the election of the two Vice Presidents by the General Assembly, a second secret ballot is held for the election of who will be First or Second Vice-President by the General Assembly, this is determined by the member who achieves this highest number of votes.

Young BPW Members: Young BPW form a Standing Committee composed of all Members under the age of thirty-five (35), belonging to an Affiliate Federation, an Affiliate Club or being an Individual Affiliate Member.

Young BPW Representative: The Young BPW Representative is an elected Member on the Executive. In this context, she presents the ideas of the Young BPW, establishes the link between the Executive and the Young BPW and encourages the activities of the Young BPW worldwide. She is elected at the General Assembly.

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Chapter 6

Resolutions

6. Resolutions

6.1. Proposed External Resolutions

Resolution	Title
6.1.1.	Accessible, Affordable, Flexible and High Quality Childcare
6.1.2.	Action on Pay Discrimination
6.1.3.	Addressing Modern Trends in Human Mobility
6.1.4.	Addressing Modern Slavery
6.1.5.	Action on Climate Change
6.1.6.	Health Services and Technology
6.1.7.	Ending Online Harm
6.1.8.	Care Workers – Underpaid, Undervalued, Under-resourced

6.2. Proposed Internal Resolutions

Resolution	Title
6.2.1.	Digital Project Tools
6.2.2.	Digital Business & Services Directory
6.2.3.	Together for a Green and Sustainable World
6.2.4.	Encourage Young People to Join BPW International
6.2.5.	Re-investment to Support Federation and Club Projects
6.2.6.	International Ethics Council
6.2.7	Non-discrimination Statement
6.2.8.	External Representation Policy for BPW International

6.1. Proposed External Resolutions

6.1.1. External Resolution: Accessible, Affordable, Flexible and High Quality Childcare

Title of proposed resolution	Accessible, Affordable, Flexible and High Quality Childcare
Proposed by	BPW Canada
Seconded by	NFBPWC
Supported by	BPW UK
Financial Impact	Administration Costs only

MOTION:

Aware that in many countries childcare is too expensive, too far from home, low quality, and not flexible with hours of work. This results in women not entering or leaving the workforce, both having a huge impact on the economic status and quality of life of women, children and their families.

Mindful that research illustrates that affordable, accessible, flexible and high-quality childcare plays a significant role in women's earning potential, reducing the gender pay gap and breaking cycles of poverty.

Recognising that childcare is important to BPW International's commitment to achieving UN SDG 4, 5, 6; Convention on the Rights of the Child; and Universal Declaration of Human Rights (Art 23) – the right to work

Be it Resolved:

That all BPW International Affiliates urge their governments to:

a. recognise the ongoing need and impact of accessible and affordable childcare programs on the economic prosperity of women and their families in reducing poverty and aligning with the human rights goals of the United Nations;
b. invest in childcare programs that are affordable, accessible, flexible and high-quality in order to improve the social and economic conditions of women, children and their families (quality of life as well as economics); and
c. invest in a workforce strategy to ensure a sustainable supply of high-quality childcare providers through improved working conditions, wages and innovative collaborative training and certification initiatives with educational institutions, community colleges, newcomer and childcare centres.

RATIONALE FOR THE RESOLUTION:

The impacts of not having accessible childcare services affect not only how much money a woman can make, but the quality of her children's life as well. Several European countries note that childcare places are too far from work and home, or hours are not flexible with work hours and vice versa. Even in wealthy countries it is highly unaffordable, with low-income parents in the needing to spend up to half their yearly salary on childcare. Also,

eligibility criteria are often unfavourable for marginalised families, even though they need it most. In addition, there is a high rate of staff turnover and a lack of qualified childcare staff.

Asian Development Bank, ILO, UN Development Programme, & UN Research Institute for Social Development. (2023, July 11). Investments in childcare for gender equality in Asia and the Pacific. https://childcarecanada.org/documents/research-policy-practice/23/07/investments-childcare-gender-equality-asia-and-pacific

McLeana, C.et al. (2017). Access to childcare in Europe: Parents' logistical challenges in cross-national perspective. *Social Policy & Administration, 51*(7), 1367–1385

Saujani, R., & Allen, T. (2023, March 25). Affordable childcare is possible — and how access to it can benefit all countries. https://theprint.in/world/affordable-childcare-is-possible-and-how-access-to-it-can-benefit-all-countries/1471731/

World Bank Group. (2021, April 21). *Nearly 350 million children lack quality childcare in the world.* World Bank.

IMPLEMENTATION

Affiliates of BPW International advocate their government on this issue and BPW International works with UN agencies to bring about world-wide change in policies to support affordable, accessible, flexible and high-quality childcare.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.2. External Resolution: Action on Pay Discrimination

Title of proposed resolution	Action on Pay Discrimination
Proposed by	BPW New Zealand
Seconded by	BPW Australia
Supported by	
Financial Impact	None

MOTION:

Aware of the persistent gender pay gap globally, which is typically much worse for indigenous, ethnic and disabled women and that no country has yet achieved gender pay parity.

Recognising that the gender pay gap has numerous impacts:

1. Women have lower retirement savings, and may receive lower pension benefits and because of reduced savings, women's earning potential and long-term financial stability is impacted, such as ability to own her own home and have secure housing or be resilient during health crises;
2. Women are more likely to spend their lives working and caring for the home and loved ones - they are more likely to retire in poverty;
3. Societal expectations and family decisions about who takes the burden of unpaid care, exacerbating a women's lower lifetime earnings;
4. When women increasingly enter a field, the average pay in that field tends to decline, relative to other fields; and
5. Possible national level disparities in healthcare, education and other resources. Poorer economic outcomes for countries such as unrealised economic productivity, higher income inequality, higher rates of poverty and lower labour market participation for women.

Acknowledging the significant body of BPW International policy on pay discrimination, such as the value of women's work, economic participation of women, equal pay for equal work, equality of opportunity, from 1936 onwards.

Recognising international mechanisms calling for state parties to address pay discrimination, including:

- The Commission on the Status of Women Agreed Conclusions 2024
- The 1995 Beijing Declaration and Platform for Action
- The Sustainable Development Goals (SDG), in particular: SDG 5 Achieve gender equality and empower all women and girls and SDG 10 Reduce inequality within and among countries
- The Women's Empowerment Principles which specifically aims to support signatories in prioritizing, establishing and implementing equal pay policies and practices to ensure that all women and men are treated fairly at work (Principle 2).

Be it Resolved:

That BPW International and its Affiliates advocate that governments:

a) establish legislation to prevent gender pay discrimination with an intersectional lens;

b) improve reporting on the gender pay gap with an intersectional lens; and
c) collaborate with private companies to develop meaningful and measurable gender pay gap metrics with an intersectional lens, which are publicly reported.

RATIONALE FOR THE RESOLUTION:

An intersectional lens in policy making recognises that people should not be defined by one characteristic - we all have our own unique, interconnected, set of circumstances. The advantages and disadvantages we each face are different - they are made up by a totality of factors. Five years ago, a Forbes article called out the lack of inclusion in this space, saying "As more corporates are mandated to disclose their gender pay gap, discussions on the topic have become mainstream. But other identities such as race are largely invisible in such discussions."

Now, in 2024, there is very little reporting on the global gender pay gap with an intersectional lens. Pay parity issues link to poverty and impact strongly on the ability of women to support themselves and their families.

Around 470 million of the world's working age population have some form of disability. For disabled women, the wage gap for those with disabilities is not well reported. A 2023 longitudinal study from Norway found that gender is a defining predictor for income and that disabled women are particularly disadvantaged.

Pay transparency and wage mapping policies attempt to shine a bright light on gender wage gaps within organisations. The goal of such measures is to encourage employers to prevent, and address pay inequity, to give workers and their representatives more information to combat pay discrimination, and to help governments identify when, where and how to target gender wage gaps. Earlier this year, the World Bank reported that "only 35 economies have adopted pay transparency measures or enforced mechanisms to address the pay gap". We would like to see this improved.

IMPLEMENTATION:

BPW International and its Affiliates:
1. Increase awareness of the impact of pay discrimination on women through all levels of political engagement, with an intersectional lens.
2. Support and lobby governments to pass legislation.
3. Collaborate with other organisations and NGOs with expertise in pay discrimination to support their work.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.3. External Resolution: Addressing Modern Trends in Human Mobility

Title of proposed resolution	Addressing Modern Trends in Human Mobility
Proposed by	Executive Secretary Jenny Gulamani-Abdulla
Seconded by	International President Dr Catherine Bosshart
Supported by	Young BPW Co-ordinator Tomi Odunsi-Fadina
Financial Impact	None

MOTION:

Acknowledging that Objective 5, one of the 23 objectives in the Agreed Outcome document (December 18, 2018) from the Global Compact for Safe, Orderly and Regular Migration deals with enhancing availability and flexibility of pathways for regular migration.

Noting that to facilitate safe, orderly and regular migration as well as to realize the Sustainable Development Goals the following SDG targets must be met:

(i) Implementation of planned and well-managed migration policies SDG 10.7
(ii) Promotion of just, peaceful and inclusive societies SDG 16.2

The central promise of Agenda 2030 is to "Leave no one behind" However, challenges like climate change, poverty and conflicts impede the realization of the Sustainable Development Goals, particularly when it comes to addressing the rights and needs of refugees, internally displaced individuals and those forced to flee their own countries because they are at risk of serious human rights violations, persecution and violence.

Be it Resolved:

That Affiliate Federations and Clubs urge their governments to:

a. expand humanitarian pathways to address modern trends in human mobility; and
b. facilitate safe, orderly, and regular migration pathways and increase awareness of options available.

RATIONALE FOR THE RESOLUTION:

Since 1951 international regulations governing refugee admissions have remained unchanged. These were specifically designed to respond to the tragic events of World War II. However, international law has not evolved to address recent pressing threats such as the spread of firearms to non-military actors, escalating drug related and gang violence, devastation and loss of land due to climate change, and life-threatening economic crisis leading to starvation.

The numerous visa types per country are each regulated by complex requirements. Most legal frameworks categorise migrants as "voluntary" or "forced". To summarise, voluntary migrants are those who wish to relocate to advance their career and socioeconomic status, re-unite with family, invest in a business or study. Meanwhile, forced migrants are those faced with persecution and whose lives are in danger. However, in the modern-day world there are numerous individuals who do not fit into either one of those categories. In fact

there are forced migrants who don't meet the definition of a refugee in the meaning of the 1951 Refugee Convention.

The antiquated and restricted definition of a refugee must change to keep up with today's terrors. We need to go beyond the 1951 meaning of persecution which is limited to political beliefs, religion, race, nationality, membership of a particular social group. As global citizens, we must urgently respond to the world's modern trends in human mobility by expanding humanitarian pathways because human lives are at stake. BPW members around the world have a role to play in leading discussions and presenting resolutions to influence migration policies, access justice, promote inclusion, and international protection as an humanitarian act consistent with the spirit of international solidarity

IMPLEMENTATION:

Affiliates of BPW International can implement the initiatives in clauses a) to c) of the resolution and BPW International can also advocate on this issue through UN agencies and global stakeholders while understanding that BPW is in a position to lead the conversation on planned and well-managed migration policies, building and expanding humanitarian pathways through all visa types, as well as upholding human rights through access to justice.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.4. External Resolution: Addressing Modern Slavery

Title of proposed resolution	Addressing Modern Slavery
Proposed by	BPW New Zealand
Seconded by	To be confirmed
Supported by	
Financial Impact	None

MOTION:

Mindful that modern slavery and worker exploitation is both a human tragedy and a growing organisational risk, rooted in poverty, discrimination and lack of social protection, and disruptive to fair competition between businesses.

Aware that women and children are disproportionately vulnerable to modern slavery. Modern slavery occurs in almost every country in the world, and cuts across ethnic, cultural, socio-economic status and religious lines.

Acknowledging existing BPW International policy:
a) Sexual Slavery and Trafficking of Women and Girls (2002-5)
b) Human Trafficking (2008-14)

Mindful of international mechanisms with reference to ending modern slavery and worker exploitation:

- United Nations Declaration of Human Rights
- Convention on the Rights of the Child
- Convention on the Elimination of All Forms of Discrimination Against Women
- International Labour Standards on forced labour
- Commission on the Status of Women 68
- 1995 Beijing Declaration and Platform for Action
- Sustainable Development Goals, in particular 8.7

Be it resolved:

That BPW International and its Affiliates advocate that governments:

a. introduce legislation requiring all businesses take action to prevent, mitigate or remedy any instances of modern slavery or worker exploitation in their domestic or international operations or supply chains;
b. impose graduated levels of action and reporting requirements commensurate with the size and resources of the business; and
c. require mandatory contract clauses to prevent Modern Slavery.

RATIONALE FOR THE RESOLUTION:

The International Labour Organisation (ILO) advises that "forced labour and slavery are not a thing of the past." Their definition of forced or compulsory labour is: "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

A 2022 report from produced by the ILO and others estimated that 50 million people were living in modern slavery in 2021, of which almost half were trapped in forced marriage. The report found that the number of people in modern slavery has risen significantly in the last five years.

Most victim-survivors of human trafficking are women (46%) or children (34%) (UN). Globally it is estimated that one in four victims of modern slavery are children (Unseen UK). More than half (52 per cent) of all forced labour and a quarter of all forced marriages can be found in upper-middle income or high-income countries.

63% of forced labour happens in the private economy, according to the ILO. International NGO, Walk Free, describes the products most at-risk of being produced with modern slavery (which G20 countries spend the most on) - Electronics, Garments, Palm oil, Solar panels and Textiles. Walk Free explains "Although the highest prevalence of forced labour is found in low-income countries, it is deeply connected to demand from higher-income countries. The production and movement of goods between countries … creates complex and opaque supply chains, many of them tainted with forced labour."

The UK and Australian Modern Slavery Acts require companies in all sectors to report on how they are addressing the risks of modern slavery in their direct operations and supply chains. Other countries with similar or part legislation are Canada, the Netherlands, France, Germany, Norway and the United States. A review of the Australian act found the positive impacts includes the establishment of over 4,000 modern slavery statements, increased dialogue between government, the business community, civil society groups, government agencies, and universities about the Act's requirements, compliance trends and best practice reporting, and increased awareness about the link between modern slavery practices and global supply chains. We call on all countries to adopt modern slavery transparency and accountability legislation.

IMPLEMENTATION:

BPW International and its Affiliates:

1. Increase awareness of the impact of modern slavery on women and children through all levels of political engagement.
2. Support and lobby governments to pass legislation.
3. Collaborate with other organisations and NGOs with expertise in modern slavery to support their work.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.5. External Resolution: Action on Climate Change

Title of proposed resolution	Action on Climate Change
Proposed by	BPW New Zealand
Seconded by	BPW Estonia
Supported by	
Financial Impact	None

MOTION:

Recognising the need for an effective and progressive response to the urgent threat of climate change on the basis of best available scientific knowledge.

Mindful of the specific needs and special circumstances of developing countries, especially those that are particularly vulnerable to the adverse effects of climate change and who are already experiencing the greater impact of climate change. Further, of the greater impact of climate change on women and children and the lack of access to financial support, or having a voice, following environmental disasters in their areas. In addition, of the global, regional, national and local risk to economic, social and political stability, or the exacerbation of instability, because of the impacts of climate change.

Acknowledging existing BPW International policy: Taking Initiative in Environment Challenges (2008-19) and Environment – Water (2008-20).

Recognising International mechanisms calling for state parties to address climate change and the role of women, including: the Commission on the Status of Women 67 Agreed Conclusions; General Recommendation 37 to the Convention on the Elimination of All Forms of Discrimination Against Women; the 1995 Beijing Declaration and Platform for Action; and the Sustainable Development Goals.

Be it Resolved:

That BPW International and its Affiliates advocate for urgent and lasting action on climate change by advocating with Governments to:

a. ensure emissions targets and supporting policy will achieve 'net zero' carbon pollution, including by updating Nationally Determined Contributions (NDC's, a state's climate action plan to cut emissions and adapt to climate impacts);
b. formally recognise women as agents of change in addressing climate change by implementing the principles and provisions of General recommendation No. 37 on gender-related dimensions of disaster risk reduction in a changing climate; and
c. introduce mandatory, publicly available, climate change risk disclosure by all those publicly listed companies, financial institutions, insurance providers, investment funds and private companies that have total assets of over $1 billion.

RATIONALE FOR THE RESOLUTION:

To strengthen the global response to the threat of climate change, countries adopted the Paris Agreement. The Agreement aimed to mobilise nations to take action to address rising

global temperatures. Over 194 states, totalling over 98% of greenhouse gas emissions, have ratified or acceded to the agreement.

In 2023, the Intergovernmental Panel on Climate Change (IPCC) report found that "Human-caused climate change is already affecting many weather and climate extremes in every region across the globe. This has led to widespread adverse impacts and related losses and damages to nature and people. Vulnerable communities who have historically contributed the least to current climate change are disproportionately affected." A 2023 International Monetary Fund report found that urgent and decisive action is needed - planned action would see emissions cuts of 11 percent below 2019 levels by 2030, whereas cuts needed to be 50 percent. The report called for drastic increases in mitigation investment.

A priority concern for women and girls is the full implementation of the 2018 General Recommendation 37 (GR37) which addresses the links between human rights and the gendered impact of climate change would underpin good processes.

Private companies also have an important role to play through the reporting of climate change risk. We seek the adoption of legislation that would require organisations to evaluate and disclose the risk that climate change will have on their business, using an internationally recognised reporting framework. By requiring such organisations to measure the financial impact that climate change will have they will develop a greater understanding of the risk that climate change poses to their business. Placing a value on the risk will encourage investment in mitigation and adoption of low carbon strategies and bring evaluating climate risk and resilience into the heart of financial decision making. Shareholders, investors and lenders will also be able to make informed decisions as to whether to engage with an organisation based on their climate change reporting.

IMPLEMENTATION:

BPW International and its Affiliates:

1. Increase awareness of the impact of climate change on women and children through all levels of political engagement.
2. Support and lobby governments to pass legislation.
3. Collaborate with other organisations and NGOs with expertise in climate change to support their work.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.6. External Resolution: Health Services and Technology

Title of proposed resolution	Health Services and Technology
Proposed by	BPW Canada
Seconded by	NFBPWC
Supported by	BPW UK
Financial Impact	Administrative costs only

MOTION:

Mindful that access to health care and health information is essential for good health and well-being and that this responsibility often rests on women.

Being aware that internet access and cell phone usage have changed how health is practiced and how health information is obtained. Digital equity, however, has not been achieved as marginalized and Indigenous women and those living in rural, remote, and underserved areas have limited access to this technology.

Recognizing BPW International's commitment to fulfilling the SDGs, including SDG 3, 4, 5, 9, 17 and the UN Women CSW67, March 2023. *Technology and the Digital Gender Divide Agreed Conclusions*.

Acknowledging that a significant portion of the global population still lacks access to vital healthcare services.

Be it Resolved:

That all BPW International Affiliates urge their governments to:

a. advance gender equality by promoting a healthy society and promote health, education, protection, and well-being in all communities;
b. ensure universal and reliable internet access that does not hinge on income or geographic location as per UN CSW67 Technology and the Digital Gender Divide Agreed Conclusions;
c. increase investment in health systems and infrastructure for health education and services and advocate for sustainable funding for that implementation;
d. include governance mechanisms that engage marginalised groups, Indigenous women, childbearing women; women living with disabilities, gender diverse, and elderly women, especially in rural, remote locations, and as stakeholders in a national digital health strategy;
e. create a national information and communication technology (ICT) framework that facilitates alignment between the health and ICT sectors, and which can build globally;
f. mandate a reporting process to measure data on services to marginalised groups, Indigenous women, childbearing women, disabled women, gender diverse, and elderly women, especially in rural, remote locations; and
g. ensure access to education regarding digital and portable electronic device literacy to facilitate the advancement of these goals

RATIONALE FOR THE RESOLUTION:

Full and equitable participation in the digital society requires universal and reliable internet access that does not hinge on income or geographic location. New and updated health research is continually being published on the internet. Digital equity is a necessity and right for all women and girls to access crucial health and health education services.

Increased investment in health systems is needed to overcome these setbacks, address long-standing healthcare shortcomings, support countries in their recovery, and build resilience against future health threats.

It is important to acknowledge that different countries could be at different stages of development or implementation when it comes to their own national and local digital health strategies.

Addressing disparities is critical to bridging this gap and ensuring equitable healthcare provision. Various determinants of health, including environmental and commercial factors, need attention to achieve our common health objective for all.

Ensuring healthy lives for all requires a strong commitment, but the benefits outweigh the cost. Countries worldwide are urged to take immediate and decisive actions to predict and counteract health challenges. This becomes especially critical in safeguarding vulnerable population groups and individuals residing in regions burdened by high disease prevalence.
HIMSS, April 2020. *How Femtech is Advancing Women's Health*. https://www.himss.org/resources/how-femtech-advancing-womens-health

UN Women CSW67, March 2023. *Technology and the Digital Gender Divide Agreed Conclusions Report V1.0.* https://www.unwomen.org/en/csw/csw67-2023

IMPLEMENTATION:

Affiliates of BPW International advocate this issue through their government and UN agencies.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1 7. External Resolution: Ending Online Harm

Title of proposed resolution	Ending Online Harm
Proposed by	BPW New Zealand
Seconded by	BPW UK
Supported by	
Financial Impact	None

MOTION:

Recognising the increasing prevalence and breadth of online harm and technology facilitated gender-based violence and the exacerbated impact on women, children, and many other vulnerable groups. Furthermore, the breadth of harm facilitated through digital platforms and the internet, including but not limited to Cyberbullying, Hate Speech and Discrimination, Misinformation and Disinformation, Online Grooming, Human Trafficking and Exploitation, Cyberstalking and Harassment, Privacy Violations and Data Breaches, Online Radicalisation and Extremism.

Acknowledging existing BPW International policy: Violence, Video Films and Television (1983-14); Pornography and the Media (1989-05); Violence on Television (1996-15)

Recognising international mechanisms calling for state parties to address online harm, including: the Commission on the Status of Women Agreed Conclusions 2024; General Recommendation no. 35 on gender-based violence against women, updating general recommendation No. 19 of the Convention on the Elimination of All Forms of Discrimination Against Women; the 1995 Beijing Declaration and Platform for Action; the Sustainable Development Goals, in particular: 5.b and 9.c; and the Convention on the Rights of the Child.

Be it Resolved:

That BPW International and its Affiliates advocate that governments legislate with urgency for:

a. stronger regulation of online platforms, including introducing global standards for social media reform to ensure effectiveness, connectedness and consistency (e.g. the Center for Countering Digital Hate's STAR Framework);
b. improved transparency requirements, human rights protections and independent oversight around the algorithms, advertising, and rules enforcement for online platforms;
c. rigorous government content filtering systems particularly for child abuse sexual material, with independent accountability mechanisms;
d. requiring internet service providers to filter with rigour illegal content, with independent accountability mechanisms;
e. strong civil and criminal penalties for people and organisations who commit online harm;
f. strong civil and criminal penalties for online platforms that fail to create safe spaces and/or respond adequately when harm occurs;

g. improved national-level data gathering and reporting on online harm with a socio-demographic lens; and
h. more investment in education around online harm that considers how to communicate effectively with target audiences such as young people, other vulnerable groups and potential perpetrators.

RATIONALE FOR THE RESOLUTION:

This resolution is asking for targeted and urgent action to prevent and reduce online harm. This asks for state parties to legislate and act in a number of different ways because this is a complex issue that requires a multi-pronged approach. A 2022 UN report, *Intensification of efforts to eliminate all forms of violence against women A/77/302* which cites a global study and country specific studies that indicate more than 30% of women personally experience online violence. In 2023, the international association of online abuse reporting hotlines, INHOPE, reported that 83% of child sex abuse material (CSAM) depicts children under 13 years of age and 95% of victims were girls. They note that "self-generated CSAM content figures remained consistently high according to hotline analysts", and "the notable rise in CSAM appearing on mainstream online platforms registered by INHOPE member hotlines in 2023 and an increase in cases related to messaging applications such as Discord, Telegram, Signal, and Enigma." According to the International Telecommunications Union, around 80% of children in 25 countries report feeling at risk of sexual abuse or exploitation online, while over a third of young people in 30 countries have experienced cyberbullying, with such distressing experiences leading one in five of them to skip school.

In 2023, the Expert Group Meeting on Removal of Child Sexual Abuse Material from the Internet reported that "for every image of child sexual abuse there are two components. There is the effect of the original abusive act depicted and there is the additional layer of harm caused by the child knowing or later learning that images of their abuse, pain and humiliation are now in circulation on the internet." The Centre for Countering Digital Hate (CCDH), an international NGO, has found that 1 in 15 messages to the women in a study, breached Instagram's community standards and "Instagram failed to act on 9 in 10 abusive messages and violent threats over direct message (DM) reported using its tools and failed to act on any image-based sexual abuse within 48 hours." The CCHD also report that young women are targeted with eating disorder, self-harm, mental health and suicide content within minutes of joining TikTok. Meta's internal research (shared via a whistle blower) found that 13.5% of teen girls said that Instagram makes thoughts of suicide worse and 17% of teen girls said that Instagram makes thoughts of eating disorders worse.

As April 2023, two out of three of the global population — over 5 billion people — utilize the internet (Statistica). Globally, legislative action has not kept pace with the role that online platforms play in our lives. In most countries, under the existing regulatory frameworks, there is little that can be done after online harm and abuse has occurred - after something harmful is posted, it can be very difficult to get it taken down and the ramifications can keep re-traumatising a victim over and over. Women and children have a right to online safety as much as we do in all other spheres of our lives.

IMPLEMENTATION:

BPW International and its Affiliates:

Resolutions

1. Increase awareness of the impact of online harm on women and children and other political groups through all levels of political engagement. 2. Support and lobby governments to pass legislation. 3. Collaborate with other organisations and NGOs with expertise in online harm to support their work.			
Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.1.8. External Resolution: Care Workers - Underpaid, Undervalued, Under-resourced

Title of proposed resolution	Care Workers: Underpaid, Undervalued, Under-resourced
Proposed by	BPW Canada
Seconded by	NFBPWC
Supported by	BPW UK
Financial Impact	Administrative costs only

MOTION:

Aware that women are the backbone of the care economy, comprising 67% of the global health and social care workforce and performing 76% of unpaid care activities. Care work is highly gendered, undervalued, and often associated with poor working conditions and low pay; and unpaid care work is highly invisible.

Mindful that the world is faced with an increasing aging population and although traditionally families cohabited and provided care for aging family members, living arrangements have changed in recent years and there is a heightened demand for different forms of care.

Acknowledging that government laws and policies related to care and support of the elderly as well as the conditions of work for those providing care, are important to achieve SDG 3 (healthy lives and well-being), SDG5 (valuing unpaid care and domestic work), and SDG8 (productive employment, decent work, equal pay for equal value).

Recognising that there is a lot of variability across countries' labour codes, definitions and standards of care workers and the International Labour Organisation differentiates between institution-based and home-based personal care workers.

Be it Resolved:

That all Affiliates urge their governments to:

a. ensure that laws and policies for care workers. in both the informal and formal sectors, include social protections, such as workplace safety, benefits (e.g., health care), and pay equity;
b. develop high quality standards for staffing, staff education and training to drive better outcomes;
c. recognise the value of care workers by ensuring equal pay for work of equal value;
d. develop policies based on the 5R approach (recognising, reducing and redistributing unpaid care work and rewarding and representing paid care work); and
e. establish standards and benchmarks with targets, measures, and national reporting.

RATIONALE FOR THE RESOLUTION:

People across the world are living longer and there is a higher chance of frailty, illness, disability and health needs. For many elders, insufficient care services and support limit their right to independent living and quality care.

Women carry the majority of unpaid care which impacts their income and mental health, and places them at risk for a life in poverty. Due to unpaid care responsibilities, they often adapt their work patterns by taking career breaks, working part-time or leaving the workforce prematurely. Vulnerable groups, such as domestic and migrant care workers, are particularly challenged.

As for paid care, the international long-term care community suffers from staffing shortages, wages below a living wage, and an unsupportive work environment. Those in paid employment are not receiving equal pay, with women earning on average 24 percent points less than men who are doing similar work. The 5R approach (recognizing, reducing and redistributing, reward and represent) is central to policy approaches to decent care work.

European Commission. (2022). (rep.). *The European Economic And Social Committee And The Committee Of The Regions on the European care strategy*. https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52022DC0440

UN Women (2022). A toolkit on paid and unpaid care work: from 3Rs to 5R. https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52022DC0440

World Health Organization. (2024). Fair share for health and care: gender and the undervaluation of health and care work. https://www.who.int/publications-detail-redirect/9789240082854

IMPLEMENTATION:

Affiliates of BPW International advocate their government on this issue and BPW International works with UN agencies to bring about world-wide change

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2. Proposed Internal Resolutions

6.2.1. Internal Resolution: Digital Project Tools

Title of proposed resolution	Digital Project Tools
Proposed by	Past International President Dr Antoinette Ruegg
Seconded by	International President Dr Catherine Bosshart
Supported by	Executive Secretary Jenny Gulamani-Abdulla, Vice President Membership Giuseppa Seidita, Executive Finance Officer Eufemia Ippolito, Past International President Dr Amany Asfour
Financial Impact	Projects Administrator 1500 Euros / year Webmaster 1500 Euros / year Software maintenance 500 Euros / year Income from advertising opportunities to further develop the tools must be clarified.

MOTION:

Recognising that today projects on an international level require digital tools to depict and demonstrate the organisation, survey and information behind a project.

Noting that at the General Assembly XXX Resolution 2020-16 (Results of the PILOT group 2014-2020) was passed:

BPW International resolves:
That the recommendation of the PILOT Group to implement the following two digital tools, which have been developed, established and tested by the PILOT project, be accepted and funded:

- *"Registration of Project Titles of Clubs & Federations"* https://www.bpw-cfprojects.org/
- *"BPW International Member Projects"* https://www.bpw-projects.org/member-projects-lists/

Acknowledging that since 2014 a PILOT group, including an administrator, developed and tested different tools in cooperation with the International President and the webmaster.

Be it Resolved:

That BPW International funds the updating and maintenance of digital tools and the administration of Digital Project Tools and promotes their use to:

a. show the achievements accomplished by projects, e.g for sponsors; and
b. demonstrate the range and importance of achievements on various topics to stimulate ideas and cooperation among our members.

.

RATIONALE FOR THE RESOLUTION:

Resolutions

Today, in the digital age, BPW International has to show its performances in the different fields and support the exchange and cooperation between our members. This is also vital when seeking sponsorship.
IMPLEMENTATION: 1. BPW International collects and shows the projects of the different international Standing Committees & Taskforces. 2. The Federations and Clubs are also invited to register their projects. 3. BPW members who are highly motivated to work on a topic and cannot join a Club or Federation project have the opportunity to register a "Member Project" on the international level.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.2. Internal Resolution: Digital Business & Services Directory

Title of proposed resolution	Digital Business & Services Directory
Proposed by	Past International President Dr Antoinette Ruegg
Seconded by	International President Dr Catherine Bosshart
Supported by	Executive Secretary Jenny Gulamani-Abdulla
Financial Impact	Directory Webmaster (Ursula Schmid) inclusive software maintenance, operation & development: 2000 Euros/year Directory Administrator (Daniela Rigassi): 1000 Euros/year Following adoption of this resolution the proposed funding needs to be considered as part of the BPW International operational budget.

MOTION:

Acknowledging that a resolution (2020-17) entitled "Digital Business and Services Directory" was verified for the 2021 virtual Congress and was not brought to the floor because of lack of time. This resolution sought to have a PILOT group evaluate a digital "BPW International Business & Services Directory" over the 2020 to 2023 term.

Noting that a generous donation allowed the "Digital BPW International Business and Services Directory" to be tested and implemented during the 2020 to 2024 term.

Be it Resolved:
That

a. the "BPW International Business & Services Directory" becomes an official networking tool of BPW International;
b. the use of the tool be free of charge to members; and
c. the software, maintenance and administration of the tool be funded

RATIONALE FOR THE RESOLUTION:

As an international organisation with networking as one of its goals, today, a digital networking tool is indispensable, it's a must.

IMPLEMENTATION:

A "Directory Group" consisting of Antoinette Rüegg, Past International President, Catherine Bosshart, International President, Ursula Schmid, Webmaster BPW International, Daniela Rigassi, Administrator BPW International, will ensure the maintenance and development of the tool.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.3. Internal Resolution: Together for a Green and Sustainable World

Title of proposed resolution	Together for a Green and Sustainable World
Proposed by	BPW Estonia
Seconded by	BPW UK
Supported by	Regional Coordinator Europe Anu Viks, Past International President Sylvia Perry, BPW Ireland, BPW Austria, BPW Germany, BPW Turkey, BPW Cyprus, BPW Finland, BPW Brazil, BPW Malta, BPW Moldova, BPW Bulgaria, BPW Lithuania
Financial Impact	There is no direct financial impact. Efficiency and cost savings are achieved by organising BPW International sustainably.

MOTION:

Mindful that environmental sustainability is essential for the future of our planet.
Aware that the world we live in is constantly and rapidly changing causing irrevocable damage to our environment

Recognising that international co-operation is needed to raise awareness and motivate actions to be taken to stop these changes.

Mindful that BPW International already has a mandate to uphold and to fulfil the Sustainable Development Goals and greater emphasis on their objectives is needed. Are there specific SDGs that they are they referring to? Explain this. We are following: SDG3 Good health and well-being, SDG5 Gender equality, SDG13 Climate action, SDG 15 Life on land

Recognising that women have a fundamental opportunity in the home, in the workplace and society generally to make a difference.

Be it Resolved:
That BPW International Affiliates

a. agree to adopt and include in their BPW agenda a positive and effective policy and action plan to make our organisation a flag bearer and action leader for green and sustainable policies and culture that will have a worldwide tangible impact and a lasting environmental stewardship for generations to come; and
b. be fully involved as “Green Ambassadors” in each country to promote greater sustainable awareness and an eco friendly lifestyle.

RATIONALE FOR THE RESOLUTION:

Time is running out for saving the planet from destruction. Not enough attention is being given to taking the green and sustainable measures that have been advocated and agreed as the targets to provide a future for human life, wildlife and the biodiversity of the Earth.

A recent study from the Stockholm Resilience Centre reveals that six of the nine planetary boundaries essential for maintaining Earth's stability have been crossed due to human activities. These boundaries include climate change, biosphere integrity, land-system

change, freshwater use, biogeochemical flows, and novel entities like plastics and pollutants. Crossing these boundaries increases the risk of irreversible environmental changes, threatening global sustainability. Urgent action is needed to mitigate these pressures and ensure a sustainable future. For more details, visit Stockholm Resilience Centre. The UN Sustainable Development Goals are our agenda to save the world.

BPW has an opportunity as a leading women's organisation to be at the forefront of the policies and campaigns that will have an effective, meaningful and long - lasting impact on our families, business, societies and the world altogether.

BPW has the potential to lead impactful policies and campaigns addressing climate change's disproportionate effects on women and girls. Rising temperatures and extreme weather increase health risks, especially for pregnant women, the elderly, and children. Disruptions in food and water supplies cause significant stress, mental health issues, and educational interruptions for girls. Resource scarcity exacerbates violence, making women and girls vulnerable to gender-based violence. Women in agriculture face extreme weather and poor indoor air quality. Economic strain from climate impacts heightens health risks, while climate-induced migration leads to poor living conditions and exploitation.

IMPLEMENTATION:

We can implement this through education, advocacy, partnerships, and member engagement. Establishing a global network of BPW Green Ambassadors.

BPW's Green and Sustainable Taskforce Europe and International has developed comprehensive guidelines to foster sustainability within BPW International. These guidelines can be implemented through education, advocacy, partnerships, and member engagement, including establishing a global network of BPW Green Ambassadors.

Key guidelines include:

- Promoting a green and sustainable mindset in every national BPW Federation and affiliated clubs.
- Organizing eco-friendly events.
- Implementing green office practices.
- Providing sustainable travel recommendations.

Each region and BPW club should create its own procedures to contribute to environmental conservation. This involves appointing a Green Ambassador, participating in annual sustainability events, and communicating actions to members. The Green Ambassador bridges the local organization and the working group to ensure adherence to these guidelines and motivate member participation.
Link to Guidelines:
https://drive.google.com/drive/folders/14QTGLjjmTn-554BjI52CMS1zACgBgnr9

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.4. Internal Resolution: Encourage Young People to Join BPW International

Title of proposed resolution	Encourage Young People to Join BPW International
Proposed by	Fidapa BPW Italy
Seconded by	BPW Pola-Croazia
Supported by	Vice President Membership Giuseppa Seidita, Executive Finance Officer Eufemia Ippolito
Financial Impact	In 2022, we had about 1,200 young members. We can expect to have about 1,200 young members per social year in the coming years. The annual membership fee for BPW International is Euro 23. This means we will have an income of Euro 27,600 less in the coming years. However, this is a significant investment to promote the presence of young people and membership in BPW.

MOTION:

Acknowledging that it is crucial that young people are involved in BPW International. They bring fresh ideas and exciting projects that will help our association grow. They are the voice of the times.

Mindful that we still have a small number of young people compared to our overall membership. This is largely due to economic constraints. Many young people are either unemployed or studying and cannot afford the membership fee.

Be it Resolved:

That we allow young people to be exempt from membership fees for the first three years of membership of BPW International to:

a. support many young members to join and help us expand our membership in BPW International; and
b. actively encourage members to invite their friends to join in order for young women to help us promote our association and attract new members.

.

RATIONALE FOR THE RESOLUTION:

The presence of young women in BPW International is necessary if we want our association to continue to be relevant and interesting for all. We must allow them to participate in BPW without paying the membership fee for the first three years. This will give them the opportunity to join BPW and will be an added value for us.

Older members are very important in BPW because of their background and experience and they can be mentors to the young.

But the presence of the young is necessary in an ever-changing society with a strong demand for innovation all over the world.

We believe that the presence of young women is essential if we are to ensure the sustainability of BPW International in the future taking into account the recent developments in artificial intelligence, innovative business strategies and new communication tools.
IMPLEMENTATION: A budget without Young members' dues must be planned. In 2022, there were approximately 1200 Young members. We do not yet have precise figures for 2023, but we believe that the same number of Young can be considered.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.5. Internal Resolution: Re-investment to Support Federation and Club Projects

Title of proposed resolution	Re-investment to Support Federation and Club Projects
Proposed by	Fidapa BPW Italy
Seconded by	To be confirmed
Supported by	
Financial Impact	Investment of the amounts paid to support projects Budget reduction of BPW International quotas and availability of funds for projects to the Regions

MOTION:

Acknowledging that BPW International through its Federations and Clubs supports women, enhancing their skills and promoting the improvement of working and social life.

Mindful that economic funds are needed to support such initiatives

Be it Resolved:

That at least 15% of the membership fees paid to BPW International be:

a. returned to the five Regions based on the number of members; and
b. reinvested to support, from a financial point of view, new projects/initiatives by the local Federations and Clubs.

RATIONALE FOR THE RESOLUTION:

This proposal was suggested after a long process of analysis and financial evaluation and was shared with the local network of members during the two National Assemblies of Fidapa BPW-Italy in the last two years.

The proposal intends to overcome some critical situations that have occurred due to the heavy global economic situation, which has affected citizens and especially women, and in order to improve operational financial management.

IMPLEMENTATION:

Our proposal is to have a practical and fair action plan to be implemented by BPW International and its affiliates.

The new system to come into force after this General Assembly.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.6. Internal Resolution: International Ethics Council
(Carried over from GAXXX where it was proposed but not presented as 2020-11)

Title of proposed resolution	International Ethics Council
Proposed by	Past International President Dr Yasmin Darwich
Seconded by	Regional Coordinator Latin America Diana Barragan
Supported by	BPW New Zealand and BPW Australia
Financial Impact	There is no direct financial impact. The taskforce will not be remunerated, unless members, with professional expertise, are later co-opted; in which case their costs will require the approval of BPW International executive in advance.

MOTION:
Whereas:

- The highest standard of ethical behavior should be one of the main characteristics of BPW members;
- Ethics is an essential component for the proper functioning and smooth progress of the organisation at all levels;
- BPW International is comprised of business and professional women who must uphold the organisation's mission statement;
- BPW International does not have a procedure to resolve with integrity, accuracy and timeliness matters whose ethical solution is currently beyond the organisation's governance documents.

Be it Resolved:

That, BPW International establishes a working taskforce to investigate, research and propose an ethics, conduct and complaints framework for BPW International; and the taskforce will:

a. include members from each region with suitable experience and knowledge of BPW International governance documents, exploring whether or not to establish an Ethics Council;
b. have the ability to also co-opt members with specific experience and knowledge in this field; and
c. be established within the first three months following Congress 2024 and report in writing thereafter to the International Executive and to the International Board 12 months after 2024 Congress.
d.

RATIONALE FOR THE RESOLUTION:

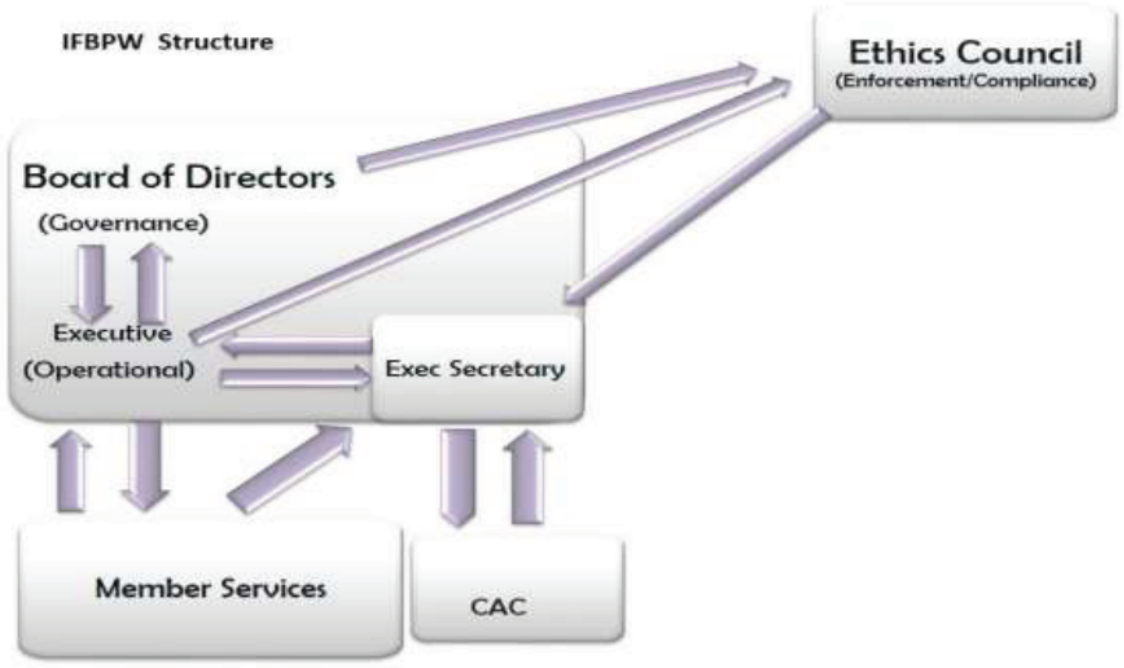
1. Ethics is a fundamental principle for the proper functioning of BPW International, and all members must be aware of its importance in our organisation- No impunity can be tolerated and if violated, there must be sanctions for noncompliance.

2. The growth of the organisation coupled with the advancement of technology are leading to greater complexities in governance control systems and accountability.
3. Disagreements, conflicts and matters of grave concern can affect the good progress of the organisation, and must reach a resolution.
4. BPW International does not have a procedure of enforceable power as it pertains to ethical concerns.
5. Investigation is required to determine the best solution.

IMPLEMENTATION:

As per clauses a, b and c of the motion.

If an Ethics Council, as an independent body outside of the organisation, is to be considered the following diagram shows the structural flow chart of operational communications and responsibilities.



IFBPW : Structural flow chart of operational communications and responsibilities

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.7. Internal Resolution 2024-15: Non-discrimination Statement
(Carried over from GAXXX where it was proposed but not presented as 2020-12)

Title of proposed resolution	Non-discrimination Statement
Proposed by	BPW Hongkong
Seconded by	BPW New Zealand
Supported by	
Financial Impact	No financial impact

MOTION:

Whereas, BPW International has had resolutions prohibiting discrimination in three separate General Assemblies, to wit: 1958, 1959, and 1967 [See: BPW International Operations Resolutions Register 1930-2014, pp. 25 and 26, "Discrimination Within IFBPW Memberships" (1958); "Eradication of Prejudice and Discrimination" (1959); "Eradication of Discrimination Regarding Race, Language, Religion and Sex (1967)]**;**

And whereas, said resolutions, though passed, were never again referred to, actioned, or made prominent in any way, and are mere recommendations to affiliates for consideration**;**

And whereas, the BPW International Constitution does not address the matter of discrimination on any basis**;**

And whereas, current BPW Regulations do not address said matter;

And whereas, current BPW Procedure Manual does not address said matter;

And whereas, the issue of non-discrimination and relevant statements is standard practice today in governments, non-governmental and other organizations and institutions, and corporations;

And whereas, the very concept of non-discrimination has expanded throughout the years to be ever more inclusive, beyond the scope of 50+ years prior;

Therefore,
Be it Resolved:
That BPW International pass, and integrate into its documents of governance, as well as publicly display on its website, social media accounts, and any other public documentation as deemed relevant, the following official statement of non-discrimination:

> Non-discrimination Statement
> BPW does not and shall not discriminate, on the basis of gender, race, religion (creed), age, nationality or geographic location, disability, marital status, or sexual orientation, in any of its activities or operations. We are committed to providing an inclusive, welcoming, and empowering environment for all members.

Resolutions

RATIONALE FOR THE RESOLUTION:

1. To update the language and concept of non-discrimination in keeping with the current era;
2. To formally prohibit discrimination on any basis, and encourage affiliates to do the same;
3. In keeping with organisations both commercial and nonprofit, as well as governments;
4. In keeping with no fewer than three past resolutions, made more than 50 years prior;
5. To continue to strive for the highest possible professional and ethical standards of practice.

IMPLEMENTATION:

To be added to the BPW International regulations where appropriate and reflected in the Procedure Manual; place prominently on the BPW International website, in tandem with our mission statement, on all social media accounts, and on any other publicly available documentation as deemed appropriate.

Voting Strength	*Votes For*	*Votes Against*	*Abstentions*

6.2.8. Internal Resolution: External Representation Policy for BPW International

(Carried over from GAXXX where it was proposed but not presented as 2020-18)

Title of proposed resolution	External Representation Policy for BPW International
Proposed by	BPW International Young BPW Coordinator (now Tomi Odunsi Fadina)
Seconded by	Executive Secretary Jenny Gulamani-Abdulla
Supported by	Young BPW Standing Committee
Financial Impact	Budgeting for implementation including training, outreach and any necessary adjustments to ensure the policy's success.

MOTION:

Mindful that the President is the principal officer of BPW International and is the prime representative of the organisation engaging with other international organisations and leaders;

Aware that the Executive and Members who have been elected or formally appointed also carry out key roles in representing BPW International;

Recognising that BPW International has a very wide remit for representation;

Recognising also that BPW International has an extensive reservoir of knowledge, expertise and informed opinion within its membership;

Be it Resolved:
That BPW International utilise a collaborative approach to establish a Representation Policy based on the principles of:

a. Inclusivity: there is diverse representation across all BPW activities and committees, considering intersectional aspects of race, disability and across generations;
b. Transparency: clear and transparent guidelines for the selection and appointment process for representatives; and
c. Accountability: develop and implement mechanisms to regularly review and assess the effectiveness of the representation to ensure continuous improvement.

RATIONALE FOR THE RESOLUTION:

It is important to ensure equal representation and opportunities for Young BPW members. In consideration of expertise and to eliminate age-related bias, including but not limited to UN-related activities. Diverse representation, including race, age and disability promotes creativity, connectiveness and collaboration.

A Representation Policy would provide chances for Members with skills, expertise and informed opinion, matching the themes and agenda of external representation (especially

Chapter 7

Nominations

7.1 Nominations -International President
(Alphabetical Order)

Diana Barragan
Jenny Gulamani-Abdulla
Guiseppa Seidita

Diana Barragan
Candidate for International President

Member of	BPW MICULLA PERÚ
Nominated by	Ruby Rospigliosi, BPW MICULLA PERÚ
For position of	International President

My Vision

I envision a world where women have the same opportunities as men in all aspects of life. My vision goes beyond mere equality, aspiring to true empowerment and opportunities for all. In this world, gender does not predetermine anyone's destiny; every person, regardless of their gender identity, is free to explore their passions, ambitions, and dreams without fear of discrimination or prejudice.

In this future, women are not only active participants but also leaders and key decision-makers in the development of our society. They hold positions of power and influence in all fields, from politics and business to academia and the arts. Their perspectives, experiences, and voices are valued and respected, enriching our collective dialogue and driving positive change.

Furthermore, I conceive of a society characterised by its **commitment to inclusion, diversity, and social justice**. A society where differences are celebrated rather than vilified, and where individuals from diverse backgrounds are welcomed and supported. By fostering an inclusive environment, we lay the groundwork for mutual understanding, empathy, and collaboration, which are essential for building a more harmonious and united community.

At the core of this vision is the role of our organisation in advocating for the rights and empowerment of women worldwide. We are not merely supporters of change, but catalysts for action, using our resources, networks, and influence to achieve concrete progress. Through partnerships with governments, NGOs, and grassroots organisations, we expand our impact and reach, ensuring that our initiatives resonate globally.

The heart of our mission is the pursuit of peace, equity, and justice. We recognise that real progress is impossible without addressing the systemic injustices and inequalities that prevail today. We are dedicated to confronting issues such as gender-based violence, economic disparity, and political marginalisation head-on, promoting policies and programs that favour

equality and human rights for all. In pursuing this vision, I see our organisation as a beacon of hope and inspiration, motivating individuals and communities to join our effort for a better world. Together, we have the power to effect transformative change, to forge a future where every woman and girl can reach her full potential and thrive. This is not just a dream, but a reality within our grasp, achievable through our collective determination and commitment. In this path, it is of the utmost importance to ensure transparency and respect for the principles as the only way to reach a good governance.

As a candidate for International President, I am committed to advancing this vision and leading our organisation with integrity, passion, and clarity of purpose. I invite everyone to embark on this journey towards a brighter and more equitable future for all.

BPW Offices held:

BPW Ecuador

- President of BPW Ecuador 2008-2011
- Twice President of BPW Quito 2002-2004 / 2000-2002
- Member of BPW since 1991

BPW International

- Member of BPW Geneva Executive
- Regional Coordinator
- Latin America 2021 – 2024
- Regional Coordinator Latin America 2017-2020
- Member of the Constitutional Review and Reform Committee 2014-2017
- Liaison for Regional Coordination Latin America – BPW Latin America 2008-2011
- President of the BPW International Legislation Standing Committee 2008-2011
- Member of Standing Committee PR– BPW International 2005-2008

Positions in other International and National Organisations

- Member of the Board of Advisors at the Global Chamber of Business Leaders (GCBL).
- Ecuador Country Chair Law & Justice Wing, at G100 (https://www.g100.in/country-chairs-law-justice-wing/)

CURRICULUM VITAE

Education

- Clinical Psychology Degree (with Jean Piaget) in Geneva University 1975.
- Master's degree in Third World Development at the Geneva Graduate Institute of International and Development Studies 1984.
- Law Degree in Ecuador 2012.

Professional Experience

- 2013 – To present: Attorney at Law: Law Firm BARRAGAN HONEGGER Partners
- 2007 – To present: International Business: Business Department in Law Firm BARRAGAN HONEGGER Partners
- 2004–2021 Communication Director and Translator English, French & Spanish - BPW International (International Federation of Business and Professional Women).
- 1999–2003 Coordinator and Executive Director - Consejo Nacional de Organizaciones Civiles de Desarrollo Social – CONOCIDES (National Council for NGO's). Ecuador
- 1998–2002 Executive Director - Fundación Nuestros Jóvenes – Quito, Ecuador
- 1994-1998 Executive Director – Ecuador Tourism Centre– Geneva, Switzerland and Tourism Attaché – Ecuadorian Government, Bern, Switzerland
- 1987–1994 Counsellor in institutional development Fundación Nuestros Jóvenes Quito, Ecuador
- 1975-1976 University professor Chair of Psycholinguistics - Pontificia Universidad Católica, Quito, Ecuador.

Additional Information

Personal:

- Ecuadorian and Swiss citizen, born in New York, currently living in Ecuador.
- Mother of two and grandmother of a lovely nine-year-old Sofía.

Politics:

- Candidate to the Andean Parliament in 2006.
- Candidate to the National Assembly in Ecuador in 2009.
- Counsellor during National Constitutional Assembly – Ecuador 2008

Languages:

- Spanish: Mother tongue
- English: fluent
- French: fluent

SUPPORTING STATEMENT FOR DIANA BARRAGAN BY Ruby Rospigliosi, President, BPW Miculla Perú

The world challenges leaders and their organisations. Ours must evolve with a forward-looking, innovative vision. Encourage engagement and innovation, not polarisation and division. Our wealth lies in the diversity of our people, with diverse skills, values, talent, and dreams that lead us to change and continuous reinvestment.

BPW MICULLA PERÚ presents a strong leader, Master Diana Barragán Medina, as a candidate for the Presidency of BPW INTERNATIONAL. She is our member and we have

valued her for this position. Her vision, values, organisation, and transparency will pave the way for many women, fostering unity and teamwork. She will nurture curiosity to listen to BPW clubs worldwide, understanding their problems, needs, or enriching herself with that knowledge to seek solutions.

She is a brave, honest, and courageous woman who inspires us. Diana will provide new perspectives with organisational and management models, creating inclusive proposals with equity, hope, and a fresh outlook to observe global opportunities. Diana is a lawyer with experience and held positions in BPW. She is a leader who values effort and principles. Her success lies in her commitment to truth, following rules and regulations. Diana will strengthen what the world needs: female potential and leadership.

Jenny Gulamani-Abdulla
Candidate for International President

Member of	BPW Canada
Nominated by	Angie Godin, President, BPW Canada
For position of	International President

My Vision

With Asian ancestry, born in Africa, raised and educated in North America and Europe, as well as having completed 30 years practicing in the area of Immigration Law, I can state with certainty the importance and urgency for unity on a global scale. BPW International's overall vision, to unite women from across the world, resonates deeply with me, both personally and professionally. As we rise from a global pandemic and as we sift through the economic uncertainty, we must genuinely come together to uplift one another.

No matter what our members undertake, we already know the actual power of our combined strength. This unshakeable BPW connection that we feel, this BPW sisterhood that we aspire to, and the common humanity that touches the very core of our being, is what brings us to serve at the highest levels of leadership to collectively strive for equality and dignity of all human beings regardless of our differences.

Our Founder Dr. Lena Madesin Phillips came from a legal background and once said "Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined action. Each woman must dedicate herself to protect and promote the interest of all other women in business and the professions." She viewed women not only as active citizens of their countries but she wanted them to be futuristic, knowledgeable, open-minded activists, to shape policy and care for one another. My vision is to ignite that active spark so that each and every member of BPW International can look to the future with true confidence and positivity.

As Founder of Canadian Federation for Citzenship and having served as Chairperson of the first 2 Taskforces on "Immigration and Global Citizenship" at BPW International, for the past two trienniums, the concept of citizenship intertwined with leadership has been central to my work. Therefore, I would propose the theme of the next triennium to be "Transformative Power of Business Leadership and Global Citizenship". This theme will enable BPW International to

attract and influence a new generation of leaders, with an open global mindset, who are innovators, forward thinkers and problem solvers spreading optimism.

At BPW, we know that our membership is our most prized organisational asset. I, wholeheartedly believe that they are dedicated to our mandate and have intentionally chosen to be a part of our influential and reputable global network. BPW International, in turn, must remain steadfast in its accountability to its worldwide membership.

As Executive Secretary of BPW International this triennium, I have undertaken the responsibility of "accountability to members" very seriously especially in matters concerning procedure, compliance, and the constitution. I can assure you that as President of BPW International, I will remain firm on my ethical, financial and social responsibility to this organisation and its membership. Together we can take on the challenge of generating innovative solutions to move our organisation forward. I look forward to this journey with each and every one of you!

BPW Offices held

Since 2010 I have occupied executive board roles at the local, national, and international levels of BPW. With continuous service for the last 14 years at various levels, I currently occupy the role of **Executive Secretary at BPW International** for this triennium (2021 to 2024). This role included advising on constitutional and procedural matters, supporting affiliation procedures, reviewing and approving the Constitution and Regulations of new Affiliates and more.

At the Federation level, I served as **President of BPW Canada** during the Centennial Year of Women's Suffrage and Canada's Sesquicentennial, 150th Anniversary of Confederation. This was after serving as **First Vice President and later as Immediate Past President on the board of BPW Canada (2014 to 2020)**. The highlights were highest number of resolutions presented to the Prime minister's Office compared to the previous decade, increased membership by 20%, establishment of diverse clubs (French speaking, from east to west, and members from male dominated occupations), as well as recognition of one hundred like minded organisations across Canada and presenting Defender of Human Rights Awards to BPW visionaries across Canada.

Locally, I served as **President of BPW Calgary, Canada** which was established in 1927, prior to the formal establishment of BPW Canada and BPW International. This was after serving as First Vice President and later as Immediate Past President on the local board (2010 to 2016). Achievements included taking the Equal Pay Day Campaign from the streets, schools and boardrooms into parliament garnering attention from different levels of government, the media, business sector and provincial human rights commission. These efforts resulted in a petition to the House of Commons to demand Equal Pay for Equal Work with the support of the leader of the Green Party of Canada.

Other positions held at the international level of BPW have included

- Taskforce Chairperson, Immigration and Global Citizenship (2021-2024);
- Ex-officio Member, Constitutional Advisory Committee (2021-2024);

- Ex-officio Member, Resolutions Committee (2021-2024);
- Taskforce Chairperson, Women Migrants and Global Citizenship (2018-2021); and
- Member, International Peace and Intercultural Understanding Taskforce (2017-2018);
- Member, Legislation Committee (2016-2017).

Other positions held at BPW Alberta, Canada have included Nominations Chairperson and Member of the Economic Justice Advisory Council (2021).

Positions in other International and National Organisations

- Founder and Director of The Canadian Federation For Citizenship (2017-2024).
- Member of the Rapid Response Group for the Government of Canada's Ministry of Women and Gender Equality (2024).
- Subject Matter Expert for Citizenship and Immigration at His Highness The Agakhan Council For Canada (2014-2020).
- Guest lecturer at The University of Calgary for Social Work and The Law Class (2017-2020). Lecturer at The Immigration Education Alliance on Humanitarian and Compassionate Cases (2018-2019).
- Delegate in Stakeholder Dialogues with UN Women, International Labour Organisation, and European Commission as well as Private Sector Engagement Meetings in Canada and USA (2018).
- Presenter at the European Union Residence in Ottawa, Canada on Trade and Empowerment (2017). Presenter at Head Start Ottawa, an initiative of the Federation of Canadian Municipalities. Presenter at the Scholars' Academy at the University of Calgary (2016).
- Advisory Council Member for 1000 Women Rising Campaign at Bow Valley College (2013-2019). Presenter for "The Refugee Experience Series" at the Calgary Catholic Immigration Society (2012-2013).
- Immigration Law Analyst at His Highness The Agakhan Council for Australia and New Zealand (2011- 2015).
- Curriculum reviewer of the UEnd Poverty's School Program Curriculum on Global Citizenship (2011-2012). Presenter on the Pluralist Society in Canada at Chestermere Lake Middle School (2010).
- Presenter for Family Class Sponsorship at Immigrant Services Calgary (2010).
- Policy Development Member for the Encounters Education Program for Students in Grades 7-9 (2009- 2010).
- Deputy Communications Coordinator for Events Management at His Highness The Agakhan Council for the Prairies (2009-2010).
- Co- Chair of the Professional Services Division at The United Way of Calgary and Area (2008-2009).
- English as a Second Language Instructor for newly arrived immigrants at the Calgary Immigrant Aid Society (1984-1986).

CURRICULUM VITAE

Education

- Northwestern California University, USA – Juris Doctor in Law – 1994
- University of Calgary, Canada – Bachelor of Arts in Philosophy – 1991
- University of West Los Angeles, USA – 1992
- McGill University, Canada – 2006
- University of London, United Kingdom – 2012

Professional Experience

- 30 years of professional work experience specializing in the area of Immigration Law as President and Founder of Gulamani-Abdulla & Co., Immigration Consulting.
- Co-Founder of The Canadian Federation For Citizenship, a not for profit organisation engaging citizens of Canada to develop homegrown leadership through active citizenship.
- Member of The International Bar Association (IBA).
- Member of the Human Rights Law Committee of the Legal Practice Division of IBA. Member of the Women Lawyers' Interest Group of the Public & Professional Interest Division of IBA.
- Member of The Immigration Consultants of Canada Regulatory Council (RCIC); Recognized by the Federal, Provincial and Territorial Governments of Canada.
- Subject Matter Expert listed in the Expert Women Database of Informed Opinions in Canada which aims to amplify women's voices for a more democratic Canada.

Additional Information

- Recipient of the following Awards:
- Titled One of Canada's Top 100 Most Powerful Women by the Women's Executive Network.
- Distinguished Alumna Award for Demonstration of Wisdom, Resilience and Compassion, University of Calgary (Canada).
- Recipient of "Iconic Woman" Award by the Women Economic Forum, New Delhi (India) for "Creating a Better World For All".

SUPPORTING STATEMENT FOR JENNY GULAMANI-ABDULLA BY Angie Godin President, BPW Canada

As President of BPW Canada, it is my pleasure to support the nomination of our Past President Jenny Gulamani-Abdulla.

Jenny was the 43rd President of BPW Canada and served from 2016 to 2018. Her focus was on diversity and partnerships. At the start of her term, she energetically appointed seven chairpersons to lead seven priority areas. Jenny connected with youth through academic

institutions. She was surrounded by professionals from male dominated fields and supported like-minded organisations promoting gender equality. Jenny has the ability to bring people together. She assumed the role of national president with eleven members of the legislative assembly in a room full of 200 business and community leaders in her hometown of Calgary in 2016.

During her presidency, Jenny led delegates to Charlottetown to confidently take their seats around the Confederation table like the Fathers of Confederation did 150 years ago to form our country. When she concluded her presidency, she invited an Indigenous Senator to voice urgent human rights concerns. Jenny's succession planning resulted in a diverse national board with representation from Eastern and Western Canada, English and French speaking, from diverse ages, races, and occupational backgrounds. She would be a remarkable President at BPW International.

Giuseppa Seidita
Candidate for International President

Member of	FIDAPA BPW Italy BAGHERIA
Nominated by	Concetta Corallo, President, FIDAPA BPW Italy
For position of	International President

My Vision

It is an honour and a big responsibility to represent our strong, powerful Organisation. As a candidate for the position of International President, I envision a future where our organisation sets the global standard for empowering business and professional women through innovative, inclusive and effective initiatives.

My commitment is to expand our influence and enhance our support systems to foster a world where women have the tools to thrive in all professional arenas. For me, members are the priority and the core of the organisation: in fact I intend to work with the members and for the members, by hearing "the voice of the time", so making actions and projects according to their requests.

Skill Development and Mentorship: I will support the enhancement of the human resources by promoting training and professional qualification. Thanks to targeted programs, we will equip our members with cutting-edge competencies in emerging technologies and leadership, enabling women to mentor the future generations.

Expanding Membership: I will encourage the formation of new Affiliates to improve our membership. Now BPWI counts members from 116 countries (22 new ones). To amplify our impact and expand our membership is a must.

Strengthening Partnerships: I will reinforce strategic partnerships with key global stakeholders and UN Agencies to increase our organisational capacity and enhance member benefits.

Networking and Visibility: I will promote innovative networking approaches through virtual platforms to ensure that every member can connect, share and learn. To increase our visibility, a concerted marketing strategy will be implemented, focusing on showcasing our members' success and the impacts of our programs globally.

Promoting Projects of BPW Affiliates: We need to promote the great projects of our BPW Affiliates among our members to exchange best practices and give widest visibility.

Innovative Ideas and Inclusion: We must promote innovative ideas for social welfare to develop novel solutions to the challenges professional women face. Inclusion will be at the heart of every initiative.

Communication: I will improve effective and revamped communication that will bind our efforts by regular updates making our network cohesive.

Promoting Young BPW: In order to be sustainable, we must be inclusive of our Young BPW and ensure they are fully integrated in our organisation to embrace the future together.

The Great History of BPW International: The BPWI history is not only composed of years but of people who have made and continue to make BPWI alive. Our work has to be based on solid human relations and principles of sharing and respect, first and foremost among members. We keep our feet firmly planted in our roots, but our arms are open to embrace change.

My vision is to build a more dynamic, inclusive and influential BPW International to forge a future where the potential of every woman is recognized and nurtured, leading to a more equitable and prosperous world for all. Today we must be generators of social, cultural and economic development. "...if *our motive is right, if we have faith, vision and courage, accomplishment must come*". - Dr. Lena Madesin Phillips

BPW Offices held

BPW Italy

- Past National President FIDAPA BPW ITALY from 2011 to date
- National President FIDAPA BPW ITALY from 2009 to 2011
- Projects Manager of FIDAPA FOUNDATION from 2000 to 2012
- President FIDAPA BPW ITALY DISTRICT SICILY from 2003 to 2005
- Project designer and coordinator of the national FIDAPA projects: "Women and Politics" in the years 2001-03; "Women and Leadership" in the period 2005-07
- Member CDA Foundation FIDAPA from 2000 to 2013
- President FIDAPA BPW ITALY club Bagheria from 1999 to 2001
- Member of FIDAPA BPW ITALY from 1992
- Responsible for Italy for the "Carpe Decision" network with CPMR, Ministry PO Greece, Spain and Portugal
- Manager and coordinator of the international twinning between FIDAPA Sicily District and BPW Egypt, BPW ARAD, BPW Germany, BPW Dublin
- I have been working on lobbying for Gender Equality and Women and Girls Rights as a:
    - Member of the Equal Opportunities Commission in the Italian Ministry of Equal Opportunities until 2011
    - Member of the Equal Opportunities Commission in the Italian Ministry of Employment until 2016

- I have organised and coordinated many national meetings on various topics: Leadership; Women's Empowerment; Violence against Women; Gender Equality; Child Marriage;
- I have been awarded for my social commitments towards Gender Equality and Women Empowerment:
  • Award "Universo Donna" in 2007
  • Award "DONNA FIDAPA" in 2017
  • Award "Women against Violence to women", Sicily Region in 2023
  • Award for membership in 2023

BPW Europe

- Vice President ADRION NET BPW from 2017 to today
- Representative for Europe in Standing Committee Projects BPW International from 2004 to 2010

BPW International

- Vice President Membership from 2021 to today
  - I have constituted 44 new clubs (increasing the number of the clubs by 42%) and 4 new Federations (+10,2%)
  - I have increased the number of BPW members by 14.34% (3107 new members at present)
- Chairperson Standing Committee Membership from 2021 to today
- Chairperson Task Force Friends & Fellows from 2023 to today
- Executive Finance Officer BPW International from 2017 to 2021
- Chairperson Task Force "Child Marriage" from 2017 to today
- PILOT TEAM BPW Member from 2017 to today
- Chairperson Standing Committee Projects BPW International from 2011 to 2017
- Member Standing Committee Projects BPW International from 2004 to 2010.
- I have participated in CSW 54, CSW 55, CSW 56,CSW57,CSW 58,CSW 59,CSW 60, CSW 61, CSW 62, CSW63, CSW 67, and CSW 68 at the U.N.
- I took part in the Leaders Summit BPW International 2009 -2024
- I have always taken part in the Regional Conferences and the Young BPW Symposiums in the five BPW Regions and in the European Presidents' Meetings.
- I have participated in XXVI - XXVII - XXVIII -XXIX Congress BPWI and in XXX Virtual Congress BPWI.
- I am:
  - Responsible for the partnership between BPWI and IEG
  - Member of "BPWI Mediterranean Network";
  - Member of CoNGO from 2022;
  - Member of Project "FIVE O" from 2023.

Positions in other International and National Organisations

- I have always been committed in social activities for: CIF, UNICEF, CROCE ROSSA, PRO HANDICAP. I realized a lot of projects with CIF to promote the women's right and give them the opportunity of a better future. With UNICEF I promoted the project "Le Pigotte" to support people in need, especially in Africa, and to give them education and training for a better quality of life.

- As a member of "Save the Children", I support some young African people in their educational process.
- I am a member of the International CONFEDERATION KNIGHTS CRUSADERS from 2010 to today and I took part annually in the international meeting to organise projects and activities to support people in need all over the world.
- I have been a member of Lions club International from 2015 to today. I was responsible for the Service "New Voices" for Lions District 108 YB from 2020 to 2023. I was President of Lions club Bagheria from 2019 to 2020. I was Responsible of the service Lions International "The voice of the hearth" from 2021 to 2022. I regularly support the service LIONS "Poster per la pace" in the schools to promote the culture of respect and peace in the world. I received the international award for the Lions membership in the year 2023.
- I am a member of the National Association "Pio La Torre" and realized many activities to promote the legality and fight the mafia in all society.
- Each year I have promoted the "march of legality" with all the associations and schools, as an awareness campaign for the education to the peace and legality.
- I am a member of the FAI (Italian Environmental Foundation) and always participate in environmental days to promote the knowledge of the artistic and cultural heritage of the country and educate young people and society to respect nature.
- I am responsible for the partnership between Lions club Bagheria and Rotary club Bagheria about “Sicily EUROREGION of Mediterranean” from 2019 to today.
- I am responsible for the partnership between BPWI and "Blu Sea Land" to promote the women in the fish market in the Mediterranean area and give them the opportunity for future employment.
- I am a member of the National Association 'Active Citizenship' and participate in the implementation of projects and activities to promote the rights of all citizens and ensure social wellbeing.
- With the National Association 'PRO HANDICAP', I have implemented various projects for the integration of women and young people with disabilities in various social contexts, in order to provide them with skills for future job opportunities.
- I personally financed the English translation of the book "Breast Cancer: what you need to know" with Rotary club San Paulo Butanta , Institute "in jo" and BPW club San Paulo to promote an information and prevention campaign about a serious disease like breast cancer. I have always supported and will continue to support all our sisters and women in the world to promote their health and improve their quality of life.

CURRICULUM VITAE

Education

- Degree in Mathematics at Palermo University on 28/06/1978
- Teaching qualification to the following classes of competition (1983-84) Mathematics; Mathematics and Physics; Applied mathematics; Mathematical, chemical, physical and natural sciences
- Winner of the ordinary competition for School Headmaster announced by D.D.G. of MIUR 22.11.2004.
- Schools Responsible for Equal Opportunities at the MIUR

- Tutor in teacher training courses pursuant to Law 59 and Law 61 of the MIUR (Ministry of Education)
- Expert in "Didattiche e Tecnologie"
- Expert in the Structural Funds Programming for Education
- Expert in the Training course for supporting groups to prevent early school leaving
- Expert in Provisions and instructions for implementation of measures co-financed by Structural Funds
- Responsible for Health Education in the schools
- Master's degree in "Education and prevention in AIDS among adolescents" at UNIPA (1997)
- Master's degree in "Quality and autonomy" at MIUR (2002)
- Coordinator of the "Food Education" project with the Ministry of Agriculture and Forestry
- Regional Responsible for Quality in the School of Autonomy
- Expert in Second Level Information Technology (UMTS B)
- Expert in Erasmus projects in UE
- Expert in PNRR (Recovery and Resilience Plan) - Next Generation EU projects.

Professional Experience

- Headmaster of secondary school from 2004 to 2019 (now retired)
- Mathematics Teacher of secondary school from 1983 to 2004.
- Responsible for Health Education at the Italian Minister of Education
- Responsible for Equal Opportunities at the Italian Minister of Education
- Coordinator of the Campaign to prevent addictions at Sicily Education Department Tutor in "Didattiche e Tecnologie".
- Coordinator in the Regional Operational Programme (POR 3.06) "Zagara" - Workshop on "Avviamento Attività Imprenditoriali", 2012
- Coordinator in the Regional Operational Programme (POR 3.08) “Percorsi di formazione e di valorizzazione delle risorse umane al femminile”, 2013
- Coordinator of the National Operational Programme (PON) “Giovani, scuola e società: In rete per un comune benessere”, 2018
- Coordinator of the National Operational Programmes (PON) in the schools, associations and regions, from 2003 to 2019
- Coordinator and Member of the Project Operating Group (GOP) for European Development Fund (FSE) and European Regional Development Fund (FESR) Projects from 2006 onwards
- Coordinator and Member of the Project Operating Group (GOP) for Regional Operational Programme (POR) from 2002 onwards
- Coordinator of the Erasmus projects in UE
- Coordinator of various training courses to promote the integration or reintegration of young people and women in the labour market and fight social exclusion.

Additional Information

I can interact with young people and women in an effective way. My cultural background is constantly updated. I like music, photography, and team sports. I strongly believe in team work as a way of interacting with other people, implementing mediation and negotiation skills. I have

good knowledge of English, French and Spanish. I have good ability at work planning and time management. I have promoted networking among women entrepreneurs at international level. I have always pursued participative leadership. I am skilled at using most Microsoft Office programmes and surfing the Internet. I am good at communication, also via social networks.

SUPPORTING STATEMENT FOR
GIUSEPPE SEIDITA
BY Concetta Corallo, President, FIDAPA BPW Italy

FIDAPA BPW Italy is proud to endorse Giuseppa Seidita as a candidate for the position of International President due to her professionalism, depth of knowledge, dedication, and willingness to help BPW International prosper in this new upcoming term. She is a natural team leader at international level. Her passion is to empower women and to support and mentor young women.

Extensive experience in the national and international Federation coupled with long term membership in BPW is a guarantee for our organisation to promote and improve it. As Vice President Membership she attracted new BPW Affiliates in over 22 new countries. All the members of FIDAPA BPW Italy have deep feelings of esteem and respect for her. During her presidency she was always available to listen to all members and promoted innovative projects and activities in Italy; she created networking opportunities for our members. Thanks to her skills and dedication to work day by day, we are sure that Giuseppa Seidita will be able to promote and manage successful activities for our organisation. She has all the qualifications to lead BPW International in the better way. On behalf of all the FIDAPA BPW Italy members and Executive Committee we are honoured to support her candidacy.

7.2 Nominations -Vice President – United Nations
(Alphabetical Order)

Neelima Basnet
Kelly Talon Franklin
Eufemia Ippolito
Larisa Miller

Neelima Basnet
Candidate for International Vice President – United Nations

Member of	SEW Southern England and Wales
Nominated by	Joanna Kinsey, President, BPW UK
For position of	International Vice President – United Nations

My Vision

Every single second, there is a girl or woman in this world who is facing some kind of violence due to ignorance by the educated people in power who could have made a difference if they had practiced what they preached.

BPW was formed in 1919, right after World War I, and the UN was formed in 1945, after World War II, with the main goal of bringing peace to the world. After more than 100 years of BPW, we are still fighting for equality. And after 79 years of the UN, we are still facing wars, and we have not seen a single female general secretary at the United Nations. This means we need to speed up the BPW global movement to make this world a safer place for everyone by empowering our BPW sisters to advocate at all levels. We need more women in UN policymaking, and if given a chance to serve as Vice President United Nations of International Federation of Business and Professional Women, I will try to achieve the following ten goals within 2024-2027:

1. Request clubs and federations to appoint VP UN to their executive boards to share UN knowledge globally.
2. Request and guide federations to get consultative status at ECOSOC for maximum participation of BPW at the United Nations.
3. Provide easy access to the book written by Sylvia G. Perry and Livia M. Ricci, “A Bus to 42nd Street”, about Esther W. Hymer, for our members to understand the role BPW played at the United Nations and continues to play.
4. UN Mentorship Program to educate BPW members about the UN system and help them find their place at the United Nations.
5. SDG mentorship program to implement SDG in our business, profession, and personal lives.
6. Regular webinars to promote the good UN related practices of our BPW members.

7. Support the United Nations initiative #youth2030, “working with and for young people to achieve SDG by 2030”.
8. Maximum participation of BPW members at UN events for learning and to encourage them to work towards its implementation.
9. Encourage and inspire our members to understand United Nations Charter and BPW constitutional rights within BPW because human rights need to be practiced everywhere, not just at the United Nations.
10. Finally, we will promote twinning among countries to work together for global goals.

While serving as Young BPW International Representative for the years 2017-2021, I tried to implement most of the points mentioned above, and if given another opportunity I will work towards the aim and ambition of our founder, Dr. Lena Madesin Philips. In the last three years, I have tried to implement everything I have learned at BPW International by inspiring young girls to start free schools in rural parts of Nepal, practicing and promoting green and sustainable architecture, and presenting the importance of the United Nations SDGs at TEDx. So here I am, ready to serve BPW International with full motivation and passion. Thank you for your consideration.

BPW Offices held

National

I have been a BPW member since 2013. The major BPW office held by me is the BPW International Young BPW Representative from 2017–2021. My major achievements during my term are:

1. I worked towards Young BPW participation in the annual Commission on the Status of Women (CSW) at United Nations Headquarters in New York; of BPW’s precious allotment of 20 UN grounds passes annually, I was successful in obtaining five specifically for Young BPW members.
2. I’ve actively promoted young BPW members worldwide for election to their local and national executive boards; many countries now have young members on their club and federation boards.

BPW conferences:

- 1st BPW South Asia Sub-Regional Conference, February 2015, Nepal.
- 3rd Young BPW European Symposium, October 2015, Cyprus.
- 1st Young BPW Asia Pacific Symposium, February 2017, Singapore.
- 9th BPW International Leaders’ Summit, March 2017, New York.
- 30th BPW International Congress, October 2017, Egypt.
- Official Launch of BPW Damansara, January 2018, Malaysia.
- 5th Young BPW Europe Symposium, April 2018, Austria.
- BPW North America and the Caribbean Regional Conference, July 2018, Florida.
- BPW Canada Convention, August 2018, Ottawa.
- Asia Pacific Regional Conference, November 2018, Bangkok.
- 11th BPW International Leaders’ Summit, March 2019, New York.
- 16th BPW European Conference and 6th Young BPW Europe Symposium, 2019, Ireland.

- East Asia subregional conference and 2nd Young BPW Asia Pacific Symposium December 2019, Japan
- 17th BPW European Conference
- 7th Young BPW Europe Symposium, 2022, Iceland.
- 6th BPW Mediterranean Symposium 2023, Cyprus.

United Nations conferences:

- Speaker at a talk programme on promoting children's right to education and eliminating child abuse organised by the United Nations Association of Nepal. June 2014, Nepal.
- International conference on implications of the UN's sustainable development goals for community development practice. July 2016, Minnesota.
- 18th Summer Youth Assembly, August 2016, New York.
- 61st Session of the Commission on the Status of Women (CSW61) 2017, New York. 62nd Session of the Commission on the Status of Women (CSW62) 2018, New York. Women designing the future, March 2018, New Jersey.
- International Human Rights Summit for Youth, July 2018, New York.
- United Nations High Level Political Forum, July 2018, New York.
- 22nd Summer Youth Assembly, August 2019, New York.
- 63rd session on the commission on the status of women (CSW63) 2019, New York. Asia-Pacific Ministerial Conference on the Beijing+25 Review, November 2019, Thailand Asia Pacific Regional Conference of UNESCO Federations, 2023, Kazakhstan
- International Congress of UNESCO Federations, 2023, Korea

Positions in other International and National Organisations

- The First women president of ACAS (Academic Council of Architecture Students) Nepal Engineering College for 1 year.
- Member of United Nations Association of Nepal (UNAN) for 6 years.
- Vice President of Sarva Asraya UNESCO center (SAUC) for 3 years.
- Member of the International Association for community development (IACD) for 1 year. Vice President of Takashi Miyahora Development organisation (TOMO) for 1 year. Member of Society of Nepalese Architect (SONA), served for Green Architecture and women in Architecture committee.
- Executive board member of Group for Rural Infrastructure Development (GRID) Nepal since 2017 Executive member of National Federation of UNESCO clubs, Centers and Association of Nepal Since 2022.

CURRICULUM VITAE

Education

- Completed schooling at Saint Mary's High School in Nepal in the year 2000.
- Attended high school at Xavier Academy.

- Completed a Bachelor's in Architecture from Nepal Engineering College and pursued a Masters in Construction Management from the same institution.
- Volunteered to learn various eco-friendly building construction technologies from architects and promoted their implementation at different platforms.
- I believe BPW is a university itself where we learn how to be socially responsible global citizens. Since joining BPW, I have gained knowledge about the history of the women's movement for gender equality and the role of BPW from the United Nations to the local grassroots level. This has helped me understand the power of each member in creating a safe world for everyone. I have learned about the Sustainable Development Goals from BPW and how to implement them in my business, professional, and personal life. The most important lesson I have learned from BPW is to use my voice for humanity.

Professional Experience

- Ministry of Physical Planning and Works (2007): I worked as a trainee architect under the department of urban development and building construction.
- Pumari Engineering Service Pty. Ltd. (2009): I worked as a site architect.
- Orient Engineering Consultancy (2010): I worked as a senior architect for a year.
- Design case Ptv. Ltd. (2012-till date): I started this company with friends and have been working as an architect and supervising the construction of various projects.
- I participated in earth bag building training conducted by GoodEarth Nepal under the guidance of Dr. Owen Geiger. Promoting and practicing sustainable earthbag construction technology since 2016. I volunteered for the construction of a carpet factory for earthquake victims using local materials and COB technology.
- I volunteered as a project coordinator to build bamboo houses for earthquake victims under the guidance of Portuguese architect Joao Boto Caeiro.
- I represented Nepal at the 8th ACGSA round table on green and sustainable architecture organised by the Sri Lanka Institute of Architecture (SLIA), Colombo. (2016)
- Professionally, as an architect, I used my knowledge to promote green and sustainable architecture and imagined building a BPW where every single member is equally respected and supported to flourish to their full potential.

Additional Information

Besides working as an architect for my engineering company and engaging in different voluntary organisations, I have been inspiring youth in rural parts of Nepal to start preschool in villages where they don’t have one, and so far there are three preschools under my supervision.

I am also an advisor to one mayor of a rural part of Nepal to design communities by incorporating sustainable development goals, mainly promoting consumption of local organic products within the community. I am trying to implement everything I have learned from BPW while serving as a young international representative from 2017 to 2021.

SUPPORTING STATEMENT FOR
NEELIMA BASNET
BY Joanne Kinsey, President, BPW UK

BPW UK is honoured to nominate Neelima Basnet for the position of Vice-President (UN) for the 2024-2027 term.

Neelima is a member of BPW UK, and has shared her knowledge of being a successful and knowledgeable Young BPW member. Her contribution to BPW International during her term of office as the International Young BPW Representative has brought a wonderful period of learning, and she has been sharing this at webinars for our members. Her untiring dedication to bring young BPW members interested in BPW and UN matters is something we all witnessed during her term. During the pandemic lockdown, she co-facilitated both the Intergenerational Dialogue project and the BPW Goes Digital webinar series to maximize the engagement of BPW members virtually. Her participation at the UN and her advocacy for the UN Sustainable Development Goals played a huge role among BPW members of all ages. We witnessed many SDG-related projects initiated by young members during her term. Her passion for the implementation of BPW aims and ambitions represents a great contribution to the sustainability of BPW. We know that she will do justice to the Vice-President (UN) position if given the opportunity to serve again on the International Executive Board.

Kelly Tallon Franklin

Candidate for International Vice President – United Nations

Member of	BPW Canada Online Club
Nominated by	Angie Godin, President, BPW Canada
For position of	International Vice President – United Nations

My Vision

My motivation to submit my candidacy for the VP UN position is deeply rooted in the collective achievements of BPW members from all regions. Understanding the previous work of BPWI has not only given me a solid foundation but also a vibrant community for both my current activities as well as future work for the benefit of women and girls globally.

My commitment is to collaborate with respected BPW UN persons and equip Young BPW, all members who are interested in UN activities. This is not just about being current today or prepared for tomorrow, but about catalysing our future diplomacy and engagements in all areas of the UN. Our relationships with the UN and its agencies are not just important, they are vital elements for BPW's continued ability to make a difference, HISTORY.

Attending UN meetings over 7 years has allowed me the privilege of personal and professional growth, friendships, and networking. Working with multiple government bodies as an expert consultant representing Canada and cooperating with global leaders and academics on projects, events, research has provided me opportunity to share BPWI's history and efforts.

I bring a proven record of delivery and community building. I am not just prepared, but eager to work tirelessly, provide members with opportunities, develop collective goals, and create congruency. I am committed to leading by example in listening to member input and developing focused actions. My goal is to serve BPWI, and members to the best of my abilities, leveraging my experience with others' skills to advance our shared mission.

My hope is to build on the strength of our history and inspire legacy building with the BPW-UN relationship and enhance BPW's influence and opportunities by assisting BPW members worldwide with basic, advanced, and professional understanding of UN activities and goals—especially the SDGs. Furthermore, to calibrate information from various sources with that of

the UN and UN Women to prepare, plan, and guide our activities in presentations, statements, and consultations to increase our influence as reliable contributors.

My desired actions:

- To leverage the strength of BPW representatives to the UN and support them in their work to increase BPW's influence at UN agencies.
- To identify participatory opportunities and broaden BPW's participation at UN meetings, including the UNCSW.
- To increase BPW's partnership with UN agencies and to communicate access to UN funding, awards for existing and new BPW projects.
- To create updated briefs for BPW members to use as a means to introduce and/or expose BPW's mission, projects and activities to various UN agencies and Member States as best practice sources and opportunities for collaboration.
- To work with Young BPWI leadership in mentor development education for their demographic and advance opportunities for access to UN/UN Women training and participation opportunities.
- To advise BPW members of UN opportunities, themes, and events that intersect with BPW goals.
- To increase information sharing and cooperation with other NGOs and caucuses to generate collaboration between BPWI, Executives, UN Representatives, Standing Committees, and Clubs.

I respectfully submit this nomination for my consideration and service as Vice President United Nations to provide support and the very best opportunities for BPW representatives to the United Nations, in our BPW UN SC, and to all members with our mutual concerns and commitments to work together towards realising sustainable development goals with dignity and empowerment for all women and girls globally.

BPW Offices held

- BPW London Club Task Force Chairperson 2017-2018
- BPW Ontario Task Force Chairperson 2018-2023
- BPW Canada Task Force Chairperson 2019-Present
- BPW Canada Vice President Communications 2022-Present
- BPW International Task Force Chairperson 2018-Present
- BPW International UN SC Co-Chairperson Human Rights 2023-Present
- BPW Canada Regional Conference Alternate Delegate 2023
- BPW International Scrutineer Committee 2024

Positions in other International and National Organisations

- Breakfast for Learning Foundation Canada – Co-Founder - 1993-2000
- Canadian Association of Agriculture -Women in Agriculture - 2007-2017
- Canadian Council of Muslim Women -Co-Chair National Campaign - 2019-2021
- Canadian Federation of University Women – Member - 2009-Present
- Catholic Women's League – Ambassador - 2013-Present

- Children's Psychiatric Institute of Canada – 2016-Present
- Canadian Coalition Founder/Chairperson (GBV, SE, HT) 10 Coalitions 2013-2023
- Eagala – Trauma Animal Therapy Ambassador - 2009-2011
- Lioness/Swans -Member Ambassador 2010-2016
- National Council of Jewish Women –Ambassador 2017-2018
- National Council of Women Canada United Nations Delegate ECOSOC Representative 2023 - Present NGO Caucus Europe and North America– Core Group Canadian Delegate 2024-Present NGO Caucus New York - Member 2018 - Present
- NGO CSTIP - Member 2024-Present
- Rotary International RAGAS Ambassador 2023-Present
- Women's Institute of Canada – Member 2020 – Present
- Subject Matter Expert for Women and Gender Equality Inquiries Canada 2014- Present Policy Analyst Codes of Ethical Conduct OSCE/ODIHR 2022 - 2023
- Indigenous Study MMIWG Contributor 2017-2018
- Governors Office State of Michigan Guest Trainer 2018-2019
- Victims Services Toronto - Volunteer Consultant 2024- Present
- National Ethical Movement for Women in Canada Co-Founder 2023-Present
- International Survivors of Trafficking Advisory Council (ISTAC) Cohort Present Office for Democratic Institutions and Human Rights (ODIHR) with Organisation for Security and Cooperation in Europe (OSCE) NGO New York - Member, NGO Geneva – Member. NGO Vienna - Member
- International Federation of Women – Member - Present
- Canadian National Ethical Movement for Women and Girls Canada – Co-Founder 2024 Ontario Police College Lecturer 2020-Present
- Queens University Lecturer Canada Safety 2023 - 2024
- Stakeholder Presenter with UNWomen OSCE/ODIHR 2023 – 2024
- Canada/America Guns and Gangs Association 2024
- CALEO Canadian American Law Enforcement Organisation - Member Present
- Alliance of International Survivors – Lifetime Member Consultant

CURRICULUM VITAE

Education

- SSW, BA, MA (recognised culminative) Humber, Renison, Sir Wilfred Laurier Universities Canada
- International Studies of Doctoral Distinction - current Renison University Canada
- Guest Professor, Curriculum Developer -Henry Ford University Michigan, USA
- Law and Acts Review Fellow– SOLGEN, University of Toronto
- Health in Trauma Informed Counselling Certification(s) -Children's Psychiatric Resource Institute Canada Advanced Trauma, Neurological Pathways Certification
- Renison University Canada Communication in International Settings Certification
- Renison University Canada Political Diplomacy

- Policy Analysis Advanced Studies Certification – Humber/Guelph Universities Canada - Humanitarian Development and Global Leadership
- Humber/Guelph Universities Canada Ethnic and Diversity Analysis in Global Work – Humber/Guelph Universities Canada

Professional Experience

Kelly Tallon Franklin, is a Canadian professional with over 30 years of experience in development and humanitarian action, has a strong background in gender equality, partnerships, governance, and organisational oversight. She has held various leadership positions on boards and serves as Co-Chair of BPW UN SC Human Rights and is also Founder/Chief Executive Director of a registered charity and has created multiple UN Panels and speaking opportunities for others. Kelly has been instrumental in advancing women and girls through panel events, mentorship, and guidance, she has overseen strategic vision, management of organisations focused on empowering women and girls. Her work in humanitarian action involves bringing together diverse stakeholders to address critical issues like human trafficking, domestic violence, poverty, illiteracy. She plays key roles in promoting inclusive business coordination opportunities for victim/survivors, marginalised women and girls through involvement in inter-agency working groups and policy consultations. Kelly's dedication to advancing agreed strategies within BPWI, UN Standing Committee, Executive demonstrates her commitment to fulfilling SDG's. She enjoys family, food and has served on mission teams to South Africa, Costa Rica, Los Angeles USA (skid row) multiple communities in Canada, abroad. As she transitions into retirement, she looks to volunteer her time and expertise to build lasting BPWI legacy.

Additional Information

- Queen Elizabeth II Medals
    - Platinum Jubilee Distinction 2022
    - Diamond Jubilee Honour 2020
    - Canada 150 Merit 2019
- Ambassador Distinction Human Rights 2018
- Congresswoman Award 2020
- USA Congressional Record Champion 2021
- American Human Rights Council Justice 2022
- Governors Honour Michigan House of Representatives 2023
- Medal of Honour Girls Rights 2024
- BPWC Leadership Merit 2019
- Women of Influence Canada 2020
- CoC Women of Impact Award 2021
- Service Honours 2023
- Appointment Canada Service 2017
- Governor General Distinction 2018
- Humanitarian Distinction 2023
- Canada Exemplary Service 2017
- Outstanding Achievement 2021
- Entrepreneur Distinction 2019
- Academic Merit 2016

- Women of Excellence 2020
- #1 Best Selling Author (3x)

SUPPORTING STATEMENT FOR
KELLY TALLON FRANKLIN
BY Angie Godin, President, BPW Canada

As VP of Communications, BPW Canada, Kelly is a strategist and hard-working. She assisted in increasing membership, launching initiatives of interest to engage clubs and members across Canada and Globally.

She is intentional and inclusive with members, stakeholders from language, Indigenous, LGBTQ++, faith and cultural communities. She is regarded as an expert in multi-sectors, including those male-dominated (law enforcement, border security, justice) and disproportionately serving female victims/survivors (with health, education challenges). Her knowledge of infrastructures, systems, governments, and diplomacy links policy to funds and political will that inspired her teams' creation of provincial (#ProjectONroute), national (#ProjectMapleLeaf), international (#ProjectINterclusion-30 languages) initiatives.

Kelly is reliable and called on as expert speaker to academia, government commissions including United Nations UN Women, panels, study groups due to her cross-section of experiences within spheres of social support, medical mental health, law, entrepreneurship, finance, business, rural/urban development. Most recently during UN Women CSW68 invited by Ambassadors, Permanent Missions she introduced new issues of women in organised, coerced crimes.

Eufemia Ippolito

Candidate for International Vice President – United Nations

Member of	FIDAPA-BPW Italy Gravina in Puglia
Nominated by	Concetta Corallo, President, FIDAPA BPW ITALY
For position of	International Vice President – United Nations

My Vision

I have been a BPW member since April 15, 1987 and have dedicated a lot of my time to promoting BPW values and ideas through my engagement, as a member; BPW Italy President; Vice President; Secretary and Treasurer. In the past three years I have served as BPW Executive Finance Officer in the outgoing International Executive Board. I carried out my duties respecting the principles of clarity, transparency, and financial consolidation. I have worked with great enthusiasm for the empowerment of women by ensuring good governance of BPW's finances in compliance with ethical principles and legal norms. Throughout my professional live, I have participated in the evaluation of management's performance in strategy implementation and execution, set objectives and monitored results. I am a lawyer specialized in Company law, international law and I would like to continue giving my contribution to BPW International and therefore I present my candidacy as Vice President United Nations.

The Vice President United Nations is in charge of BPW relationships with UN agencies, and promoting BPW International's positions with the Commission on the Status of Women (CSW) attendees. My aim is to coordinate the representation of BPW International with and among UN agencies, and to ensure visibility of our advocacy work among members and others.

The tools to achieve those objectives are: teamwork with our UN representatives; coordination of the UN representation of BPW International during the meeting of the CSW; hold strategic meetings and organise events. I will coordinate BPW International's advocacy work together with the BPW Representatives at the United Nations and together with members who participate in UN strategic meetings.

Through the organisation of events, I will:

- work to encourage the acceleration of gender-sensitive change and promote gender equality, with particular attention to the elimination of obstacles that prevent progress towards full equality.
- collaborate with the president of the Standing Committee ”Projects” for the active and proactive involvement of BPW members at all events organised by BPW International at the annual meeting of CSW.
- undertake to collect relevant material on our UN related activities, and to report to the UN (Quadrennial Report) to maintain BPW ECOSOC consultative status which comes under consideration every four years.

Since 2002 I have participated in the CSW Sessions at the United Nations, contributing to the development of the statement on the thematic areas of CSW and have shared objectives and good practices set out during the events.

I also bring to the position of Vice President United Nations, the lobbying and institutional experience accrued during my three mandates representing BPW to the European Commission and the Council of Europe both as a member of the Board of Directors of the EWL (European Women's Lobby), Brussels, and as representative of the Conference of INGOs in Strasbourg. I’m competent with most Microsoft Office programs and Access Program. I would appreciate your vote for Vice President United Nations, and I would be honoured to serve BPW International in that capacity. Thank you.

BPW Offices held

BPW Italy

- 2013-2024 Past National President.
- 2013-2017 Representative in Committee for Equal Opportunities within the Ministry of Labour – Rome; presentation of projects and verification and approval of projects presented by NGOs.
- 2011-2013 National President FIDAPA-BPW Italy.
- 2011-2013 Representative in Committee for Equal Opportunities within the Presidency of the Council of Ministers – Rome; Presentation of motions to the institutions on double gender preference, on equal pay for women and men and on women on the Boards of Directors.
- 2009 – 2011 National Vice President.
- 2007 -2009 National Secretary.
- 2000-2002: National Executive Finance Officer.
- 2005 – 2007 National Committee Relations with E.U. I managed the relations between FIDAPA-BPW Italy and BPW.
- 2003 -2005 National Committee Legislation, I contributed to giving legal advice regarding the interpretation of the Statute and Regulations of FIDAPA-BPW Italy.
- 1996-1998 President of the Italian South-East District.
- 1992-1994 National Member of the Environment Committee; 1987-1990 Founding President Club of Gravina in Puglia and Honorary Member.

BPW Europe

- 2020-2024 Working Group Chair "Women on Boards".
- 2016-2024 Founding and permanent member of the BPW AdrioNet Network. Official start-up constitution in Bari Italy.
- 2016-2020 Member group: "Brussels Follow-up # 5: "Women on Boards".
- 2008-2020 Council of Europe, Strasbourg; Representative in the Conference of INGOs. The Council of the European Union negotiates and adopts legislative acts in most cases together with the European Parliament through the ordinary legislative procedure. The Council legislates based on proposals presented by the European Commission. This long experience has favoured my ability to interact with European institutions and has allowed me to deepen relationships with representatives of the various countries. Thanks to this experience I feel ready to competently face the commitment to the United Nations as Vice President of BPW.
- 2002 – 2008 Board Member of European Women's Lobby (EWL) – European Commission, Brussels. I was elected by the INGOs in Brussels for three consecutive mandates and, within the EWL Board of Directors, I contributed to spreading BPW's objectives, its Values, and its commitment to achieving Equal Opportunities. As a representative of BPW in EWL, I contributed to the issuance of Directives on violence against women, on equal pay and on laws on women on boards.
- 2004 -2006 Membership Committee (EWL) for checking of the Constitutions, I contributed to the analysis of the Statutes of the EWL countries, identifying those that violate Human Rights. Member States and financial statement analysis, the analysis of European budgets strengthened my economic skills.
- 2002-2004 Membership Committee (EWL): "Relations with the Executive of the EWL". I learned to work in a network and to respect everyone's proposals through dialectical comparison.

BPW International

- 2021-2024 Executive Finance Officer.
- Since 2002 I have participated in the CSW Sessions at the United Nations.
- 2018-2024 BPW PILOT Leader " Projects & Experts " legal Advice".
- 2017-2024 BPW International "Legal Advice" Taskforce Chair.

Positions at other International and National Organisations

- Member of the Gravina in Puglia "Lawyers Association". I contributed to the organisation of cultural and legal events in the area of Gravina in Puglia.
- Member of ANILS – "National Association of Foreign Language Teachers". I had the opportunity to attend linguistic refresher courses and courses in foreign language teaching.
- Member Professional Association UCIIM PUGLIA. Uciim organises thematic seminars in line with the National Training Plan.
- President and Treasurer of the "Arcangelo Scacchi" Cultural Club of Gravina in Puglia. I contributed to the organisation of many cultural events that had a positive impact on the area of Gravina in Puglia.
- Member of the Pro loco of Gravina in Puglia I collaborated for the improvement and growth of the town.

- Member of the LILT Italian League for the fight against tumours which has the task of informing and disseminating the culture of PREVENTION, to increase awareness that it is and remains the true winning weapon for defeating cancer. Prevention means protecting our most precious asset, HEALTH.
- Collaboration with AIDDA association of women entrepreneurs and managers. AIDDA is the point of reference for women with roles of responsibility. AIDDA is the first Italian association created with the specific objective of enhancing and supporting female entrepreneurship, the role of women managers and professionals. “AIDDA is the mirror of an Italy made of tradition, creativity, excellence, quality; an invaluable economic, historical and cultural heritage.”
- Collaboration with Soroptimist International which is a global voluntary organisation of women engaged in professional and managerial activities, which promotes the advancement of women's status, the full realization of equal opportunities and human rights. It is a universal voice for women that expresses itself through awareness, support and action. Mission: The Soroptimists implement projects, promote actions, and create opportunities through the global network of Members and international cooperation so that all women can realize their individual and collective potential, realize their aspirations and create strong peaceful communities around the world.
- Member Lions International Altamura Host. Lions International help many people every year and provides subsidies. Helping people doesn't just do good, it feels good. And serving alongside others who want to make a difference in the world is even better. And that's why I partnered with Lions, along with my husband. Lions and Leos serve in so many ways. Our clubs choose how to best help our community.
- Collaboration with Rotary International, It is a service organisation. Its members form a global trading network and professional leaders who dedicate their time and talents to serving their communities and others. I shared Rotary's motto, Service Above Self. The goal is to support clubs and help them provide more services in their local communities and abroad.

CURRICULUM VITAE

Education

- 1973 Graduated in Foreign Languages and Literatures : French and English language and Literatures
- 1992 Graduated in Law : Company law, EU law, International law
- 1973-2006 Professor of French Language and Literature – retired
- Qualification for Teaching foreign languages French
- Specialization in Teaching of Foreign Languages
- Title of expert in French language and literature
- Trainer on teaching Foreign Languages
- Member of the examining commission for the Teaching of the French Language
- Tutor Qualifying courses for Teaching the French language
- 1995 Qualification to practice the profession of lawyer
- Registered in the Register of Lawyers – retired
- Tutor of training Courses in Family Law
- Qualification to Teach Legal and Economic Disciplines

- Tutor of Training courses in Civil Law for Secondary School Students
- Tutor for preparation for the qualification to practice the Profession of Lawyer.

Professional Experience

- 1973-2006 Teaching of the French language at first and second Level Schools Lecturer in French at Secondary Schools as an expert in French
- Member of the evaluation committee for the learning of Foreign Languages Projects for cultural exchange between Italian and foreign secondary school students
- 1993 Participation in courses in Civil Law and Criminal Law for the qualification to the Profession of Lawyer in Civil Law and Criminal Law : Publications Family litigation in Europe -"Forensic Leadership and Governance"
- Member of the Board of Arbitrators of Banca Popolare di Puglia and Basilicata
- Member of the Committee for Short Master "Women on Boards" Bari University Organisation of events on "Women on Boards" at national and international level
- Member of national and international committees for the verification of the Statutes of Italian and European organisations
- Evaluation of projects at the Italian Ministry of Labour - member of the Equal Opportunities Committee Ministry of Labour Rome
- Presentation of motions to the Italian institutions in equal opportunities to obtain laws on Gender Equality
- Organisation of Side Event CSW63 UN "Sustainability, Working and Economic Growth for Gender Equality"
- Organisation of Side Event CSW62 UN "Consumption and Responsible Production The Italian Excellence of Global Female Entrepreneurship".

Additional Information

I am committed to spreading the mission of BPW International through webinars entitled: "What does it mean to be a BPW?" I organise Webinars on CSW Sessions to make members aware of the role played by BPW at CSW and of the concrete contribution that BPW makes by organising events. I highlighted how the meeting of the institutions of the different countries is favourable intercultural, professional, entrepreneurial, and constructive exchanges. All this to develop enthusiasm. I have dedicated much of my life to the success of our great BPW Association.

SUPPORTING STATEMENT FOR EUFEMIA IPPOLITO BY Concetta Corallo, President, FIDAPA BPW Italy

FIDAPA-BPW Italy is proud to endorse **Eufemia Ippolito** as candidate for the position of BPW Vice President United Nations for her professionalism, dedication, and willingness to help BPW International thrive in this new upcoming mandate.

As Executive Finance Officer, Eufemia Ippolito carried out, in this three-year period, her duties respecting the principles of clarity, transparency and financial consolidation. She worked with great enthusiasm ensuring the good governance of BPW's finances in compliance with ethical principles and legal regulations.

Her vast experience in executive and representative roles in FIDAPA-BPW Italy and in the IBPW combined with the professionalism and multi-year membership of BPW, is a guarantee for our organisation to achieve excellent results in relations with institutions and in collaboration with members, promoting innovative projects. We are certain that Eufemia Ippolito will be able to fill the role of Vice President United Nations thanks to her knowledge of national and international institutions and thanks to her dedication to the daily work of networking and mediation between members.

On behalf of all FIDAPA - BPW Italy members and the FIDAPA-BPW Italy National Council we are honoured to support the candidacy of Eufemia Ippolito as Vice President United Nations.

Larisa Miller

Candidate for International Vice President – United Nations

Member of	BPW Galway
Nominated by	Colette Nugent, President, BPW Ireland
For position of	International Vice President – United Nations

My Vision

My vision for BPW International in this transformative and disruptive era is centred on empowering women of all ages with robust support, capacity-building, and knowledge transfer, especially as we navigate these rapidly progressing times. Advocacy remains a cornerstone—shaping global policies to support women's economic roles—and our strong alignment with the United Nations is crucial in this endeavour. Our partnership with the UN not only enhances our global reputation but also amplifies our effectiveness in advocating for policy changes, engaging in critical conversations, and driving exponential shifts in opportunities for women, as demanded by globalization.

We are at a critical juncture where innovating our business models and integrating cutting-edge technologies are essential for success. BPW must serve as a beacon of stability and innovation, helping members to anticipate trends, challenges, and swiftly seize opportunities. Through our strong ties with the United Nations, we can influence international policies and foster a global environment conducive to these goals. By building strong global networks and embracing globalisation, we enhance collaborative efforts across borders to refine supply chains, innovate products, and revolutionise operations. This competitive collaboration allows us to expand our customer bases and leverage our collective strength to not only keep our businesses relevant but to run ahead of competitors.

Joining BPW places you in a transformative circle of business leaders, strategists, founders, investors, and influencers. This network not only adds value but empowers members to pioneer uncharted business territories and access unparalleled opportunities. In BPW, we build support structures for one another, becoming anchors in each other's professional lives. Supported by our strategic alignment with the UN, we are positioned to have a generational impact on global economic policies, reshaping the future of business.

I bring a wealth of global business experience and knowledge to BPW, crucial for nurturing an environment where both seasoned and emerging professionals can reimagine and

optimise their business strategies, focusing on innovation and strategic foresight, with the aim not just to compete but to lead in the marketplace.

Together, we must harness our collective power to not only adapt to change but drive it, making BPW a pivotal platform for women worldwide to exceed their own expectations and reshape the business landscape of tomorrow. Our close cooperation with the United Nations ensures that we remain at the forefront of global advocacy and action, paving the way for a more inclusive and equitable economic future for all women.

BPW Offices held

- Member: BPW International: Women, Peace and Security project
- 2020: 1st VP Membership NFBPWC

Keynote speaker:

- May 2019 – BPW International European Congress; Galway, Ireland
- September 2019 – BPW International Latin America Congress; Quito, Ecuador
- November 2019 – BPW Mediterranean Congress; Nicosia, Cyprus
- February 2020 – BPW Women, Peace & Security webinar: “Refugees: Creating Entrepreneurial Opportunities for Women”
- April 2020 – Leadership in BPW Webinar : “Women on Boards: How to Serve”
- May 2020 – BPW in the Post-COVID World webinar: “The Transformational Future of BPW” October 2020 – BPW (Valletta) Malta, 10th Anniversary Celebration
- November 2020 – BPW Mediterranean Congress; Nicosia, Cyprus
- November 2021 – BPW Mediterranean Congress; Nicosia, Cyprus
- May 2022 – BPW International European Congress: Panel, “The Future of Equality: Women at the World Table”; Reykjavík, Iceland
- November 2022 – BPW Mediterranean Congress; Nicosia, Cyprus
- May 2023 – BPW Galway Annual Spring Luncheon; Galway, Ireland
- November 2023 – BPW Mediterranean Congress; Nicosia, Cyprus

Positions in other International and National Organisations

All positions are current unless otherwise noted:

- Vice Chair, Del-York Group (Washington D.C. & Lagos, Nigeria)
- Vice-Chair, Reskill Africa (Nigeria)
- Board of Advisors, International School of Economics and Applied Sciences (London, U.K.)
- Board of Advisors, Inspire Global Ventures (New York, NY, USA)
- Board of Advisors, Global Impact Africa (Abu Dhabi, United Arab Emirates)
- Board of Trustees, People to People International (Worldwide Organisation headquartered in USA)
- Co-chair, Empower at the Bridge Foundation (Harrisburg, Pennsylvania, USA) • Board of Directors, The Bridge Eco-Village (Harrisburg, Pennsylvania, USA) http://www.thebridgehbg.com/
- Board of Directors, Geneva Global Initiative (Geneva, Switzerland)
- Board of Directors for Union of Business Ladies (Tbilisi, Georgia)

- Board of Directors, Dafe Oweh Family Fund for Africa (DOFFA) (USA) http://www.doffa.org/
- Board of Directors, SensX Africa (London, England)
- Global Ambassador, Association of Business Women in Commerce and Industry (New Delhi, India)
- Board of Advisors, Legacy of Lions (USA)
- Chairman of the Board, Read the Past - Write the Future (Jordan/United States)
- Board of Advisors, 40 Reasons Foundation (United States/Canada)
- Co-Founder, Wealth Warriors (Cyprus)
- Board of Advisors, Food21 (United States)
- Mentor, Girl Power Talks (United States)
- Co-Chair, Beacon of Hope (United Arab Emirates) 2014-2018
- Director, Circle of Hope (United Arab Emirates) 2015-2018
- Member, Women's Equality and Empowerment Board (United Arab Emirates) 2015-2018
- 82nd Combat Aviation Brigade Family Readiness Group Leader (North Carolina, USA) 2010-2013
- 359th Aviation Battalion Family Readiness Group Leader, Family Readiness Group (Illeshiem, Germany) 2008-2010
- Battalion Family Readiness Group Leader, 1-82 Aviation Battalion, 82nd Airborne Division (North Carolina, United States) 2004-2007
- 1-501st, 1st Armoured Division, C-Company Family Readiness Group Leader (Hanau, Germany) 2000- 2003

CURRICULUM VITAE

Education

- Harrisburg Community College, Harrisburg, PA (1990-1992) – Political Science
- Rutger's University, New Brunswick, NJ (1992-1994) – Political Science with a minor in Hungarian
- College for Appraisers, California (2007-2010) Master Appraiser with a speciality in 18th and 19th century European antiques
- Penn State University, University Park, PA (2018-2019) – Organisational Leadership

Professional Experience

- CEO and Co-Founder, Phoenix Global Group Holdings, Inc (FEB 2017 – Current)
- Parent company of the following subsidiary companies:
    - Phoenix Global, LLC (Florida, United States) Global consulting and investment firm.
    - Phoenix Global Consulting, LLC (Abu Dhabi, United Arab Emirates) Global consulting and investment firm.
    - Phoenix Global Media Group, LLC (Delaware, United States).
    - Phoenix Grove Defence Technologies (North Carolina, United States).
- Vice-Chair, Del-York Group (2023-Current) (Washington D.C / Lagos, Nigeria).
- President, Keystone Farm Future (2020 – Current) (Pennsylvania, USA).

- Executive Vice President, STP Capital Partners (2018- 2024) (Virginia, USA)
- Managing Partner, Akon Global (2020-2021) (Georgia, USA) owned and headed by His Highness Sheikh Zayed bin Sultan bin Khalifa Al Nahyan and Her Highness Sheikha Shamma bint Sultan bin Khalifa Al Nahyan) (2015-2019) (Abu Dhabi, United Arab Emirates).
- Head of Investment and Business Development for Her Highness Sheikha Shamma bint Sultan bin Khalifa, Al Nahyan (2014-2019) (Abu Dhabi, United Arab Emirates).
- Office of Public Policy, Governor Tom Ridge, Governor of Pennsylvania (1999-2001) (Harrisburg, Pennsylvania).

Additional Information

- 10 Top Self-Made Women of 2024, International Business Times.
- Top 100 People in Finance, The Top 100 Magazine.
- 100 Global Women of Excellence, Sovereign Magazine.
- 10 Most Influential Friends of Africa, Business in Africa.
- 10 Most Influential Business Leaders 2023, Exeleon Magazine.
- 10 Most Influential Women, Formidable Women Magazine.
- Iron Mike Award, (Oct. 2006) Civilian w/ 300+ volunteer hours.
- Iron Mike Bronze Star Award, (June 2007) Civilian with 750+ volunteer hours.
- Dr. Mary E. Walker Award, United States Army (Oct. 2007) – Highest award the US Armed Forces given to civilians.

SUPPORTING STATEMENT FOR
LARISA MILLER
BY Colette Nugent, President, BPW Ireland

As President of BPW Ireland, I am pleased to nominate BPW Galway/Ireland Member, Larisa Millar, to the position of BPW International Vice President to the United Nations. Larisa is well known throughout BPW for her work and dedication to BPW. She is particularly recognised as a gifted motivational speaker, able to clearly communicate her vision for a modern and dynamic BPW. Larisa is passionate about the power of volunteering and the success that united voices can achieve at all levels of society. She is ambitious for what the united voices of BPW International can achieve in the face of the many challenges in today's world. In her business life, Larisa has proven leadership skills and drive excelling across many sectors, cultures, and borders. As a highly successful businesswoman, Larisa thinks internationally, acts internationally and succeeds internationally. Her skills and her clear vision for the future of BPW will make her a valuable asset to the BPW International Board.

7.3 Nominations -Vice President – Membership (Alphabetical Order)

Francesca Burack
Margarida Yassuda

Francesca Burack

Candidate for International Vice President - Membership

Member of	NF BPW Club - NYC
Nominated by	Megan Shellman-Rickard, President, NF BPW
For position of	International Vice President – Membership

My Vision

I am nominating for the position of Vice President Membership in IFBPW. I envision an organisation where the building of richness of diversity of thought is encouraged; an organisation where each generation feels welcome to contribute to our growth, goals, and vision of a better world for our members and women around the world.

I am passionate about building membership, dedicated to helping clubs and federations develop, engage, and retain members. Opening new clubs and federations is my goal. In 2012, I became the VP Membership, for the USA Federation. We were in crisis, with talk of dissolving the Federation. I am proud to have worked for the sustainability of our Federation which is still growing today.

My high level of proficiency in human potential, leadership development, communication, teambuilding, and coalition building, gives me the necessary skill base to support clubs and federations to build their membership and develop the potential of the members, leading to long-term retention.

My pathway inside and outside of IFBPW of developing leadership and teambuilding and coalition building is proven. I was honoured to be Chair of the Standing Committee: Development, Training and Employment. My leadership and teambuilding skills in IFBPW were acknowledged by the team in the Newsletter that you can view on the website in the *Newsletter Archives*
https://us17.campaign-archive.com/?u=c817757300d9875d3589a272b&id=af87e2fafd

I created an open, welcoming environment for our team, which led to real-time learning, speaking, and developing English language skills for one member of our committee who now

participates in our webinars in English. She also participated in a presentation about our team, epitomising the quote “Leave no woman behind!”

Together, this committee has developed 4 webinars which can be found on the website (www.bpw-international.org/webinars) and a Resource Guide, a work in progress that needs your input to complete-go here https://www.bpw-international.org/2023/09/22/call-to-action-resource-guide-project-from-sc-development-training-employment/

Having served 5 terms as President of the New York City Club, I built an executive of 8 members: four YBPWs from different backgrounds, and four more advanced professional women also from different backgrounds and experiences. I guided them into a team that embraced and remedied women’s issues in New York City. Through this process, our club grew and retained our members through active engagement, motivated especially by advocacy issues. I’d like to support every club and federation in this process.

Since 2012, I have served as an IFBPW United Nations Representative in New York. Since 2012, for the Leaders’ Summit and CSW in New York, I have provided assistance, negotiated venues and created social activities for everyone to network and enjoy.

If elected, come join my Membership Standing Committee if you’d like to advance and empower our IFBPW Sisters worldwide. IFBPW is an established organisation, with a rich history of accomplishments. Let’s keep building on those accomplishments with innovation and courage.

My vision is to grow IFBPW, with an emphasis on kindness, respect, dignity and diversity of opinion, where each generation is heard and valued. If you would like to be part of this journey, vote for me Francesca Burack, VP Membership.

BPW Offices held

- UN Representative.
- Chair, Development, Training and Employment Standing Committee (2 terms).
- North America & The Caribbean Regional Executive (2 terms).
- VP Membership, USA Federation.
- President Emerita NFBPWC-NYC (BPWNYC).
- Chair, PR EPWNYC (now NFBPWC-NYC).

I have been inspiring our members, clubs and federations to take action through a variety of speaking engagements, trainings and workshops. Some are listed here:

1. **Global Intercultural Sisterhood Academy BPW Taiwan.** Sustainable Training and Education. Taichung, Taiwan, May 23, 2024.
2. **BPW-International: Together We Can Change the World.** BPWA Bermuda. April 29, 2024.
3. **Standing Committee Teams: Making An Impact, Developing Skills, Building Community.** BPW Australia 40th National Conference. November 18, 2023.

4. **Development, Training and Employment: An Example of Cooperation in a Standing Committee.** BPW-International Leaders' Summit, New York City. March 3, 2023.
5. **Networking and Collaboration: Two Essential Skills in Turbulent Times.** North America & The Caribbean Regional General Assembly. January 13, 2023.
6. **Four Strategies for Reengaging Employees During Turbulent Times.** BPW (Valletta). Malta. December 21, 2022.
7. **Defining Authentic Female Leadership**. 5th BPW Mediterranean Symposium. Cyprus. November 19, 2022.
8. **Motivating the De-Motivated Club - Or Recreating It**. BPW California USA October, 2022.
9. **Women to Women: Equality Within Our Gender.** BPW 17th European Conference. 9th BPW Young Symposium. Iceland. May 28, 2022.
10. **Meet The Development Training and Employment Standing Committee Team.** North America & The Caribbean Regional Meeting. St. Kitts. March 31, 2022
11. **Women Are Special.** California's Business and Professional Women's Winter Board Meeting. February 26, 2021.
12. **Reflecting on 2020 Lessons Learned.** 4th BPW Mediterranean Symposium. Cyprus. November 20, 2021.
13. **Transforming the Future: Strategies for Recovery and Resilience.** 3rd BPW Mediterranean Symposium. Cyprus. November 21, 2020.
14. **Ambition and Education – Journey to Success – Presentation - Creating Peaceful Environments in the Workplace – Workshop.** 16th European Regional Meeting. Ireland. May 2019.
15. **Leadership and Mentorship.** 2nd BPW Mediterranean Symposium. Cyprus, November 24, 2018.
16. **Presentations at BPW International Congress:**
    - Cairo: October, 2017.
    - Jeju: May, 2014.
    - Helsinki: June, 2011.

Ongoing Activities Spanning Multiple Years):

NFBPWC-NYC (BPWNYC) Presentations and Workshops (2011-2022):

- You Have More Power Than You Think.
- What's Your Superpower and How to Contribute to BPW.
- 2-3 Day Strategic Planning Sessions at the start of each executive administration from 2011-2022.
- Preparation to Participate in CSW 2012-2022.

CSW (2012-Present):

- Hosting members attending BPW Leaders' Summit, and CSW negotiating venues and hotels, and providing social activities and theatre events.

CSW (2012-Present):

- One of the original 10 women to start PowHerNY, a coalition of 100 women's organisations in NYS.
- Represent BPWNYC on the weekly Leaders' Calls of PowHerNY.

- Facilitator of group session of 2023 Equal Pay Day Event.
- Participate in the planning and implementation of activities and campaigns for legislative action for women's and families' rights.

Positions in other International and National Organisations

- President, Women in Human Resources Management.
- Chair, Women's Business Council of the NY Chamber of Commerce and Industry.
- Board Member, New York Women's Agenda (and one of the original signers on the document to become an organization).
- Leaders' Group, PowHer NY (one of the first 10 women organizers).
- Member, Former NYC Comptroller's Women's Economic Development Task Force.
- Member, ASTD.
- Member, NY Organisational Development Network.
- Member, SHRM.
- Member, Rotary Club.
- Member, Stop Trafficking of People.
- Member, Southern Poverty Law Centre.
- Charter Member, Women's Art Museum.
- Member of a variety of non-profits and charities working to improve the lives of women and families as well as the arts.
- Former Member and International Chair, National Association of Women Business Owners, NY Chapter.

CURRICULUM VITAE

Education

- 30 Post Graduate Credits (Administration and Supervision), NY University and Fordham, NYC
- MS (Guidance and Counseling), CW Post and LI University NY
- BS (Health and Physical Education), State University College at Brockport
- Achieving Excellence: Leadership Development for Principals, Harvard Graduate School Program

Professional Experience

Published Author: "Women Are Special -123 Reasons Why," available on Amazon.

Awards and Recognitions

- Elected Delegate to the White House Conference on Small Business
- "Excellence in Business Performance and Commitment to New York City" New York Chamber of Commerce and Industry
- "Women in Business Advocate of the Year" for her commitment to the advancement of women's business ownership - U.S. Small Business Administration.
- Lilly Ledbetter Award for Advancing Equality for Women" - the New York Women's Agenda

- "100 Most Inspirational Women in the World in 2019" Women Appreciate Women

Additional Information

I have an unusual back that includes positions in a variety of environments: education, non-profit and corporate.

- Assistant (Vice) Principal – Fiorello LaGuardia High School of Music and Art
- Teacher, Health and Physical Education
- Coordinator, SPARK (School **Prevention of** Addiction Through Rehabilitation and Knowledge)
- Manager, Human Resources – The Equitable Life Assurance Society
- Director, Sales and Executive Development – Dell Publishing Company
- Operations Manager, Peter and Carmen Lucia Buck Foundation
- Board Member, Partnership for Student Advancement

SUPPORTING STATEMENT FOR
FRANCESCA BURACK
BY Megan Shellman-Rickard, President, NF BPW

I am in full support of Francesca Burack's nomination for IFBPW VP Membership. Francesca has been an active member of NFBPWC for 13 years. During that time, she has held a variety of leadership positions including President of the New York City club, 1st Vice President of Membership at our national federation, a member of the Regional Executive, and Chair of IFBPW's Development, Training and Employment Standing Committee.

Ms. Burack has been an inspiration and role model for all of us. Her ability to connect individual members and motivate them to work together during her presidency in New York City made her a shining example for our federation. Francesca has the leadership skills to turn strangers with diverse backgrounds into high-producing teams. She brought all of this to the forefront, as evidenced in her work produced by her Development, Training and Employment Standing Committee.

Francesca Burack is the woman we want and need for IFBPW. She has the propensity to connect our members around the world in an inclusive manner. She is the inspiration we need to collaborate and take impactful action to move women's equality forward. Ms. Burack has the knowledge and network needed to increase our membership and help us with global retention. We need to do this for the sustainability of IFBPW and Francesca can be a guiding light in helping us accomplish this.

I highly recommend Francesca Burack for IFBPW VP Membership without hesitation and with my full support. I know she will do an excellent job.

Margarida Yassuda

Candidate for International Vice President – Membership

Member of	BPW São Paulo
Nominated by	Alison Regina Mazza Lubascher, President BPW Brazil
For position of	International Vice President – Membership

My Vision

I am very grateful for the opportunity to apply for the position of BPW International Vice President Membership. Since joining BPW in 2005, I have actively engaged in national, and international events and projects, connecting me with inspiring women worldwide who enriched my personal and professional life.

I was the President of BPW Brazil (2020-2022) – the largest federation in the Americas, International Vice President of Women for Water Partnership (2017-2022), and Representative of Brazil to the G20 (2020-2022) businesswomen group of 19 countries + EU. These roles have provided me with valuable experiences in facing challenges, undergoing transformations, and learning opportunities, enabling me to develop creative solutions and strategies to better serve our members.

I'm known for my perseverance, commitment, and transparent communication. I believe in continuous learning and teamwork, essential in our dynamic world. My strengths lie in project planning, fostering networking, and resolving conflicts across diverse cultures and backgrounds.

The growth of BPW is crucial and fundamental as well as focus on retaining and engaging current members. HOW? By actively listening and embracing diversity within our membership. Better understanding the varied experiences, culture, and aspirations of our members. Developing a sense of pride and belonging among members. Using digital tools to overcome barriers of distance and languages. An effective communication can bring members more connected and united with strong sense of community and a peaceful interaction.

We need an inclusive strategy to bring and integrate the Youth within BPW. Youth and Seniors' experiences with diversity of skills and cultures can embrace the future with focus

in developing new leaders and giving visibility to those who work with passion to the Organisation.

To achieve a sustainable growth, I will focus also into the following:

- Increasing visibility and strengthening BPW to be recognized as one of the global voices for Women and Girls.
- Unlocking members' potential through mentoring and showing them the importance BPW development and history.
- Exchanges of successes and best practices among BPW members and more synergy among Taskforces and Projects and Standing Committees to implement common activities; ← capacity-building programs to upskill and reskill in emerging tools and technologies; ← creating and identifying opportunities to foster the profession and business of our members within and out of the organisation.
- Strengthen and promote existing partners, share and learn from each other.
- Bringing reflexion and discussions on how environment, climate change, water and sanitation can affect women´s health, well-being and impact their businesses.
- Investigating how BPW can support and help members with some physical, mental or psychological disorders affecting women worldwide.

I am prepared to be a dedicated advocate for BPW and eager to contribute offering my extensive background to foster the growth and strengthening of BPW. However, I understand the importance of teamwork and collaboration, and I am enthusiastic about working alongside all members, Presidents, Taskforces and Projects, Standing Committees and the BPW International Executive Board to achieve our shared objectives.

BPW Offices held

- 2005 to present BPW São Paulo - member
- 2020-2022 President of BPW Brazil Federation
- 2017-2019 Executive Secretary BPW Brazil Federation
- 2021-2024 Representative to BPW I Standing Committee Projects
- 2020-2023 BPW Brazil representative to the G20-EMPOWER* (Empowerment and Progression of Women's Economic Representation).
- 2015-2016 1st Vice-President BPW São Paulo
- 2015-2016 Civil Society Representative (BPW Brazil) to the 4th National Congress of Public Polices for Women, sponsored by the Brazilian Government.
- 2014-2017 BW I Business Net Taskforce (Chair PP Liz Benham)
- 2014-2017 BPW I Projects Taskforce (Chair PP Antoinette Ruegg)
- 2024 BPW Brazil representative to G20** – B20 Education & Employment
- 2024 BPW Brazil representative and speaker to G20* Summit (India)
- 2021 BPW International General Assembly – Delegate BPW Brazil (online)
- 2019 BPW Brazil Representative to BRICS – International Women´s Forum (Russia)
- 2018 Co-Founder of BPW Araçatuba (Brazil)
- 2018 BPW Brazil representative to UN HLPF (High Level Political Forum)
- 2018 BPW São Paulo Finance Officer
- 2017 BPW International Congress – Delegate BPW Brazil (Egypt)
- 2016 BPW Brazil International Relations Coordinator

- 2014 BPW International Congress – Delegate BPW Brazil (South Korea)
- 2013 BPW Latin America Regional Conference – Delegate BPW Brazil (México)
- 2007 BPW International "IDP Leadership Program Facilitator - Individual Development Program" by BPW USA (NY)
- 2005, 2012,2013, 2014, 2019, 2023. UN CSW (United Nations - Commission on the Status of Women)
- 2015, 2016, 2017 BPW International Delegate (D20) to UN CSW
- 2013, 2015, 2017, 2023 BPW International Leaders Summit (NY)

*G20 EMPOWER (Empowerment and Progression of Women's Economic Representation) aims to promote women's economic empowerment within the G20 countries. It focuses on advancing gender equality, and promoting women's participation in the workforce, entrepreneurship, digital inclusion, and leadership roles. Also, G20 EMPOWER advocates for closing gender pay gaps, combatting gender-based discrimination and improving work-life balance and seeks to promote best practices among G20 countries, recognizing the significant social economic, and development benefits that result from empowering women.

**G20 countries: Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, South Korea, Turkey, United Kingdom, United States, and EU (European Union).

Positions in other International and National Organisations

- 2023-to present Servas.org (member).
- 2023-to present Rise and Raise Others.org (founding member).
- 2022-2023 Women for Water Partnership representative to UN ECOSOC.
- 2017-2022 Women for Water Partnership International Vice President.
- 2020-2022 Taskforce member supporting Afghan refugees to establish in Brazil.
- 2018 Lyons Sorority-founding member of the first women-only club in Brazil .
- 2016 Olympic and Paralympic Game - Assistant of Athletes – Austria and Jamaica delegations.

Speaker / Panellist

- 2024 G20EMPOWER "She-preneurs: Harnessing the Power of Women-Led
- Enterprises" (India -Gandhinagar).
- 2023 IBRAF (Brazil & Africa Institute):" Women´s Economic Empowerment as Driver for World Trade".
- 2021 BRICS WBA: "Establishment of the Organic Farming Towards Sustainable Future" (Women's Business Alliance) (virtual webinar).
- 2018 ENCOB "Women's Perspectives and Challenges as Agents of Change in the Water Sector."
- 2017 BPW International "Female Entrepreneurship: business opportunities in national and global environment" BPWs: Hong Kong , Argentina, Brazil, Chile, Equador and México (online webinar).
- 2016 BPW Brazil : "17 UN Sustainable Development Goals ".

- 2016 BPW Brazil "Women's Empowerment through Professional and Personal Development: solution to physical and emotional violence and gender equity".
- 2015 BPW Brazil " Elimination of All Forms of Discrimination and Violence against Women and Girls".

Coordination of International Panels:

- 2024 BPW International : "Cooperation among Organisations to Tackle Breast Cancer" (virtual webinar).
- 2021 NGO CSW 65 "Fix the System: get her Elected". This session highlighted the need for change of the electoral systems everywhere, so that women are voted into the political arena. (virtual webinar).
- 2018 World Water Forum - "Women: Perspectives and Challenges in the Water Sector".
- 2017 UN CSW 61 "Women in Water Policy as Key to Economic Empowerment".
- 2018 UN CSW 62 "Challenges and Opportunities to Achieve Gender Equity and Empowerment of Women and Girls in Rural Area".

CURRICULUM VITAE

Education

Languages: English, Portuguese, Spanish. Good knowledge: French and Japanese

- 2023 Artificial Intelligence: Carrier of futures (SP – Brazil).
- 2020 Design Thinking: innovation tool for entrepreneurs (SP – Brazil).
- 2004 Master Degree in Hospitality - Environmental Best Practices in Urban Hotels-University Anhembi Morumbi (SP - Brazil).
- 2000 Ecole Hoteliere de Lausanne: Soft Skills at the Cutting Edge of Hospitality Management .
- 1986-1987 Taniguchi Gakuen (Sapporo – Japan).
- 1981-1984 Universidade Ibero-Americana (SP– Brazil).

Author of articles:

- 2023 "Leading in a time of global crisis" .
- 2022 "A journey to Myanmar, and within myself."
- 2020 "A fisherwoman who lives on the banks of the Billings reservoir."
- 2018 "March is for Women: Water".
- 2018 "Women: Perspectives and Challenges in the water sector" (co-authors: Ethel M. Camargo, Margarida Yassuda, Sandra A. Kishi).

Participation in Congresses, Conferences and Fairs:

- 2021 ITC SheTrades (Dubai) (virtual).
- 2019 Stockholm World Water Week : "Water for Society – including all" .
- 2017 UNESCO: Forum on the commemoration of Dublin Principles: "Rules of Water - Rules for Life" (Milan – Italy).
- 2016 15th BPW European Conference (Zurich)

- 2015 ITC Women Vendors Exhibition and Forum (São Paulo)
- 2005 to present BPW Brazil – National Congresses and Regional Conferences: Brasilia, Campos de Jordao, Cuiabá, Porto Alegre, Floripa, Londrina, Campo Grande.

Professional Experience

- 2024 Mentoring at University Complutense – Madrid.
- 2015 to present: Attending congresses as coordinator, speaker, panellist.
- 2014-2020 Yassuda & Yasuda Eventos ME - Hotel and Tourism Consultant.
- 1986-2013 General Manager/Operational Director in 4 - 5 star hotels of International chains: Blue Tree Hotels, Sol Meliá Hotels, Golden Tulip, Caesar Park Hotels, Transamerica Hotels.

I bring over two decades of experience in international hotel chains, complemented by my work as a hotel consultant across diverse cities. I am skilled in developing and implementing projects, forming partnerships, and capacity building, with a focus on achieving targets and fostering motivation among teams, guests, and local communities through innovative social-environmental programs.

With my openness to learning and diverse interests, I am frequently invited to join panels and workshops. Due to my extensive professional background and participation in conferences, I have also acted as a coordinator for international panels, interacting with the conference organisations, responsible for shaping the panels, and engaging with invited panellists and speakers.

Additional Information

- 2024 Articulated partnership between BPW São Paulo x Rotary Butanta – SP to promote the publication of “Breast Cancer: what you need to know” (in Portuguese and English edition– free distribution).
- 2020 to present BPW Brazil approved as member signatory of UN Global Compact – Brazil.
- 2017-2018 Articulated the Brazilian government to sponsor side event at UN CSW 61–62.
- 2017-2018 Developed partnership among BPW Brazil, Women for Water Partnership and Soroptimist International to foster side events UN CSW 61 – 62.
- 2015 Established partnership between BPW Brazil and WEConnect to create business opportunities to BPW entrepreneurs in international corporations.

SUPPORTING STATEMENT FOR
MARGARIDA YUSSUDA
BY Alison Regina Mazza Lubascher, President BPW Brazil

It is with great pleasure and honour that the BPW Brazil Federation supports the nomination of Margarida Yassuda for the position of BPW International Vice President Membership.

Margarida Yassuda has been a BPW member since 2005 and has worked spanning over two decades in the hospitality industry, and in other non-profit organisations. As President of BPW Brazil from 2020 to 2022 coincided with the challenging time of the Covid-19 pandemic, Margarida led with enthusiasm and optimism, motivating and mentoring all members to overcome periods of lockdown. Her focus on innovation, improvement, and digital capacity building ensured that the Federation not only survived but thrived during this turbulent time. Her leadership fostered a period of learning, knowledge exchange, and sisterhood, leaving no one behind or disconnected. She is known for her talent in understanding and bridging cultural differences, creating a sense of unity among members while celebrating diversity and inclusivity.

We are confident that Margarida will bring great benefits to our organisation, contributing to its continued growth and success through her dedication, hard work, networking abilities, consensus-building and team spirit, making her an outstanding candidate for BPW International Vice President Membership.

7.4 Nominations -Executive Secretary
(Alphabetical Order)

Joanne Kinsey
Carolyn Savage

Joanne Kinsey
Candidate for Executive Secretary

Member of	BPW SEW Southern England & Wales
Nominated by	Lynne Robinson, Vice President International, BPW UK,
For position of	Executive Secretary

My Vision

My abilities and enthusiasm are well suited to fulfil the position of Executive Secretary. For this position, my skills and dedication are a good fit for this role.

I have a proven track record of being organised, good at keeping records and working in cooperation to bring out the best in everyone. These skills have been recognised in the "Van for Chernihiv" project, which demonstrated how I can encourage and inspire people to work together in harmony and overcome day to day adversity. While co-ordinating fundraising initiatives in whatever arena, my enthusiasm and ability has encouraged others to fulfil their personal potential.

My passion is for helping others to understand some of the great results achieved by BPW projects. It spreads the word about how to be a contributing BPW member. I see a gap where we can swop best practices, share experiences and knowledge to ensure successful delivery of projects. It will be a joy to serve and make a contribution to BPW internationally.

It would be my mission to ensure that every Federation, Club and Affiliate member fully understands the roles and structures within BPW International; to provide the necessary knowledge and skills to enable competence to fulfil the roles effectively.

I would like to see and be part of a training scheme for all members to comprehend how to effectively deal with governance, write resolutions and applications. My experience of intergenerational knowledge being shared within BPW UK has benefitted all ages and proved effective.

As President of BPW UK I instigated having the last two National Conferences as hybrid events ensuring more will benefit from first class speakers and topics. I see this being fully utilised by

BPW International as a recruitment tool on our website. This will be of value to members worldwide, opening up new approaches, allowing future technologies to reach a wider audience, and fostering inclusion.

I work with many women worldwide from different cultures and backgrounds to great effect. My co-operation, strong character and empathy are significant characteristics which will aid me in the role of Executive Secretary. I feel confident in my skills and ability to be able to carry out this role competently. We need to engage with men and women, be inclusive in our approach, getting the message across to everyone, whatever gender.

As I look to our Founder Dr Lena Madison-Phillips, she left no-one behind, and nor must we.

BPW Offices held

- BPW UK President since 2021.
- Chaired the UK NGO Five O group in 2023-24 .
- Member of the North America and Europe CSW CAUCUS.
- Vice President Media & Marketing BPW UK 2019-2021.
- BPW International Taskforce Vice Chair anti-human trafficking and sexual exploitation BPW Europe Team supporting BPW Ukraine members.
- BPW International Green and Sustainable Taskforce Vice-Chair.
- BPW Europe Merchandise taskforce member.

Positions in other International and National Organisations

- Company Director, The Jeremi Model School Academy, Warri, Nigeria, Africa .
- Diocesan Representative on the Board of Trustees for a Church property.
- Secretary of Frenchay Parochial Church Council.
- Extensive experience as an Event Planner.

CURRICULUM VITAE

Education

- Vocational studies achieving level 3 City & Guilds in Anti-Money Laundering, Maths and GDPR. Open University UK Foundation Degree Access Course.
- Certificate in Business Leadership and Time Management.
- Certificate in Project Management.
- ICF Continuing Coaching Education Certificate.
- BPW Europe Leadership Training Alumnae.

Professional Experience

- I have valuable experience in the world of business, national and local government legislation and civil society. This enables me to confidently manage projects to mobilise resources and fundraise within the private sector.
- As the office manager for a Member of Parliament, I managed a team and I ensured issues were dealt with in a confidential, professional and understanding manner. It was a privilege to work and experience being at the heart of legislature in the UK Houses of Parliament in London.
- I was a major part of a start-up money transfer business in the anti-money laundering department. I have worked for a national bank, local government treasury departments.
- I have successfully delivered the Van for Ukraine project with a small team of people, within an area of active conflict, raising money within BPW and externally.
- I am a Limited Company Director for two schools in Delta State, Nigeria which promote good education for young people to achieve true potential.
- As a Charity Trustee locally, I have helped the redevelopment of a valued community building for the future.
- Working in the International and Regional taskforces, I have been able to work with women worldwide on key issues.

Additional Information

- In my leadership of BPW UK, I have used my communication skills, imagination and positivity to foster change and raise awareness. Whether a team leader or player, I have encouraged my members to develop.
- I have promoted a new style informative newsletter, developed good data protection processes and encouraged more effective lobbying and advocacy.
- Championing those without a voice, I work with diverse groups and ensure each has a part in society.
- Initiating a successful Twinning with BPW Chernihiv (IFBPW registered) I have another proposal in place for a Twinning linking two BPW Federations for cooperation supporting trafficked women.

SUPPORTING STATEMENT FOR
JOANNE KINSEY
BY Lynette Robinson VP International, BPW UK.

Mrs Joanne Kinsey, president of BPW UK, member of various task forces and standing committees at IFBPW, has shown without doubt, that she is able to work effectively in teams, leads courageously and makes a significant difference through her role. Her efforts were publicly awarded at the last European presidents meeting. Jo is inclusive and harnesses the strength of the teams around her. Her ability to communicate effectively across all levels and give direction bravely is commendable. She reminds her teams of process and protocol and best practice. Jo multi-tasks and wears many hats simultaneously with success. She encourages others to participate and facilitates the possibility for them to do so. She calls people to order when principles are at stake. She

has extensive experience in event planning and is structured in her execution of detailed plans. She has delivered three successful national conferences for BPW UK, which includes the prestigious Inter-regional Public Speaking competition for young people.

During Jo's presidency, BPW UK now has two successful projects registered with IFBPW, a Twinning with BPW Chernihiv and another Twinning application form submitted to further combat Trafficked women within Northern Ireland, UK. Jo is an asset to BPW.

Carolyn Savage
Candidate for Executive Secretary

Member of	BPW New Zealand
Nominated by	Janet Gibb, President BPW New Zealand
For position of	Executive Secretary

My Vision

As a member of BPW New Zealand for 20 years, I have been very fortunate to have developed under the mentorship, leadership and friendship of some amazing women, from club members to Past Presidents and Life Members. These women taught me the power to use my voice, to advocate for those who can't or couldn't use theirs and the confidence to stand up to speak if I didn't think something was right.

At my first BPWNZ conference (2008), I couldn't believe how much work was being done, being an architect, the architectural conferences are more relaxing and one of listening to speakers, not standing up and speaking for or against a resolution within a timeframe. To stand up and speak at conference, I was in awe of the women who had spoken before me and I had experienced total fear and could feel the perspiration run down my back. The lesson I learnt was BPW was a safe environment and everyone's voice was respected, even if we don't agree.

I was then elected as the next Marketing Convenor and an alternate delegate to congress Mexico 2008. My journey really began on a new level with BPW and a new world opened up for me at the International level with some memorable experiences.

I have been so very fortunate to work with some incredible women across the five regions, have met women who have inspired and empowered me, who have become my BPW Sisters and long-term friends. At every opportunity that we come together, I continue to learn from each and everyone of them.

So what is my vision, I have the ability to think critically, creatively and strategically and enjoy the ability to engage and share ideas or important data through interactive presentations. I believe communication needs to be presented in a form that respects the audience, for example from the International Executive to club level. Communication at all levels needs to be dealt with in confidence, authenticity and integrity.

I was fortunate to participate in some of the work that was done on the upgraded Constitution and Regulations (formally By-Laws) by Dr Jean Murray (Australia) and Anne Todd (New Zealand) when presented at Congress 2011. This then provided an opportunity to work on the committees led by PIP Chonchanok (Nok) Viravan (2011-14) and PIP Sylvia Perry (2014-17, 2017-21) where their knowledge and experience was invaluable.

It has been an honour to be the Constitution and Advisory Committee (CAC) Chair for 2021-24, working with such knowledgeable committee members. When I was invited to be CAC Chair, it was combining the knowledge gained from others beforehand. I confirmed that our documents were going to have a detailed review....didn't quite expect the level, but it is hoped the information provided, the presentations and the reviews of other Regulations provide a strong foundation for our organisation to go forward.

As Executive Secretary I would ensure communication is clear, responded to effectively and using my business and professional experience to be an asset to BPW International.

BPW Offices held

BPW International

- Constitutional Advisory Committee (CAC) Chair (2021-2024).
- Parliamentarian Chair, General Assembly, online Congress (March 2021).
- Parliamentarian Chair, online International Board Meeting (2020).
- Constitutional Advisory Committee (CAC) Member (2014-2017, 2017-2021), Chair PIP Sylvia Perry.
- Constitutional Advisory Committee (CAC) Member (2011-2014), Chair PIP Chonchanok (Nok) Viravan.

BPW Asia-Pacific Region

- Constitutional Advisor (2022-2024).
- Sub-Regional Coordinator Oceania (2017-2021, 2021-2024).

BPW New Zealand

- Past President 2017 - current
- Immediate Past President & Resolutions Chair (2014-2017).
- President April (2011-2014).
- 1st Vice President - Membership & Issues (2010-2011).
- 2nd Vice President - Issues (2009-2010).
- Marketing Convenor - (2008-2009) Roadshow designer/editor, and new marketing brochures/banners.

Nominations

Membership and Club positions

- BPW New Zealand Individual Member
- BPW Christchurch (est. 2015):
  - President (2017-2019).
  - Founding member (2015).
- BPW Franklin:
  - Member (2004-2015).
  - Immediate Past President (2012-2014).
  - President (2010-2012).
  - 1st Vice President (2008-2010).
  - 2nd Vice President/Programme (2007-2008).
  - Events Programme (2005-2006).

Other positions elected or appointed positions as representative for BPW New Zealand or BPW International:

- BPW International Expert Panel: environment, architecture.
- BPW International Congress:
  - Parliamentarian Chair, online Congress 2021.
  - Constitutional Advisory Committee (CAC) Chair assistant, Cairo 2017.
  - BPW NZ Deputy Delegation Leader, Jeju, 2014.
  - BPW NZ Delegate, Asia-Pacific Conference, 2014, Taiwan, moderator on climate change panel.
  - BPW NZ Delegation Leader, BPW International Congress, Helsinki 2011.
  - BPW NZ Alternative Delegate, BPW International Congress, Mexico 2008.
- BPW - International: D20 delegate at the UN Commission on the Status of Women (2015, 2019, 2024), speaker:
  - CSW68 Parallel Events 2024.
- BPW International Transformational Leadership: Addressing transformational education, financial empowerment and equitable workplaces to achieve gender equality.
- BPW International Young BPW Representatives: The Role of Entrepreneurs / Professionals Addressing Poverty and Empowering Women.
- Human Rights Commission, Equal Employment Commissioner: Gender Equality, Bullying and Harassment, Poverty Elimination, and The Place Of C190 - Violence And Harassment Convention 2019.
- BPW NZ, Ministry for Women, New Zealand Foreign Affairs & Trade: “Women on the frontline in localizing SDG 11: Sustainable Cities and Communities (NZ Permanent Mission, 2019).
- Women for Water, Role of Diplomacy, (Netherlands Permanent Mission, 2015).

Positions in other International and National Organisations

- official launch Government House February 2012.
- judge/inaugural White Camellia Awards 2013.
- WEPs committee member (2012-2015).
- WEPs Committee and judge on panel (2020-2023).
- Chair of judging panel 2023.

New Zealand Institute of Architects:
- Environmental Chair (1998-2002, 2006-2008).

University of Auckland, Architectural School, Student Representative (1997-98).

National Council of Women of New Zealand:
- Climate Change Environment Sustainability Hub (member since October 2021, convenor January 2024).
- International Hub.

Aotearoa (Sustainable Development Goals) SDGs Alliance:
- Co-chair (participant August 2021, Co-Chair January 2023).
- Assisted in the writing of SDG 13 of The People's Report 2019.

Christchurch Boys High School Parent Teachers Association (PTA) (2016-2022)
- Te Kura Trust Trustee (2019-2022).
- Executive Secretary (2018), assisted in updating constitutional documents and governance and management documents for School Uniform Shop.

Other committees prior to 2000 included:
- Kindergarten secretary and committee member.
- Soccer/football team manager, committee member.
- Surf life saving club parent supporter.
- Minutes Secretary for Phobic Trust of New Zealand.

CURRICULUM VITAE

Education

Formal Registration:
NZ Registered Architect (2007 - current), New Zealand Registration Architects Board NZ Green Building Council (NZGBC): Green Star Accredited Professional (GSAP) (2020).

Formal Education:
Masters of Sustainable Development Goals (SDGs) Merit (2022), Business & Sustainability, Massey University, Palmerston North.

The University of Auckland:
- Master of Architecture (2005): Sustainable Design.
- Bachelor of Architecture (Second Class Honours, First Division) (2000).

- Bachelor of Architectural Studies (1998).

NZCAD: Architectural Draughting (1995):
Carrington (1987-88), Christchurch Polytech (1989-1993), Unitec (1994).

Continued Professional Development (CPD) required 1000 points every five years to retain professional architectural registration.

Some examples of CPDs:
- NZGBC Embodied Carbon Masterclass (2023).
- NZ St Johns Mental Health (2021).
- Health & Safety Training L1 (2021).
- NZ Drug & Alcohol Training (2021).
- Health & Safety Representative (2021).
- MS Project Advanced Level 1 & 2 (2019).
- Lean Six Sigma Yellow Belt (2019).
- Negotiation Partners Professional Negotiation Skills, 3-day Professional Masterclass (2018).
- Revit and Archicad training (1998-2019).
- Procore (Project Management / construction management tool) (2015, 2020).
- The Boardroom Practice Limited: Governance Level 1 (2012).
- Auckland Chamber of Commerce: Directorship 1-1 (2011).
- BOINZ NZS3604:1999 Building Officials Training (2008).
- Australasia Green Build Accredited Professional (Australia) (2007).
- New Zealand Master Class of Design (2005).

Professional Experience

35 years in brief:
- Designed houses, schools, swimming pools, commercial developments, retrofit and remediation design proposals for existing properties and wrote training manuals.

Collaboration:
- Initiated partnerships with internal and external stakeholders to streamline approval processes.
- Designed information sharing templates for collaboration with territorial authorities.
- Worked closely with relevant indigenous groups to obtain approvals for sensitive developments.

Management/Reporting Processes:
- Environmental and specific Green Star relevant tools for As-Built requirements.
- Preparation of sustainable plans with the Sustainable Development Goals and Zero Carbon requirements .
- Weekly reporting of all projects at all stages of development and extracting complex data into an easier format for administration staff to input into reports.
- Coordinated the development of in-house and key stakeholder administration tools to streamline final documents and quality assurance checking processes.

- Preparation of in-house management tools for design team to achieve deliverables for key stakeholders and project managers.

Fiscal Management:

- Implemented project management tools for financial reporting of budgets up to $50 million, fee estimates and cost/time recording tools for time/budget.
- Design of new Marae Masterplan, valued $250 million development (2023).
- Prepared budget estimates for social housing developments, from consultants' fees through to construction, insurances, and valuations, issuing finance reports and business cases for approval.

Additional Information

BPW International Awards:

- Exceptional Dedication for BPW Award (2021).
- BPW Power to Make A Difference for Excellent Advocacy for WEPs (Women Empowerment Principles) (2014).

BPW NZ/Club:

- BPWNZ Daphne Chapman Award (2010).
- BPWNZ Keys to Achievement, Gold Level - Fellow (2010).
- BPW Franklin 2nd Chance Education Scholarship (2002).

Professional Awards:

- NZ Wood Timber Design Awards: Sustainability Award - Highly Commended (environmental, sustainable and fully wheelchair accessible - future proofed) (2010).
- Acknowledged for Drury Timbercrete House: Master Builders Gold Award 'Eco Build' South Auckland $500-$1 Million.

SUPPORTING STATEMENT FOR
CAROLYN SAVAGE
BY Janet Gibb, President, BPW New Zealand

BPW New Zealand (BPW NZ) Executive committee unanimously agree to nominate Carolyn Savage for the role of BPW International Executive Secretary. Carolyn is a Past President (PP) of BPW NZ and was on the national executive for a total of 9 years.

PP Carolyn is very active within BPW currently in her many roles. She excels in her networking across the BPW world along with connected organisations such as UN Women with her extensive work with the Women's Empowerment Principles (WEPs). Carolyn has experience in governance roles and a good understanding of BPW Constitution.

As Asia Pacific Sub Regional Coordinator Oceania, Carolyn regularly updated BPW NZ and the other Federations on many matters. She also has been a speaker on regular BPW

webinars. BPW NZ is very grateful to Carolyn for often being our representative at BPW events and meetings - recently Asia Pacific Conference, CSW and the Leaders Forum in New York.

Carolyn's work ethic, conscientiousness, and dedication to BPW aims and goals cannot be faulted. Her attention to detail will be a particular asset to the role of Executive Secretary.
BPW NZ would be supportive of Carolyn if successful in her nomination to the Executive Secretary role.

7.5 Nominations -Finance Officer (Alphabetical Order)

Hui Yi Lisa Fong
Gudrún Jakobsdóttir
Paz Martin

Hui Yi Lisa Fong
Candidate for Executive Finance Officer

Member of	BPW Hong Kong
Nominated by	Vanessa Law Ying Wai, President, BPW Hong Kong
For position of	Executive Finance Officer

My Vision

As a seasoned business and financial professional with a deep commitment to empowering women, I am honoured to put forward my candidacy for the role of Executive Finance Officer in the next triennium.

With my work and professional experience through the global financial crisis and the pandemic, I have honed my skills in enabling businesses to thrive and delivered on business objectives while managing stakeholders with ongoing strategy. I direct and manage business objectives and is involve in finances, strategy, operations, talent to achieve best optimal strategy for the business when it faces the public, including handling multi-billion-dollar deals communications. During this same period, as President of BPW Hong Kong, I have at least tripled (3x) the association's financials and led an ExCo team with majority of Young BPW leaders. Many of the financial controls and savings strategy we have continue to benefit.

At the heart of my vision lies a steadfast belief in the transformative power of smart, ethical, transparency, accountability, and impactful financial stewardship. Robust financial controls and leveraging data-driven insights will ensure that every dollar we receive is channelled directly towards creating meaningful change in the lives of the women and girls we serve. But my role as Executive Finance Officer will extend beyond this - I see myself as a strategic partner to work with BPW leaders to align our financial decisions and solve complex financial challenges.

I have been involved with BPW for over a decade and counting; I have participated in BPW Hong Kong's activities during my university years and later joining BPW Hong Kong's Executive Committee as Secretary before becoming President during 2019-2022 during the pandemic. I am currently serving you as United Nations Stand Committee for BPW International, and my association as Advisor and Past President.

It is an extremely exciting time for our Federation as we come out from the pandemic and refocus global efforts on the long-standing imbalance for women's rights and empowerment. I am confident that my proven track record, strategic mindset, relentless pursue of transparency and passion in serving BPW make me the ideal candidate to serve as your Executive Finance Officer.

BPW Offices held

Lisa led The Hong Kong Association of Business and Professional Women (BPW Hong Kong) to achieve the five year re-establishment milestone during her tenue with majority members being Young BPW leaders. She initiated with her ExCo team, which comprised of over 70% women under 35 years old, to align with the association's history since BPW Hong Kong's establishment in 1979.

With tight budget and fluctuating membership, leading to less income, Lisa delivered on over 20 projects and activities during COVID-19, including a successful fundraiser for domestic abuse victims organisation and activation of mental health awareness campaign. Lisa is able to triple (3x) the association's financials during this tough period and the cost-saving strategies she initiated continue to put BPW Hong Kong in a good financial standing.

Below are BPW office held that expresses the span of involvement with BPW:

- 2021-Present: United Nations Standing Committee, BPW International.
- 2021-Present: Advisor, BPW Hong Kong.
- 2019-2021: Board Member, BPW International.
- 2019-2021: President, BPW Hong Kong.
- 2017-2019: Executive Secretary, BPW Hong Kong.

Positions in other International and National Organisations

Lisa is a passionate volunteer and has been servicing her community through her expertise and knowledge for the past several decades. She is a sought-after advisor and contributor to lead and direct organisational strategy, finance, operations and resolve crisis and issues that impact public reputation and image.

- 2023-present: Advisor, Grassroot Futures (Hong Kong).
- 2021-2022: Mentee-Lead, APACD Sustainable Communications Programme (Hong Kong) 2021-2021: Advisor, Hong Kong Blind Union (Hong Kong).
- 2019-2020: Delegate, Dragon 100 (Hong Kong & China).
- 2019-2021: Advisor, International Blockchain Olympiad (20+ countries)..
- 2018-2019: Marketing & Media Committee, Australia Chambers of Commerce Hong Kong & Macau (Hong Kong, Macau)
- 2017-2019: Advisor, Mother's Choice (Hong Kong).
- 2017-2019: Advisor, Angkor Hospital for Children (Cambodia).
- 2011-2012: Fundraising & Organising Committee, Leo Club of Lion Rock (Hong Kong).

- 2010-2011: Volunteer, Police Mentorship Programme, Hong Kong Police Force (Hong Kong).
- 2009-2010: Community Service-Learning Leader, The Hong Kong Polytechnic University (China).

CURRICULUM VITAE

Education

Lisa is knowledgeable in all aspect of business, be it in finance, strategy, operations, communications, talent management, technology, among others. Her multi-cultural background and international education strengthen her ability to lead with passion and conviction through a deep understanding of people and processes. Lisa's business acumen, alongside her finance, engineering, and social studies training, uniquely positions her as an outstanding well-rounded young women leader.

- 2023: Long Term Individual Insurance, Insurance Authority (Hong Kong).
- 2023: MPF Intermediary, Mandatory Provident Fund Schemes Authority (Hong Kong).
- 2022: MBA, International Business, University of Greenwich (UK, Hong Kong).
- 2021: NGO Leadership Programme, Chinese University of Hong Kong (Hong Kong).
- 2018: Fundamentals of Alternative Investments, CAIA Association (Hong Kong).
- 2016: Investments Foundation, CFA Institute (Hong Kong).
- 2012: Bachelor of Engineering, Industrial Systems Engineering, The Hong Kong Polytechnic University (Hong Kong).
- 2012: Bachelor of Business, Management, The Hong Kong Polytechnic University (Hong Kong).
- 2008: Chinese Language & Culture, Yunnan University (China).
- 2007: Advanced Placement, CMIS (Thailand).

Professional Experience

Lisa is a strategy consultant for financial companies and businesses, many are Fortune 500 companies, listed entities, private businesses, organisations, and associations. With experience through the global financial crisis and the pandemic, she works directly with C-suite leaders to direct and manage business objectives and is involve in finances, strategy, operations, talent to achieve best optimal strategy for the business as it faces the public. She currently runs her own consultancy firm to support her clients on their business journey.

Her clients spans across all types of industry, such as those in finance, wealth management and banking, and include the following: Asia's leading OTT platform, a branding consultancy, a French investment bank, a global active investment management firm, a governance and risk consulting firm, a listed hedge fund, a litigation law firm, a risk management association, a US pension fund, an Asia-based reinsurance company, an international wealth advisory firm, an investment immigration law firm, British global asset management group, British multinational universal bank, Dutch multinational bank, financial technology firms, German

global active investment manager, impact investing ecosystem platform, life insurance based wealth solutions firm, listed digital asset exchange, several silver circle law firms, US health insurance firm and wealth management businesses.

Additional Information

My recent work on impact investing reinforces the role of ethical and sustainable finance practices that integrate ESG considerations into our strategies, ensuring responsible allocation of resources and use that is in line with our Constitution.

I have consistently driven positive change through my strategic management and spearhead innovative initiatives leveraging technology and data to optimise processes, enhance decision-making and drive growth.

I strive to create a financial ecosystem that aligns with BPW's missions and values and future-proof our organisation to deliver positive impact to the communities, women and girls that we serve.

SUPPORTING STATEMENT FOR
HUI YI LISA FONG
BY Vanessa Law Ying Wai, President, BPW Hong Kong

BPW Hong Kong proudly endorses Ms. Hui Yi Lisa Fong as the candidate for Executive Finance Officer.

With extensive experience and a deep commitment to empowering women, Ms. Fong has excelled as a strategy consultant for various financial companies and organisations, including Fortune 500 firms. She has navigated global crises and worked directly with C-suite leaders, managing finance, strategy, operations, and talent. Ms. Fong's educational background includes an MBA in International Business from the University of Greenwich. She has also pursued additional certifications and programmes, such as Fundamentals of Alternative Investments from the CAIA Association and Investments Foundation from the CFA Institute.

Beyond her professional achievements, Ms. Fong is a passionate volunteer who has served as an advisor and contributor to various organisations, providing leadership in strategy, finance, operations, and crisis management. Ms. Fong is the ideal candidate with a proven track record, strategic mindset, transparency, and passion for serving BPW.

On behalf of BPW Hong Kong members, we proudly present Ms. Hui Yi Lisa Fong's candidature to the BPW International General Assembly, confident in her ability to excel in handling financial activities and contribute to the organisation's growth and success.

Nominations

Gudrún Jakobsdóttir
Candidate for Executive Finance Officer

Member of	BPW Reykyavik
Nominated by	Jóhanna Kristín Tómasdóttir, President, BPW Reykjavik
For position of	Executive Finance Officer

My Vision

Following my work as Finance Officer of BPW Europe for 6 years, I feel it is a natural progression to apply for the position of Executive Finance Officer of BPW International Organisation.

I am a true and passionate BPW woman and want to do my part to promote the organisation worldwide, which I believe is one of the most important women's organisations in the world.

I love following the aims of BPW, the international network, connecting women from all over the world together, by being inspired, being powerful and being BPW.

I would feel delighted to support BPW International and extremely honoured to receive your trust for a nomination as the Executive Finance Officer. I am fully committed to accomplish the financial tasks according to the needs and requirements of the organisation and dedicate myself to the vision and goals of BPW International.

I have enjoyed immensely working with the European Executive Committee, first with Pinella Bombachi, Kikoula Cotsapas and Benedette Palermo for 3 years and continuing with Anu Viks, Carmen Taheny, Alice Minuto and Sheerah Kim.

Over the years the work has been done with much trust, friendship and transparency among all members of the ECC. That is why I have decided to apply for the position of Executive Finance Officer for BPW International.

I believe that my experience can benefit the International Executive Board and BPW members all over the world.

BPW Offices held

- Finance officer for BPW Europe from 2018-2024.
- Chair of Scrutineers committee for BPW International Extra Ordinary Virtual General Assembly on February 17th, 2024.
- For BPW Reykjavik, Iceland.
- President from 2013-2016.
- Vice president from 2010-2013.
- Secretary from 1998-2005.
- Chair for elections committee and member of various project committees during the years of membership.

Positions in other International and National Organisations

- Board member of the parish administration of church Bústaðakirkja from 1991
- to 2023. During those years I was Vice Chair for 5 years and Chair for 10 years.
- I was also appointed for various project committees for the National Church of Iceland, among them Salary committee and the Cooperation committee of the National Church and the city of Reykjavik.
- Board member of the Keflavik constructors hf, from 1997-2001, there as Chair 1998-2001.
- Chair of Jakobspelsar ehf from 1998-2006.

CURRICULUM VITAE

Education

- Acknowledged accountant from University of Reykjavik 2011 Iceland.
- Baccalaureate from Collage at Hamrahlid, Reykjavik, Iceland.
- French in Lounge et Lettre University of Grenoble 1977-1978 France.
- Ecole d'esthétique de Mme st. George Grenoble 1978-1980 France.

Professional Experience

- Finance officer for BPW Europe from 2018-2019.
- Accountant for Specialtours hf, Reykjavík, Iceland from 2016-2023.
- Store Manager for Jakobspelsar ehf, Reykjavik Iceland 1998-2006.
- Office manager/ Accountant/ HR/ for Sveinbjörn Sigurðsson hf, constructor in Reykjavik from 1993-2016 Lawyer's secretary from 1982-1992 Reykjavik, Iceland.

Additional Information

I am married to Gunnar I. Baldvinsson, Master of science engineer.

We have 2 sons;
Baldvin Ingi born 1988, Dr.Med. in Orthopedic, working in Sweden, and
Tómas Árni born 1990, economist in Reykjavik. Both are married and both have 2 young daughters who give us great joy every day.

I wake up every morning thankful for the new day and anxious to receive the gifts of the day.

SUPPORTING STATEMENT FOR GUDRÚN JAKOBSDÓTTIR

BY Jóhanna Kristín Tómasdóttir, President BPW Reykjavik

On behalf of the Board of BPW Reykjavik. This is to confirm that BPW Reykjavik nominates Gudrún Jakobsdóttir of BPW Reykjavik, Iceland, for the position of Executive Finance Officer of BPW International, a position I know she will serve well.

Gudrún Jakobsdóttir has been an active member of BPW Reykjavik since 1997 and has been engaged in many roles within our club. She was secretary of the board from 1998-2005, vice-president from 2010-2013 and President from 2013-2016 as well as having participated in numerous committees since becoming a member of the club and is now the Chairwoman of the Candle Lighting Ceremony Committee and the International Committee.

In 2018 Ms. Jakobsdóttir became the Finance Officer for BPW Europe and served for 2 terms, until 2024, with much success. Furthermore, Ms. Jakobsdóttir has participated in most European and International BPW conferences and is highly regarded within BPW Reykjavik, the European and the International community.

On the personal side Gudrún Jakobsdóttir is an outgoing and friendly hard worker, trustworthy and truly reliable and has of course always paid all her BPW dues.

It is with great pleasure and pride that I nominate Gudrún Jakobsdóttir for the position of Executive Finance Officer to the BPW International Board of Directors.

Nominations

Paz Martin
Candidate for Executive Finance Officer

Member of	BPW Madrid
Nominated by	Eva Blasco García, President, BPW Spain
For position of	Executive Finance Officer

My Vision

It is an honour and a privilege to present my candidacy for the position of Chief Financial Officer in this prestigious organisation. Allow me to share my deep motivation for taking on this challenge and contributing to BPWI's success.

1. **Passion for Finance**: My academic background in finance and work experience have provided me with a solid foundation in financial analysis, risk management, and strategic planning. From my earliest days in the financial world, I have felt an unwavering passion for numbers, strategies, and decisions that drive business growth. I am convinced that my dedication and knowledge can make a difference at BPWI.
2. **Strategic Vision**: As a former Deputy in the Madrid Assembly, I championed economic policies and women's issues. My legislative work focused on fiscal matters, and I held key roles as Deputy Spokesperson for the Budget and Economic Committee, Spokesperson for Trade in the Committee on Economy and Finance, so as CFO, my goal would be to align financial objectives with the organisation's strategic vision. I firmly believe in the importance of sound financial management to ensure long-term sustainability and growth. My approach is based on resource optimization and aligning the expenses to the budget approved.
3. **Efficient Resource Management**: I understand that financial resources are limited and must be used efficiently. My track record demonstrates my ability to reduce costs, and maximise return on investment. At BPWI, I commit to applying these skills to ensure that financial management is according to the BPWI constitution and Procedure Manual.
4. **Leadership and Collaboration**: As CFO, I would foster a collaborative and transparent work environment. I believe in the importance of teamwork and listening to all

stakeholders. My leadership style is rooted in empathy, open communication, and informed decision-making. I am committed to leading with integrity and building strong relationships within and outside the organisation.

5. **Adaptability and Resilience**: The financial world is constantly changing, and BPWI is no exception. My ability to adapt to new regulations, emerging technologies, and unforeseen circumstances allows me to face challenges with resilience. I am ready to lead during times of transformation and ensure that BPWI remains a financially sound and visionary organisation.

In summary, my commitment is to contribute to BPWI's sustainable growth through strategic, efficient, and collaborative financial management. I appreciate the opportunity to present my candidacy and look forward to working alongside all of you to achieve our financial objectives and strengthen our community.

BPW Offices held

I have held the following positions in BPW:

- President of BPW- Madrid
- Chairwoman of BPWI Business, Trade and Technology Standing Committee.
- Member of the Board of BPW Spain

Throughout my tenure, I have tirelessly worked to promote gender equality, empower women, and foster sustainable development in the business and technology sphere.

BPW-Madrid:

- Under my leadership as President of BPW-Madrid, we have strengthened our community of women entrepreneurs and professionals. We have organised inspiring events, training workshops, and support networks for our members.
- We have collaborated with local and international organisations to drive gender equality in the business world. Our active presence in conferences, forums, and roundtable discussions has expanded our influence and visibility.
- We have supported aspiring entrepreneurs and emerging leaders by providing them with tools and resources to achieve their professional goals.

Standing Committee on Business, Commerce, and Technology at BPW International:

- As the Chair of this committee, I have worked closely with women from around the world. We have addressed key topics such as digital transformation, international trade, and technological innovation.
- We have actively promoted women's participation in the business and technology sectors. Our goal is to break down barriers and create opportunities for women to thrive in these areas.
- We have established strategic partnerships with companies, academic institutions, and government agencies to foster cooperation and knowledge exchange.

In summary, my achievements as President of BPW-Madrid and Chair of the Permanent Committee on Business, Commerce, and Technology reflect my commitment to empowering

women and building a more inclusive and sustainable world. I am dedicated to continuing this work and contributing my expertise and passion to our global community.

Positions in other International and National Organisations

Since 1996, I have been committed to promoting gender policies and empowering women. Here are some highlights of my involvement:

1. Participation in the International Women's Commission (United Nations):.
2. AMALTEA: Driving International Projects: As president of AMALTEA, I have led international projects with a focus on women's empowerment:
   - In conflict zone refugee camps, we promoted healthy lifestyle habits.
   - In Mikomeseng (Guinea), we established a women's agricultural cooperative for cassava and peanut cultivation.
   - In San Juan de la Maguana (Dominican Republic), we founded the "Sur Mujer" Agricultural Cooperative for pigeon pea cultivation.
3. Relevant National Projects:
   - I have driven national projects such as "Diversidad," which promotes the inclusion of immigrant women at risk of social exclusion.
   - I also led "Objetivo: Inclusión," a project to economically empower victims of human trafficking and gender violence.
4. International Collaboration:
   - I am an honorary member of Shayfeencom NGO, which seeks active participation by women in decision-making.

In summary, my commitment to volunteering and advocating for women's rights has been consistent and global. I am determined to continue contributing to positive change in our society.

CURRICULUM VITAE

Education

As a professional with degrees in International Trade and advanced courses in Economic and Financial Management, Financial and Banking in Foreign Trade, a Master's Degree in Human Rights specialized in Disability, I bring a wealth of academic achievements and practical experience.

1. Degree in International Trade (IFE): My degree equipped me with essential skills for navigating global markets, understanding trade regulations, and fostering international business relationships, understanding Financial Markets.
2. Masters in HHRR (Specialisation in Disability) (UNED): The specialised focus on disability has equipped me with a deep understanding of the challenges faced by women with disabilities and the importance of inclusive policies.

3. Bachelors in Social and Cultural Anthropology (UNED): These studies provided me with a holistic perspective on human societies, cultures, and their interactions.
4. Degree in Tourism (UNED): This degree expanded my knowledge of the travel industry, emphasising sustainable tourism practices.
5. Advanced Courses:
   - International Taxation (IEB): I delved into international taxation, learning about cross-border financial transactions, tax planning, and compliance.
   - Economic and Fiscal Management (ISEE): This course enhanced my understanding of financial management and taxation within a business context.
   - Economic and Financial Management (ISEE): I gained insights into financial decision-making, budgeting, and financial analysis.
   - Financial and Banking in Foreign Trade (Argentaria): Course focused on financial operations related to international trade and banking.

Professional Experience

- CEO at ABAEK PARTNERS and Co-founder of AKANZ PARTNERS (2015- Present): As CEO of ABAEK, I lead a dynamic consulting firm, driving strategic initiatives and fostering client success.
- Co-founding AKANZ has allowed me to shape innovative solutions and expand our market presence.
- Former Deputy of the Madrid Assembly (May 2003-June 2015): As a Deputy in the Madrid Assembly (VI,VII,X and IX Legislatures), I championed economic policies, justice, and women's issues. My legislative work focused on fiscal matters and contract transparency. I held key roles as Deputy Spokesperson for the Budget and Economic Committee, Vice President of the Contract Oversight Committee, Spokesperson for Trade in the Committee on Economy and Finance and Vice-President of the Committee on Justice and Home Affairs.
- Notably, I ran as candidate for Mayor of Móstoles (May 2007-June 2011).
- Consultant at the Spanish Institute of Foreign Trade (February 1999-March 2003): My role involved promoting internationalization among businesses, facilitating market entry, and export consolidation.
- Export Director in Multinational Food Companies (April 1987-January 1999): I led export operations, leveraging my expertise in international trade and market expansion.

In summary, my multifaceted background combines leadership, legislative acumen, business acuity and financial background. I am committed to contribute to organisational success.

Additional Information

Allow me to share with you a project that I coordinate and of which I am deeply proud: the development of 3D-printed hydrogels for the treatment and prophylaxis of breast cancer. In a collaborative effort to drive research and scientific advancement, BPW-MADRID and the Department of Galenic Pharmacy and Food Technology at the Faculty of Pharmacy,

Complutense University of Madrid have joined forces to explore this promising technology. Securing sponsorship and funding for this significant project has been a challenging and labour-intensive task, but ultimately, my efforts have borne fruit—partly due to my background in the world of finance.

SUPPORTING STATEMENT FOR
PAZ MARTIN
BY Eva Blasco García, President BPW Spain

Ms Paz Martin boasts a profound academic foundation in finance, complemented by a wealth of practical experience garnered through various significant roles where she was entrusted with overseeing substantial budgets at the Assembly as a Deputy speaker. This blend of theoretical knowledge and practical acumen makes her an outstanding candidate for this prestigious role.

Her ability to work collaboratively while guiding the team with a steady hand is a testament to her leadership style, which is both inclusive and results oriented. This skill set is not only invaluable but essential for the role of Executive Finance Officer, where strategic oversight combined with cooperative team management is key.

I am confident that Paz Martin's dedication to the principles of the IFBPW, her deep understanding of financial strategies, and her proven leadership abilities make her the ideal candidate for this role. I strongly advocate for her candidacy as the Executive Finance Officer, believing firmly that she will bring the same level of passion, expertise, and leadership to the IFBPW as she has consistently demonstrated throughout her career.

BPW Spain is endorsing her candidacy, and we are confident of Paz Martin’s abilities to held this position and to serve ably BPW International.

7.6 Nominations -Young BPW Representative (Alphabetical Order)

Izadora Lechacoski
Sarah Nappini
Moussi Nyemeck

Izadora Lechacoski
Candidate for Young BPW International Representative

Member of	BPW Curitiba
Nominated by	Alison Regina Mazza Lubascher, President, BPW Brazil
For position of	Young BPW International Representative

My Vision

I am thrilled to express my keen interest in the role of Young BPW International Representative. With a fervent dedication to gender equality, a robust background in leadership and advocacy, and a commitment to empowering women worldwide, I am poised to contribute meaningfully to BPW International's mission and objectives.

In terms of my academic journey, I hold a Bachelors degree in Business and Marketing from FAE Business School and Baldwin Wallace University, where I delved deeply into understanding gender discrepancies in global business development. Subsequently, I earned a Masters Degree in Consumer Behaviour, focusing on gender differences in brand perception and image. These academic pursuits endowed me with a profound understanding of the systemic challenges women face globally and equipped me with analytical skills to address these issues effectively.

Professionally, I've been privileged to work with organisations dedicated to advancing women's rights and empowerment. As a business consultant, I've supported women-led businesses, aiding them to thrive in an unequal world. This experience honed my project management skills, stakeholder engagement abilities, and underscored the importance of creating inclusive, sustainable programs.

In my role as Young BPW Curitiba Coordinator, where I led initiatives that enhanced personal and professional development, resulting in a 3x growth in membership. We successfully launched business rounds, networking events, and engaged in impactful projects within BPW Curitiba. Additionally, as International Affairs Vice-Coordinator of the BPW Brazil Committee, I organised events, participated in social task forces, and represented BPW at international forums, including The Leader's Summit in New York, the United Nations' CSW67 and CSW68 and the Global Intercultural Sisterhood Academy in Taiwan.

Envisioning a world where every young woman can realise her full potential, my vision for the next three years follows these initiatives:

1. **Global Mentorship Network**: Establish a platform connecting young BPW members worldwide with seasoned BPW professionals to provide mentorship and support, fostering international collaboration.
2. **Leadership Development Programs**: Offer comprehensive training programs for Young BPW Coordinators to equip them with leadership skills and advocacy tools.
3. **Awareness Campaigns**: Launch global campaigns addressing critical issues like gender-based violence and workplace discrimination, leveraging social media for wider reach.
4. **Collaborative Projects**: Facilitate cross-border projects addressing common challenges faced by women, promoting knowledge-sharing and innovative solutions.
5. **Digital Inclusion**: Implement a program to enhance tech literacy among BPWs globally, providing training in social media, video editing, AI platforms, and the metaverse space.

Committed to BPW's values of diversity, equity, and inclusion, I am dedicated to fostering an environment where all voices are heard and respected. As the Young BPW International Representative, I am eager to bring my passion, experience, and vision to drive meaningful change, and also learn from our tradition and the ones who came before me. Thank you for considering my application.

BPW Offices held

An overview of my BPW experience so far:

- I have been an active and influential member of BPW (Business and Professional Women) since joining the organisation in 2021, but my participation in events and engagement started much sooner since my mom became a member in 2017. My dedication and leadership have been evident through various roles and contributions at both local, national and even international levels.
- On a local level, as BPW Curitiba: I joined the club in 2021, and in 2022 I became Vice Coordinator for Young BPW Curitiba helping throw events like our annual Business and Networking Round at a bar. I actively participated in our National Conference (CONFAM 2022), which helped me better understand our constitution and political election processes.
- By 2023, I assumed the role of Coordinator for Young BPW Curitiba. In my two year mandate, we are achieving a 3x growth in the number of young associates. We have also organised business and networking events for young members and associates in

general, and one of my goals was to make our young associates more active in other commissions and projects. In about a year, we have Young BPWs coordinating the following commissions: Juribusiness (Law and Business), Women in Politics and Women's Rights. The subgroup of Digital Education is 100% formed and executed by young affiliates as well, bringing digital inclusion and training for all BPW members in our club.

- In 2024, I have also accepted the challenge of assuming the International Relations Commission, as per my international experiences inside and outside of BPW.
- At the national level, for BPW Brazil, last year (2023) I was appointed as Young Coordinator for the National Conference (CONFAM 2023). I tried to play a pivotal role in organising the largest national conference in BPW Brazil's history, with over 320 associates attending in Curitiba, and also served as a panellist, discussing my participation in the United Nations Commission on the Status of Women (CSW67).
- For my participation in BPW International, I was appointed a Delegate for BPW International and BPW Brazil at CSW67, and the only associate from BPW Brazil to be a Delegate for CSW68. I also participated at The Leadership Summit in 2023 and 2024, representing young associates from Brazil. Lastly, I was invited to be a panellist at the Global Intercultural Sisterhood Academy hosted by BPW Taiwan, in May 2024.

In summary, my journey with BPW is marked by rapid progression into leadership roles and significant contributions to the growth and success of BPW initiatives. My efforts have not only strengthened the local chapter in Curitiba but have also made a substantial impact on the national and international stages.

Positions in other International and National Organisations

I have served as a Volunteer Translator for Lionsraw (2014 - Present), the year in which my job was more prominent was 2014, which I provided translation services during the World Cup in Brazil. As of now, I just continue to support Lionsraw's initiatives, facilitating communication and enhancing project effectiveness.

I also serve as a volunteer at my local church (First Baptist Church of Curitiba), during services and social projects. Our current initiative is to help gather and distribute donations to the state of Rio Grande do Sul, which is experiencing severe flooding and natural disasters, considered the most devastating in the country's history. In order to provide relief efforts, I have assisted in gathering donations, loading trucks with donatives for distribution to communities affected, and sorting out donations in sectors.

In summary, it is a part of my life doing volunteer work. To me, it demonstrates commitment to community service and ability to lead and coordinate efforts to support those in need. From translating for an international organisation to organising disaster relief and leading corporate social projects, my contributions reflect my dedication to making a positive impact.

CURRICULUM VITAE

Education

I have a Bachelor of Business by FAE Business School (2012 - 2016), in Curitiba, Brazil. About the program:

- I studied full-time with a focus on practical experiences.
- Participated in the MEP (Management Experience Program), providing real-world experience with multiple companies and sectors.
- Coursework included world economics, stock markets, trainee and consulting.
- International immersion experiences in: Europe (England, Germany, Austria), North America (USA) and Africa (South Africa).

I have a Double Degree from Baldwin Wallace University (USA), Double Major in Business and Marketing, summa cum laude, 4.0 GPA.

I am a Master of Business, focused on Marketing by Federal University of Paraná (UFPR), Curitiba, Brazil (2020-2022). The thesis topic focus was Consumer Behaviour, researching the impact of sponsorship activities in sports. Analysis of how athlete behaviour affects the sponsoring brand's image.

My education combines comprehensive business and marketing knowledge with extensive practical experience. My bachelor's degree from FAE Business School, supplemented by international exposure through the MEP program and a double degree from Baldwin Wallace University, provides a strong foundation in global business practices. I am also a Master by UFPR, with a focus on consumer behaviour and sports sponsorship, further enhancing expertise in marketing, brand management and teaching skills.

Professional Experience

My career began in 2016 as a business analyst at ZL Advogados, where I focused on market analysis and repositioned the firm to specialise in succession planning and asset protection consulting. In 2018, I transitioned to FAE Business School as a coordination assistant for the MEP Program, managing student enrolment, projects, and international experiences, while providing career guidance.

In 2017, I founded my consultancy, aiming to empower businesses to thrive by aligning their goals and processes. Specialising in strategic planning, optimization, and HR projects, I'm dedicated to supporting women-led enterprises.

Currently, at Salvy, a telecom start-up, I've progressed from a business analyst role to Customer Onboarding Specialist, ensuring seamless client integration. Now as a Customer Success Manager since December 2023, I champion outstanding client experiences, analyse data for decision-making, manage account health, and spearhead expansion projects.

My journey reflects diverse roles in analysis, customer success, and consultancy, driven by a passion for education and empowerment, particularly for women-led ventures, contributing to a more equitable world.

Additional Information

I have been a BNI member from 2021 to 2022, holding a digital certificate chair, and served in the directory board for 6 months as Affiliate Committee Chair.

Furthermore, I have participated in International Immersion Programs to visit governments and companies in South Africa, Germany and Austria. I was also social media chair for a cultural club while I was studying in the USA, serving and managing the social media accounts for over 2 years.

SUPPORTING STATEMENT FOR
IZADORA LECHACOSKI
BY Alison Regina Mazza Lubascher, President, BPW Brazil

I am writing to highly recommend Izadora Letchacoski for the position of Young Representative for BPW International.

Over the past three years at BPW Brazil, Izadora has demonstrated exceptional leadership, dedication, and a commitment. Since joining BPW in 2021, Izadora quickly became an influential member. By 2022, she served as Vice Coordinator for Young BPW Curitiba and actively participated in CONFAM 2022. In 2023, as Young Coordinator for BPW Curitiba, she tripled the number of young associates and organised successful business and networking events.

Nationally, Izadora was the Young Coordinator for CONFAM 2023, orchestrating the largest conference to date with over 320 associates, and was a panellist, discussing her participation in the United Nations' CSW67.

Internationally, she participated in the BPW International Leaders' Summit in 2023 and 2024, was a delegate for CSW67 and CSW68 in the UN, and a panellist at the Global Intercultural Sisterhood Academy in Taiwan. Her multilingual fluency and international experience highlight her ability to communicate and collaborate globally.

Izadora's passion for gender equality and her commitment to fostering inclusive environments make her an excellent choice for this role. She will significantly contribute to BPW International as the Young Representative.

Sarah Nappini
Candidate for International Young BPW Representative

Member of	FIDAPA BPW Italy
Nominated by	Concetta Corallo, President FIDAPA BPW Italy
For position of	International Young BPW Representative

My Vision

I imagine a social context in which women's opinions can increasingly become a point of reference for decisions made in international political and economic settings. I would like our Association to become a connecting element between the world of work and the institutions, in order to be able to facilitate, on the one hand, increased access to the world of work and, on the other, to be a voice-bearer for women's needs in any professional context.

Another issue of great importance, on which we can and must diligently work, relates to wage equality; in a significant number of countries around the world, we see substantial inequality in terms of paid earnings, which penalizes the very dignity of hard-working women.

In regard to gender-based violence, I would like our Association to be a source of inspiration for so many women who experience violence, in whatever form it may manifest, physical, psychological, and economic, in order to be able to give them support to get out of that state of difficulty and pain. I would like us to be increasingly perceived as strong and courageous women who look to change with confidence.

BPW Offices held

I have been a member of the F.I.D.A.P.A. BPW Italy since 2014. I was a young woman when I decided to invest time and energy into matters connected to women's empowerment.

Between 2014 and 2015, I served as an executive secretary during which time my primary task was to give organisational support to the President of the club in various activities. After this time, I became a Young Representative of the Club. During these two years and together

with other young women, I worked on initiatives connected to personal growth, violence against women, equal pay and other core issues. Following this my involvement continued in the capacity of District Young Representative.

Positions in other International and National Organisations

I am a founding member of the Leo Club Roma Marco Aurelio, it is involved in charity activities all around the world. I held the role of ceremony for the year 2018.

CURRICULUM VITAE

Education

- December 2020: Italian Qualified Lawyer (Court of Appeal of Rome).
- 2019-2020: Master in Fashion Law (LL.M.) at LUISS University of Rome.
- 2018-2019: Master in European Civil Law at “La Sapienza” University of Rome.
- November 2017: Degree in Law at “La Sapienza” University of Rome.

Professional Experience

- 2022-present: Lawyer at BonelliErede Law Firm – Rome.
- 2021-Legal Intern at Bottega Veneta S.R.L – Milan.
- 2020-Legal Counsel at Ralli Law Firm – Arezzo.
- 2019: Trainee Lawyer at Blasio International Law Firm – Rome.
- 2018:Trainee Lawyer at Rasi-Cappellini Law Firm – Rome.
- 2017: Comunication and Team Coordinator for “Spazio Margutta” – Rome.

Additional Information

I would be very grateful to have the opportunity to represent the Young F.I.D.A.P.A. BPW at an international level working in harmony and synergy with the other Offices, in order to realize my personal aspirations and contribute to the development of our Association, strengthening its relevance at an international level.

Together we can make a difference for all women in the world!

SUPPORTING STATEMENT FOR
SARAH NAPPINI
BY Concetta Corallo, President, FIDAPA BPW Italy

I support the candidacy of Sarah Nappini as Young BPW Representative for her significant associative experience as a Young member in the section and in the district and for her professional training.

Nominations

	Cabrel Laure Moussi Nyemeck Candidate for Young BPW International Representative
Member of	BPW Yaounde
Nominated by	Rachel Béatrice Mbong, President, BPW Yaounde
For position of	Young BPW International Representative

My Vision

I am Cabrel Laure MOUSSI NYEMECK, Cameroonian, and 30 years old. I graduated from the International Relations Institute of Cameroon (IRIC), I am bilingual (English and French) and I am passionate about women's leadership.

I believe that women represent the base of global development, and that they should therefore be involved in all development initiatives, whatever they may be.

In this sense, both women and girls are called upon to take part, through their own initiatives or through more global processes, in the impetus of this development.

Hence my commitment, as a young leader, is to sensitise and mobilise as many young women as possible, so that each of them can make her own contribution to this important struggle. As Kofi Annan, former Secretary General of the UN was saying, « there is no more effective development tool than the empowerment of women ».

As Youth representative BPW International, I'll commit to supervise young BPW women being part of development in their communities and countries, and to promoting BPW's objectives and missions throughout the world.

BPW Offices held

- Member of the Executive committee of BPW Yaounde Club.

Positions in other International and National Organisations

- Volunteer at Greenpeace Africa.
- Volunteer at Green Life Act.
- Volunteer at the Red cross.

CURRICULUM VITAE

Education

- Working on a PhD thesis on «migrants and council's development in central Africa ».
- Master's degree in international relations.
- Bachelor's degree in law and public administration.

Professional Experience

- Cooperation consultant at Eseka's council (Cameroon).
- Cooperation consultant at BATIFREE SARL.
- Agricultural entrepreneur.

Additional Information

I am Bilingual (English and French) and am an Alumni of the Cameroon Leadership Academy.

SUPPORTING STATEMENT FOR CABREL LAURE MOUSSI NYEMECK BY Rachel Béatrice MBONG, President BPW Yaounde

Our decision to nominate Miss MOUSSI NYEMECK for the position of BPW Youth Representative is pushed by her dynamism and commitment both inside and outside our club.

She's a strong and committed young woman with an abundant positiveness. She is as serious as hard-working, she's constantly working to help young BPW Yaounde members to achieve their goals, both as a Club and as individuals.

We believe she will be a great representative for young BPW, ready to face all the challenges that await her.

7.7 Nominations -Regional Coordinators

Bertiller Massawe (Africa)
Herlin Chien (Asia Pacific)
Anu Viks (Europe)
Olga Ahumada (Latin America)
Karin Gorgerat (North America and Caribbean)

Bertiller Massawe
Candidate for Regional Coordinator - Africa

Member of	BPW Mwanza Tanzania
Nominated by	Editrudith Lukanga, First Vice-President, BPW Mwanza Tanzania
For position of	Regional Coordinator – Africa

My Vision

I am honoured to present my candidacy for the position of African Regional Coordinator of BPWI. With a rich legacy dating back to 1930, BPWI has been at the forefront of empowering women, fostering business and professional growth, and advocating for gender equity across the Globe. My vision is to amplify these efforts across Africa and leverage the unique opportunities.

Action Plan for the Triennium 2024-2027:

- To catalyse the economic empowerment of African women:
- Enhance Skills Development: Implement comprehensive programs focused on upskilling and reskilling women to meet the evolving demands of the Global markets.
- Foster Entrepreneurship: Support entrepreneurs' access to finance, mentorship, training, and business development services. Creating platforms to connect with investors and business mentors will be a key focus, acknowledging the critical role of women-led enterprises in economic growth.
- Promote Leadership and Advocacy: Encourage women's leadership within their professions and communities. This involves leadership training and advocacy campaigns aimed at dismantling systemic barriers to women's participation in business and professional arenas.
- Strengthen BPW Network in Africa: Enhance networking opportunities for women to connect, learn, grow together, and amplify our collective voice and impact.
- Expansion of Membership and Inclusion: To truly realise our vision for African women's economic empowerment, expand BPWI's presence and membership.

My strategy focuses on:

- Engagement with Underrepresented Countries: Identify and engage with African countries where BPWI's presence is minimal or non-existent. This includes targeted outreach to establish new affiliates.
- Collaboration with Regional Bodies: Work closely with the African Union and regional economic communities in Africa like EAC, ECOWAS, COMESA, and SADC to align our initiatives with broader regional development goals enhancing our visibility and influence and facilitating easier entry into new markets.
- Collaboration with UN Agencies: Build on the existing partnerships of BPW International and collaborate with UNECA, UN Women, International Trade Centre and build on ITC She Trades Initiative, UN Global Compact and strengthen the WEPs Initiative.
- Develop Communication Strategy: Develop a Newsletter for the African Region, strengthen the news on the BPWI Website, and have a presence on social media.
- Establishment of a Hall of Fame: to showcase role models and acknowledge the BPW members' achievements.
- Project Development: to promote the establishment of projects for promoting economic empowerment of women and empowering women in Trade.
- Youths Engagement: Prioritize the engagement of YBPW and emerging professionals. By introducing programs specifically designed for young women, we can ensure the longevity and dynamism of our membership base in Africa.

My candidacy is driven by a deep commitment to the mission of BPWI and a firm belief in the power of African women to drive change in our continent and beyond. Together, we can build a future where women's economic empowerment is not just a goal, but a reality. I am eager to bring my passion, experience, and vision to the role of African Regional Coordinator and to work alongside the remarkable women of BPWI to create a lasting impact across Africa.

BPW Offices held

- Founder and President of BPW Mwanza Tanzania.
- Sub-Regional Coordinator for East Africa.
- Member of the Finance Committee of BPW International.

Positions in other International and National Organisations

- 2023 Member - Tanzania Women Tour Operators.
- 2022 Host and Organiser BPWI Africa Regional Conference, Arusha, Tanzania.
- 2021 Board Member - Africa Business Council (Women Empowerment).
- 2021 Member of Finance Management Team BPW International.
- 2020 Vice President East Africa - African Alliance for Women Empowerment.
- 2020 Board Member - Tanzania Women Fish Workers Association.
- 2020 Board Member Environmental Management Development Organisation.
- 2019 Member - Great Lakes Women Entrepreneurs Network.

- 2018 Founder and President – BPW Mwanza Tanzania.
- 2017 Member – African Women Leaders Network under AU.
- 2010 Gender Activist – Advocacy for Women in Africa.

CURRICULUM VITAE

Education

- 2022 – 2023 Post Graduate Diploma in Leadership - Aalto University Executive Education – Finland.
- 2010–2012 Msc. Community Economic Development – Open University of Tanzania.
- 2005-2006 Post Graduate Diploma in Regional Planning - Institute of Rural Development Planning .
- 2002-2005 Advanced Diploma in Regional Planning - Institute of Rural Development Planning.
- 2001-2002 Certificate in Rural Development Planning - Institute of Rural Development Planning.
- 1995-1999 Certificate of Secondary Education - Loleza Girls High School.

Short Courses:

- 2021 Project Monitoring and Evaluation - Christian Organisations Research and Advisory Trust Africa - Nairobi Kenya.
- 2020-2021 Online Certificate Women in Leadership - Aalto University Executive Education – Finland .
- 2017 Public-Private Partnership (PPP).
- 2014/2015 Diploma in Municipal Financing - Swedish International Centre for Local Democracy – Sweden.
- 2013 Local Economic Development - Association of Local Authorities of Tanzania – ALAT.
- 2011 Immigration Management and Access to Refugee Protection - United Nations Tanzania Delivering as One & UNHCR.
- 2009 Procurement and Contract Management - Institute of Procurement and Supply.

Professional Experience

- 2022 to date Tanzania National Parks (Principal Conservation Officer – Planning). 2016-2022 Mwanza City Council (City Economic and Planning Officer).
- 2008-2016 Kigoma, Arusha and Bukoba District Council (Senior Economist).
- 2007-2008 Caritas Tanzania – (Gender and Development Assistant Coordinator) 2006-2007 Alliance Consulting Initiatives (Gender and Development Officer).

Additional Information

- 2018,2023, 2024 BPWI Leaders' Summit and Clare Fulcher Dinner, New York .
- 2023 2023 Women Leaders' Consultation on the 3rd AU Men's Conference on Positive Masculinity.
- 2022 The Role of Women and Youth In Addressing Inclusive Participation, Kenya.

- 2021 African Congress for Women and Youth Entrepreneurs and Businesswomen, Egypt.
- 2019 Regional Preparatory Workshop of Women Business Entrepreneurs for the Great Lakes.
- Investment and Trade Conference, Kenya.
- 2018 BPWI Asia–Pacific Regional Conference, Thailand.
- 2017 The XXIX BPW International Congress – Egypt.
- 2017 High-Level Women Leaders Forum for Africa's Transformation, New York.
- 2015 Global Leaders Meeting on Gender Equality and Women Empowerment, New York.

SUPPORTING STATEMENT FOR
BERTILLER MASSAWE
BY Eritrudith Lukanga, First Vice-President, BPW Mwanze Tanzania

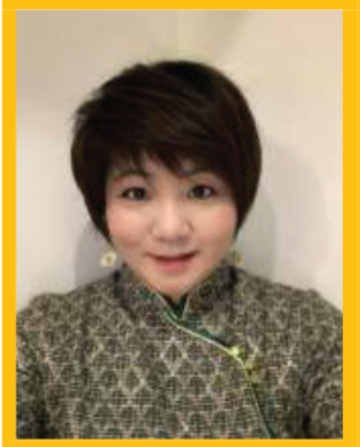
Statement by BPW Mwanza Tanzania Endorsing the Candidacy of Ms. Bertiller Massawe for Africa Regional Coordinator of BPW International.

I Editrudith Lukanga 1st Vice President of BPW Mwanza Tanzania, I declare that Ms. Bertiller Massawe has shown great leadership during her tenure as Founder and President of BPW Mwanza Tanzania.

She is very passionate about youth and women's empowerment and Gender Equality. She is a Subregional Coordinator for East Africa; Host and Organiser of BPWI - ARC 2022, in Arusha, Tanzania; Founder of the "Keeping Girls in School with Sanitary Pads" Project, and CEO of BM Organic Farming. She has been a driving force for the agenda of empowering women and building their capacity.

She is a team leader, and she has all the skills and talents for gathering the women to achieve their objectives. She is always traveling to many parts of Africa and empowering women at all levels, especially women in rural areas. She would be a great candidate, given her great skills and knowledge about the continent. She also speaks English and Swahili which is one of the African Union's official languages, which allows her to communicate with all BPW. We wish her the paramount success.

Nominations



Herlin Chien

Candidate for Regional Coordinator – Asia Pacific

Member of	BPW Kaohsiung
Nominated by	Shou Chen Kuo, President BPW Taiwan
For position of	Regional Coordinator – Asia Pacific

My Vision

My intention in becoming the Asia Pacific Regional Coordinator is to further institutionalise and consolidate solidarity and collaboration of women in Asia Pacific (AP) region. In particular, my plan for the triennium will focus on strengthening the social (S) and governance (G) factors of the ESG consideration in order to improve BPW AP as a forward-thinking block within the BPW International structure and to ensure social value creation to achieve sustainability in the region.

To achieve the above vision, a 3D program is proposed as the following:

1. Democracy Initiative: (SDG 16/SDG 10)
    - D1-1: Encourage and institutionalize democratic practice in BPW AP.
    - D1-2: Emphasize the embracement of DE&I (Diversity, Equity and Inclusion) in BPW AP.
    - D1-3: Push for broader female citizen engagement in public affairs to ensure equal and meaningful female participation in decision-making process of all levels.

2. Dialogue Initiative: (SDG 17/SDG 5)
    - D2-1: Survey women related indicators to understand our common challenges and differences between members of BPW AP.
    - D2-2: Invite and incubate new clubs in AP region, such as India which is ranked number one in terms of population both in regional and world share.
    - D2-3: Expand BPW AP communication with other women NGOs and international organisations in the region including ESCAP and beyond AP, such as Africa-AP dialogue for we are the two regions with most countries in the Global South that

experience common sustainability challenges including child marriage, women's poverty reduction, rapid urbanisation, or rampant corruption.

3. Direction Initiative: (SDG 4/SDG 9)
- D3-1: Support vulnerable girl and young women to pursue their potential via completion of tertiary education.
- D3-2: Create mentorship to empower young BPW in AP.
- D3-3: Broaden young women's participation in BPW AP online training and AP face-to-face meetings or conferences.

BPW Offices held

- BPW Taiwan Board Member.
- BPW Taiwan International Affairs Committee Coordinator.
- BPW Kaohsiung Vice President.
- BPW Taiwan Young BPW Coordinator.
- BPW Kaohsiung Secretary General.
- BPW Taiwan Membership Since 2008.

Positions in other International and National Organisations

- Taiwan Host of Asian Civil Society Research Network (ACSRN).
- Founding Director for ICLEI EAST ASIA KAOHSIUNG CAPACITY CENTER (to promote city sustainability).
- IPBES Nature For Future Preparation Document Review Member.
- Taiwan Citizen Participation Association Vice President.
- Citizen Congress Watch (CCW) Academic Committee Advisor.
- Tsao-Gong Agriculture Irrigation Research Foundation Board Member Taiwan Open Democracy Observatory Association Vice President.
- Taiwan Environmental Protection Union (TEPU) Academic Advisor.
- Kaohsiung Civil Servant Citizen Watch Academic Advisor..
- Intern Researcher at Amnesty International Southern Office In Atlanta, GA, USA

CURRICULUM VITAE

Education

- PhD in Sustainability Science (2021) United Nations University, Institute for the Advanced Study of Sustainability, Tokyo, Japan.
- PhD in Political Science (2008) National Sun Yat-sen University, Graduate Institute of Political Science, Kaohsiung, Taiwan.
- Masters in International Affairs (2003) Georgia Institute of Technology, School of International Affairs, Georgia, USA.
- Bachelor in Area Studies (2001) University of Oklahoma, Department of Area Studies (European studies, French), Oklahoma, USA.

- Linguistics training, Universite de Nancy II, Nancy, France (1998).

Professional Experience

- National Pintung University of Science and Technology (NPUST), Pingtung, Taiwan Deputy-CEO, NPUST Office of Sustainable Development (2020,6 - now)
- Full Professor, College of Humanity and Social Sciences, NPUST (2024/2- now)
- research interest: social-ecological system/ecosystem services/blue-green infrastructure/citizen participation/adaptive governance/sustainable city/UN SDGs
- Member of Asian Civil Society Research Network; Head of Taiwan Charter (2023/03 - now) Sustainability Science Editor 2022-
- Host of TSH@NPUST (Taiwan Sustainability Hub site) 1.5 Degree Food and Consumption Transition (2023/2 - now)
- Director, Language Centre (2022/8- 2023/7)
- Vice-Dean, Office of International Affairs (2019/12 - 2022/7)
- Associate Professor, College of Humanity and Social Sciences, NPUST (2019/8 - 2024/2)
- 3rd ESP (Ecosystem Services Partnership) Asia Conference Scientific Program Committee member ESP Asia Training on Integrated Ecosystem Services Assessment local host May, 2023 Founding Director, ICLEI East Asia Kaohsiung Capacity Center, hosted by Kaohsiung City Government for ICLEI (2012)
- Department of International Affairs Assistant Professor (2009-2016), Associate Professor (2016-2018), Director of International Cooperation Office (2010-2013), Director of Southeast Asia Languages Centre, Wenzao Ursuline of University of Languages
- Visiting Scholar: Thammasat University, The School of Global Studies, Thailand (2018)/Shanghai International Studies University, China (2011)/University of California, Irvine, School of Social Ecology, Centre for Organisational Research, USA (2007-2008, 2014)/Ecole Normale Superieure de Lyon, Institut d'Asie Orientale, France (2006)

Additional Information

Languages: Chinese, English, French

Professional websites:
https://sites.google.com/view/hc-research/introduction
https://asiancivilsociety.com/asian-civil-society-research-network-taiwan-charter/ https://tsh.npust.edu.tw/

SUPPORTING STATEMENT FOR
HERLIN CHIEN
BY Shou Chen Kou, President, BPW Taiwan

Nominations

The Federation of Business and Professional Women Taiwan supports Dr. Herlin Chien as Asia Pacific Coordinator.

Dr. Herlin Chien has been our member since 2008, over the past 16 years She has served several executive positions such as international affairs committee coordinator, board member and Vice-President of Kaohsiung Club. She has participated in activities passionately and given her time and knowledge to support BPW Taiwan.

Her best personalities are to unite people with diversity to make a project successful, she supports and helps others to achieve goals, and she has strong organisational skills. She has held many conferences and meetings nationally and internationally. Her performance is always very efficient and creative.

Furthermore, she serves as a full professor at College of Humanities and Social Sciences, National Pingtung University of Science and Technology in Taiwan. She has more than 15 years of experience in higher education talent cultivation and international affairs related research.

Anu Viks
Candidate for Regional Coordinator - Europe

Member of	BPW Tallinn, Estonia
Nominated by	Merle Saviauk, President BPW Estonia
For position of	Regional Coordinator – Europe

My Vision

My vision for BPW Europe is to continue to work closely with our members; constantly developing the organisation; and collaborating effectively with European Union institutions and other women's organisations.

I will continue to build on the following initiatives:

1. Being the forefront in advocating and empowering of women.
2. Using media to bring attention to BPW and women in Europe, their visions, and goals for future.
3. Effectively operating Working Groups and Networks of BPW Europe.
4. Organising successful Equal Pay Day campaigns in all member countries.
5. Gaining new active members through visibility and actions/campaigns.
6. Facilitating new campaigns, webinars, projects, and trainings by BPW Europe Working Groups – Green and Sustainable, Learning for Leadership, Equal Pay Day, Charter on the Girls Rights, WEPs, Women on Boards.
7. Supporting the development of projects on empowerment of women.
8. Supporting the creation of eClubs
    - Including more members in the activities of BPW Europe. Encouraging members to work on European level.
    - Inviting members to the online Presidents meetings to introduce their projects and activities.
    - Inviting members to join the European Working Groups.
    - Organising the Europe Day in Brussels in 2023 and Members Day in Rome 2024.

- Creating the BPW Europe Communication Officer position in 2021. This was one of the biggest steps forward as communication is the key to reaching all members. The Communication Officer has carried out excellent work by creating the new interactive website for BPW Europe, constantly updating the website, publishing BPW Europe Newsletters, posting on BPW social media Meta and LinkedIn, making BPW Europe visually attractive.
- Engaging with European Institutions on the urgent topics relating women and current political situation to help women and children.
- Reviewing, connecting, and updating the cooperation with other NGOs in Europe. This was achieved at the Europe Day in 2023 and the work continues.
- Encouraging participation of members at the events of BPW Europe member Federations and Affiliated Clubs – BPW Cyprus Mediterranean Symposium, BPW Prague Czeck Republic EPD Conference, BPW Ireland Summer Lunch, DACH, AdrioNet, Danube Net network meetings.
- Inspiring Twinning opportunities between BPW Europe members and most importantly between BPW International members across continents.

BPW Europe is represented in the Council of Europe and EWL, through our representatives the voice of BPW Europe is heard and on EWL level we are included in the work to stop violence against women. In Europe we have an excellent possibility to advocate and speak on women related issues on the highest level of politics and economy.

I am a dedicated BPW member with the passion for women equality, empowerment and economic freedom. My vision and mission align with the vision and mission of BPW international, I am inspired by it and delighted to work for the cause of women.

I am very grateful to all European Presidents who elected me as the Regional Coordinator in 2020 and members with who I have had the honour to work during triennium 2021-2024.

BPW Offices held

- 2021 – 2024 Regional Coordinator of BPW Europe, Member of BPW International Executive
- 2015 – 20.18 President of BPW Estonia.
- 2011 – 2019 Member of Board of BPW Estonia.
- 2006 -- 2009 President of Tallinn Club.
- 2004 – 2010 Member of Board of Tallinn Club..
- 2002 to date BPW member of BPW Estonia Tallinn Club

Positions in other International and National Organisations

- Member of the Exclusive Investment Club for Women since 2015.
- Member of Board of the NGO" For the protection of the Andineeme beaches" since 2018.

CURRICULUM VITAE

Education

- 2018 – Train the Trainer study BPW international Taskforce Learning for Leadership
- 2011 - Logistics and transport sustainability - University of Technology Tallinn Estonia
- 1988 – 1990 Master of Arts in Philology - University of Tartu Estonia
- 1983 – 1988 Bachelor of Arts in Literature and Languages – University of Tartu Estonia

Professional Experience

- Since 1997 Association of Estonian International Road Carriers ERAA – Head Officer Information and TIR Department
- ERAA represents the entire industry – truck, bus and coach operators, we drive the sustainable mobility of people and goods across the country and in Europe.
- 2018 – 2021 Manager and owner of Estaano OÜ
- Wholesale of coffee beans and grounded coffee from Italy Gallo Roastery.
- 1995-1996 Editor in Publishing house Avita
- Avita is the leading Publishing house for school textbooks.
- Since 1993 - guide of Tallinn and travel agent

Additional Information

- 2018 – 2019 – BPW Estonia project 'Women in business, everything is possible'- Trainer
- 2017 – 2019 BPW Estonia and BPW Moldova common project 'Advancement of Young Moldova women on the labour market' – Trainer
- 2015 BPW Spain and BPW Estonia common project 'Business opportunities for women'– Project manager (BPW Estonia)
- 2013 – 2018 Member of the Task Force of BPW Estonia EPD campaigns
- 2011 – hosting the BPW International Congress in Helsinki Finland in 2011 delegates at the post-Congress tour to Tallinn Estonia
- 1999 – 2000 BPW Europe Regional Conference 2000 in Tallinn Estonia, organising team member

SUPPORTING STATEMENT FOR ANU VIKS BY Merle Saviauk, President, BPW Estonia

I support Anu Viks to be elected as the next Regional Coordinator for Europe. Anu Viks is a long-time member of BPW Estonia and devoted to women related work and economic empowerment. She has been very active, energetic and participated in many events of BPW

Estonia. Over the years Anu Viks has shown herself to be a hardworking and reliable person who builds respectful relationships and trustful work environment. Anu is passionate about cultivating BPW values all over the Europe, she has been involved in several projects of BPW Estonia and is continuing to support and mentor members.

As the Regional Coordinator of Europe 2021-2024 Anu Viks has been very well respected and has united the Presidents of European Federations and Affiliated Clubs into a well working community. The work she has done has been remarkable. I and BPW Estonia support Anu Viks to become the Coordinator of the European Region for the next triennial. Anu is a trustworthy and committed person who is constantly contributing time to BPW and making all members welcome and well looked after.

Olga Amalia Ahumada

Candidate for Regional Coordinator – Latin-America

Member of	BPW Victoria Ocampo – Mar Del Plata
Nominated by	Beatriz Bayazbakian, Secretary BPW Argentina
For position of	Regional Coordinator – Latin-America

My Vision

The reason for being coordinator will be the following: “My philosophy of life is to work for the common good and social equity, thinking about not forgetting that human happiness is a disposition of the mind and is not a given.” due to circumstances…"
Establish the foundations of a business plan that allows building future strategies in the region, promoting strong and sustained growth that drives the success of Latin America. Inspire and implement efficient and effective training and engagement practices for the entire region.

BPW Offices held

- President of the BPW Argntine Federation until the Present (2018 AL 2020 2020 AL 2022 DEL 2022 AL 2024)
- Vice President of the Victoria Ocampo Club (2022 AL 2024)
- President of the Victoria Ocampo Club (2016 AL 2020)

Positions in other International and National Organisations

- Coordinator of the Interreligious Federation for World Peace, Ambassador for World Peace (2012).
- Founder of the Club de Leones Mar del Plata Atlántica (2010).

CURRICULUM VITAE

Education

- Political scientist (2023).
- Fourth years student of Bachelor´s degree in Political Science (2019-2022).
- Preparation at the Cuyano Institute of Hispanic Culture on teaching writing (1984).
- Teacher for the teaching of philosophy and letters. National University of Mendoza (1982).

Professional Experience

- Presidential Advisor to the Senate in the Province of Mendoza. Presidency of Dr. Armando Caramazza (1985-1986).
- Presidential Advisor. Presidency of. Dr. Adolfo Rodriguez Saá (2009).
- Businesswoman and Legal Representative of the Victoria Ocampo College (2008-2010).
- Founder of the Club de Leones Mar del Plata Atlántica (2010).
- Businesswoman and legal representative of the Patio Gaucho Cultural Centre (2010-2017 -Coordinator of the Interreligious Federation for World Peace, Ambassador for World Peace (2012 -President of BPW- Victoria Ocampo, Mar del Plata (2016-2020).
- President of the BPW Argentine Federation (2018-2024).
- Member of the Board of Directors of the Municipal Tourism Entity of Mar del Plata (2016 to date).

Additional Information

- English language student in university laboratory
- Intermediate level Italian language student

SUPPORTING STATEMENT FOR OLGA AMALIA AHUMADA BY Beatriz Bayazbakian, Secretary, BPW Argentina

I present my declaration of support for candidate Professor Olga Amalia Ahumada, who was selected at the Latin American Congress held in Chile. She is currently Vice President of our club, she has been integral as a partner and performed her job for many years dedicated to this institution, today we feel part of her achievements as she has always integrated us in her projects sharing all achievements with our club.

Karin Gorgerat

Candidate for Regional Coordinator - North America and the Caribbean

Member of	Hastings & Prince Edward, Ontario Canada
Nominated by	Angie Godin, President BPW Canada
For position of	Regional Coordinator – North America and the Caribbean

My Vision

My vision is to help the North America and Caribbean region in 3 areas – Growth, Membership Value and Advocacy.

Growth means not only growing the membership numbers but also help members to grow their personal, professional and leadership development. BPW has a strong legacy that can continue with seasoned and newer members working together to bring forth new ideas and energy as we continue to move forward in the 21st Century.

Membership Value - Members can find value in being a member by understanding that they belong to an effective International Organisation, as well as learning of the skills they can develop while they are members. As formal or informal leaders, members will be able to see how their influence within the organisation can help increase what they receive in return, leading to member engagement and retention. Membership Value also includes how BPW stands apart from other organisations, as well as how BPW Clubs and Federations can partner and build relationships with other like-minded groups.

Advocacy – BPW International works to help women with their economic independence and to have equal opportunity and representation in economic, civil and political life. This is something each Federation and Associate Club can be involved in whether at home or at UN CSW, so sharing of skills and ideas within the NAC can be beneficial to help increase advocacy work within the region.

By moving forward with Growth, Membership Value and Advocacy, we can maintain and

grow our strong presence as a valuable part of BPW International and become the organisation within our countries that women want to join.

BPW Offices Held

BPW Canada

BPW Canada Immediate Past President 2022-Present.

- BPW Canada President 2020-2022.
- Vice President BPW Canada (Resolutions & Membership).
- Treasurer BPW Canada.
- BPW Ontario President.
- BPW Ontario Vice President.
- President, BPW Trenton & District Club (now Hastings & Prince Edward Club).
- Member of the NAC Regional Committee

Positions in other International and National Organisations

- Director with Trenval Business Development Corporation – a Community Development Corporation funded by the Government of Canada with a focus on growing jobs in the area. This includes working on the Investment Committee where loans are provided to small businesses in the Belleville, Ontario region.
- Director of Women's W.O.R.K. Women's W.O.R.K. is a charitable organisation with the objective of providing funding to support seminars sponsored through BPW clubs across Canada.

CURRICULUM VITAE

Education

- Humber College Toronto Graduate Tourism & Travel Services.
- Numerous courses in Financial Planning and Managerial Leadership.

Professional Experience

- Retired 7 years ago after 43 years with BMO Bank of Montreal, one of Canada's Big 5 Banks. During my time with BMO I held a number of roles ending up as a Regional Sales Manager where I coached employees to help them achieve their highest successes possible. When I was a Senior Branch Manager, I led a large team within the branch and guided them to grow professionally, achieve their goals and meet or exceed their career aspirations.
- In addition, I was a Peer Coach to other Branch Managers within our Area Team.

Additional Information

I have had experience as BPW Canada President working with a variety of clubs with different needs. I would work hard to make sure the voice of NAC Region was heard around the BPWI table and I will be a strong supporter of the incoming BPWI Board elected at Congress 2024. I have attended the last 5 Regional Meetings and 2 BPW International Congresses, thus expanding my awareness of the Global reach of BPW. I have also attended UN CSW in New York 3 times, including the last 2 years as a Delegate for BPW Canada.

SUPPORTING STATEMENT FOR
Karin Gorgerat
BY Angie Godin, President, BPW Canada

I could not support the nomination of Karin Gorgerat more, she is an exemplary leader and has all the knowledge to help support the region and ensure her success in this role. She has held various positions of leadership during her membership including being Immediate Past President of BPWC. Her passion for the organisation and care of every member is evident in the way that she carries herself and supports all those around her. We would be lucky to have her in this position.

7.8 Nominations – Standing Committee Chairs (Alphabetical Order of Standing Committee)

Caterina Mazzella
Selda Alemdar Dinçer
Patricia Goncalves
Siiri Tiivits Puttonen
Naagla Lofty
Myriam Kaufmann
Katia Reda
Maria Morabity
Sher Singh

Caterina Mazzella

Candidate for Standing Committee Chair – Art & Culture

Member of	BPW Ischia, Italy
Nominated by	Concetta Corallo, President FIDAPA Italy
For position of	Standing Committee Chair – Art & Culture

My Vision

Italy and the world are rich in places full of historical-artistic importance, but often abandoned and degraded due to the neglect of people and institutions. My commitment, if elected, will be to obtain the attention of authorities competent in the care of the great cultural heritage of the world art, history and culture, an economic resource of our countries.

In this position, it will be nice to create intercultural exchanges and network with other countries of our International BPW .

BPW Offices held

- Member of the BPW Europe working group" New Charter of the Girl's Rights".
- BPW Italy Past President (permanent).
- BPW Italy President (from 2017 to 2019).
- BPW Italy Chair Committee / BPW Italy Vice President (from 2015 to 2017).
- Environment & Tourism/BPW Italy General Secretary (from 2013 to 2015).
- Honorary Member Ischia Club/Southwest District BPW Italy Vice President and President.
- Founding member of the Ischia Club in 1993.

Positions in other International and National Organisations

- Regional coordinator (Campania)and President of Ischia Club of AIPARC, an Italian cultural parks network aimed at the artistic and cultural Knowledge and promotion of the territory heritage.
- Representative, as Ambassador, in the Città delle Donne" the Italian national network of" Stati Generali delle Donne" aimed at female empowerment and gender equality.
- Member of the "LaudatoSI" International Movement/Member of UNICEF.

CURRICULUM VITAE

Education

- Degree in Classical High School Institute "G.Scotti"-Ischia(1975).
- Attended the "Istituto Universitario Orientale" in Naples (Italy) specialised in foreign languages and modern literature.

Professional Experience

- Entrepreneur and sole administrator of a touristic company which organises cultural, artistic and social events in Ischia island.
- Collaborator of local daily newspapers.

Additional Information

In 2021 awarded" Cavaliere al Merito della Repubblica Italiana" by the President of the Italian Republic, Mr Sergio Mattarella.

As BPW Italy President, I organised parallel events as part of 62/63 CSW at the Italian Permanent Mission to the UN-NYC.

Delegated by BPW Italy National Council to BPW national, International and European congresses and conferences (Jeju 2014/Zurigo 2016/Il Cairo 2017/Galway 2019/Reykjavik 2022).

SUPPORTING STATEMENT FOR CATARINA MAZZELLA BY Concetta Corallo, President, FIDAPA BPW Italy

I support the candidacy of Caterina Mazzella, BPW Italy Past National President for her professionalism, for her significant associative experience in the organisation of events relating to Art/Culture and for participation in National, International and CSW events.

Selda Alemdar Dinçer
Candidate for Standing Committee Chair – Business, Trade & Technology

Member of	BPW Istanbul
Nominated by	F. Müjde Çetin, President BPW Istanbul
For position of	Standing Committee Chair – Business, Trade & Technology

My Vision

In an ever-evolving global economy, the intersection of business, trade, and technology holds unprecedented potential to drive progress, equity, and empowerment. As a candidate for the Chair of the Business, Trade, and Technology Standing Committee, my vision is to harness this potential to create a transformative platform for women entrepreneurs and professionals worldwide. My vision focuses on fostering an inclusive, innovative, and sustainable business environment that empowers women globally.

I aim to advocate for and implement policies that break down barriers to entry for women in business and technology sectors. This involves pushing for equal access to funding, education, and digital tools, ensuring that women from all backgrounds can compete on a level playing field. Through targeted initiatives, we will empower women to not only participate but lead in international trade and technological innovation.

There are three pillars in my work which I plan as the chair of the standing committee that I am applying for:

1. Recognition of BPW women all around the world: Showcase efforts on a prestigious platform and gain visibility among industry leaders, policymakers and the wider community.
2. Networking: Connect with potential partners, investors, and mentors who share our commitment to driving positive change.

3. Opportunity and inclusion for all: Win awards, gain access to funding opportunities, and unlock new avenues for growth and collaboration.

My program;

1. Digital Inclusion for All: Implement initiatives such as digital literacy workshops, coding bootcamps, and online resources tailored to empower women and underserved communities. Partner with educational institutions and technology companies to provide access to affordable devices and internet connectivity. Utilise artificial intelligence (AI) to personalise learning experiences and bridge the digital skills gap.
2. Entrepreneurial Empowerment: Establish incubation programs to nurture promising start-ups, funding opportunities, and co-working spaces equipped with cutting-edge technology. Develop leadership programs with academicians and CEOs focused on equipping entrepreneurs with essential skills in areas such as strategic planning, marketing, and financial management.
3. Robust Mentorship Programs: providing access to mentorship program at international and national level, connecting seasoned professionals with emerging talent, Organise networking events, workshops, and online forums to facilitate knowledge sharing and collaboration.
4. Promoting Governance and Ethics: Develop capacity-building programs focusing on corporate governance, compliance, and ethical leadership. Provide resources and training on data privacy, cybersecurity, and responsible AI usage to ensure ethical practices in business operations. Establish partnerships with regulatory bodies and industry associations to stay updated on best practices and compliance standards. Facilitate access to investment opportunities through networking events, pitch competitions, and matchmaking platforms connecting entrepreneurs with investors and venture capitalists.

Through collaborative efforts, innovative initiatives, and a commitment to universal ethical values, we aspire to create a future where every BPW woman has equal opportunities to succeed and contribute meaningfully to the world. Together, we will create a vibrant community of empowered women who drive innovation and prosperity in the global marketplace, setting a new standard for what is possible when diverse voices lead the way.

BPW Offices held

- BPW Türkiye Federation - General Secretary -2008-2012.
- BPW İstanbul Club - Vice President -2009-2012.
- BPW İstanbul Club - Founding President -2013-2022.
- BPW İstanbul Club - Past Immediate President -2022-current .

I attended as delegate from BPW Türkiye in 2 international congresses:

- Helsinki Congress, 2011.
- Jeju Islands Congress, 2014.

Positions in other International and National Organisations

Actively involved in various organisations:

- Boğaziçi University Alumni Association – member.
- Austrian High School Association – member.
- Austrian High School "I Want to Work" Women's Platform - board member.
- Founding Member of the Global Equality and Inclusion Network Association.
- Dental Friendly Association - Secretary General.
- Founder of the Artificial Intelligence Platform for everyone.

CURRICULUM VITAE

Education

- Master of Business Administration (MBA), Istanbul Technical University (ITU), 2002 .
- Bachelor of Arts in Sociology, Boğaziçi University, 1989.
- Sankt Georg Austrian School, Science, 1984.
- Şişli Terakki Primary School, 1976.
- Maçka İlkokulu Primary School, 1975.

Professional Experience

- Country Director, Toothfriendly Association Türkiye-İran/present .
- Collaborate with stakeholders to develop programs and initiatives promoting dental health and awareness. Promoting certification mark on commodities.
- Manage administrative functions, communications, and member engagement activities. Spearhead operations and strategic initiatives for a non-profit, in Switzerland, Türkiye and Iran. Oversee program development, partnerships, and stakeholder relations to advance organisational goals. Drive advocacy efforts and promote awareness of dental health and hygiene practices.
- Weitnauer Trading Company, General Manager, CIS Countries-1992-1996.
- Led marketing and sales operations in the duty-free industry, overseeing strategic initiatives and achieving sales targets.
- Developed and executed business plans to expand market share and increase revenue streams. Managed cross-functional teams to drive operational efficiency and customer satisfaction.
- Sheraton Towers - 1989-1992.
- Customer Welcome and Assistance, Reservation Management, Filing and Record Keeping, Payment Processing, Customer Relationship Management.

Additional Information

I represented BPW Türkiye at events aiming at economic empowerment of women and promoting women in trade and access to markets. Some highlights of my experience are that

I spoke at the International Virtual Business Round Table by BPW Brazil & BPW Istanbul and organised a business summit under the Brazilian Consul General's presidency. I also led networking events with BPW Lithuania and panels at WeConnect & BPW Istanbul supply chain event. Additionally, I promoted programs empowering women in technology, moderated a panel at CSW 67, and established mentoring partnerships with Adesso and Wilo. BPW Istanbul signed the WEPs in 2015.

SUPPORTING STATEMENT FOR
SELDA ALEMDAR DINÇER
BY F. Müjde Çetin, President, BPW Istanbul

Our candidate is founding president of BPW İstanbul. She has shown unstoppable effort during the inception days, always eager to disseminate the UN SDG's and work for the awareness raising on gender equality.

She is familiar to international governance, and codes of conduct implementations for she has graduated from global schools. In her professional life she is the country manager of an international organisation and has supported voluntarily the progress of female working rights trying to make them apparent at every level of the society. She has served as the president for 9 years and immediately in the contemporary BoD, is responsible for international affairs and promoting the perfect BPW brand all over our land.

She speaks German and English at proficient level and is the mother of a valuable daughter. We believe in our hearts that she is the one for this duty to be performed remarkably.

Patrícia Cáceres Gonçalves

Candidate for Standing Committee Chair
Development, Training & Employment

Member of	BPW Rio De Janerio
Nominated by	Alison Regina Mazza Lubascher, President, BPW Brazil
For position of	Standing Committee Chair – Development, Training & Employment

My Vision

As the leader of this Committee for BPW leaders and members, my vision is to foster an environment of continuous learning and empowerment where the members can reach their full potential. I believe the key to any organisation's success lies in the capacity-building of its members, and my mission is to provide the tools, knowledge, and opportunities necessary for every woman to excel in their respective fields.

Objectives:

- Leadership Development: Implement comprehensive leadership development programs that help women become effective, inspiring, and innovative leaders in their communities and professional sectors.
- Entrepreneurship Training: Offer specialised entrepreneurship training to equip women with the skills and knowledge necessary to start and manage successful businesses.
- Communication and Public Speaking: Develop effective communication and public speaking skills among members, recognizing the importance of these competencies in promoting ideas, leadership, and networking.
- Continuous Education: Create a culture of continuous learning through regular workshops, seminars, and training sessions that address current market trends and challenges.
- Strategic Partnerships: Establish and strengthen partnerships with governmental organisations, NGOs, and private companies to expand training and development opportunities available to members.

Strategies:

- Mentorship Programs: Implement mentorship programs where experienced leaders can guide new members, offering support, advice, and sharing their experiences and knowledge.
- Online Training Platform: Develop an online training platform that allows access to educational resources and training sessions from anywhere, promoting flexibility and global reach.
- Regular Workshops and Seminars: Organise monthly workshops and seminars on relevant topics such as leadership, employment, innovation, finance, marketing, and personal development.
- Continuous Feedback and Evaluation: Establish a system of continuous feedback and evaluation to measure the effectiveness of training and development programs, ensuring they meet the needs and expectations of members.
- Networking Events: Promote networking events that enable members to connect, share experiences, and create collaboration opportunities.

Expected Impact I hope our initiatives will help to:

- Increase members' confidence and competencies.
- Facilitate professional and personal growth.
- Promote a strong sense of community and mutual support.
- Strengthen the position of women in the workforce and in business.

In conclusion, as the leader of this Steering Committee, I am committed to promoting continuous development and empowerment of women in BPW. I firmly believe that by investing in the training and development of our members, we are building a stronger and more equitable future for all.

My vision is for BPW to be a place where every woman has the tools and support needed to achieve their goals and make a significant impact in the world. I'm motivated to work in mutual cooperation and collaboration with other committees and task forces to consolidate BPW as a centre of excellence for the development of female leaders.

BPW Offices held

Volunteering Duration: 30 years

Patrícia began her journey with BPW Porto Alegre in 1994, recommended by her mother, who was the coordinator of the agribusiness committee. She made history as the first female rural auctioneer in Brazil and South America, inspiring women in the sector.

BPW Rio de Janeiro

- President (2007-2008), during which she led the Women's Work and Entrepreneurship project. This initiative was in partnership with the Federal Government and SEBRAE and secured $50,000 US in funding for gender and entrepreneurship training. Under her leadership, BPW Rio launched a business guide - an associates' professions catalogue, which served as valuable resources for the members. Additionally, she spearheaded the strategic planning for BPW Rio alongside her board of directors, ensuring a clear and effective direction for the organisation.

- Vice-Coordinator of BPW Brazil's Education Committee - 2009/11

Second Term as President:

- In 2016, Patrícia was invited by BPW Brazil to once again lead BPW Rio as President, during a particularly challenging period for the organisation. She successfully revitalised the institution by forging partnerships with the Canadian Consulate and Vale. Her leadership saw the organisation host significant events and secure SEBRAE business training for its members, further enhancing the professional development opportunities available to them.

BPW Brazil Auction Committee chair:

- She organised two important charity auctions that brought in essential resources and partnerships or the Ijuí and Rio de Janeiro clubs.

Training and Workshops:

- A strong advocate for continuous learning and professional development, Patrícia has been instrumental in providing voice and communication training across various BPW clubs.
- In 2022, she conducted extensive 1 year training sessions for BPW Caçador.
- For BPW Brazil, she led sessions at Confam 2021 on Assertive Communication and at Confam 2023 on Voice and Innovation.
- Throughout 2023, she conducted weekly Zoom meetings titled "Voice of Businesswomen and Successful Speakers," benefiting members nationwide. Additionally, in 2024, she facilitated voice and leadership dynamics at the Leader Summit in New York.

Current Position:

- BPW Rio board superior council, continuing her involvement and support for the organisation. Member of BPW Brazil's Agribusiness Committee.
- Member of Task Force Leadership and Long-life Learning, where she organises panels on Effective Communication for BPW Leaders.

Achievements and Impact:

- Women's Empowerment: Pioneered as the first female rural auctioneer in South America, inspiring women's participation in agribusiness.
- Entrepreneurship Projects: Secured significant funding and led projects that trained women in entrepreneurship and gender issues.
- Capacity Building: Delivered numerous training sessions on communication, leadership, and innovation, benefitting BPW members across Brazil.
- Institutional Strengthening: Revitalised BPW Rio through strategic partnerships and effective leadership during challenging times.

Skills and Competencies Developed:

- Leadership and Management: Demonstrated ability to lead and revitalize organisations.
- Strategic Planning: Expertise in developing and implementing strategic plans.
- Communication and Public Speaking: Skilled in conducting effective communication and leadership training.

- Entrepreneurship and Gender: Proficiency in training and empowering women in these critical areas.

Positions in other International and National Organisations

- Renovamor - Rio de Janeiro - Voice and Oratory Volunteer Trainer for women for 5 years.
- Women for Water: Member.

CURRICULUM VITAE

Education

Graduations:

- Lawyer - PUC College - Porto Alegre -1991.
- Rural Auctioneer - Agriculture Federation - RS – 1993.
- Speech Therapist - Estacio College - Rio de Janeiro – 2003.
- Pos Graduation in Human Voice - CEFAC Rio de Janeiro – 2005.
- Master in Speech Therapy - incomplete - Veiga de Almeida – 2009.
- Relational Intelligence Coaching - Homero Reis Institute - Rio de Janeiro – 2010.

Languages:
Portuguese, English, Spanish and Italian.

Professional Experience

With 25 years of experience, Patrícia is a seasoned Speech Therapist, Speaker, Oratory Teacher and trainer, and Speech Coach. She holds a postgraduate degree in Human Voice from CEFAC Rio de Janeiro, complemented by a Law degree from PUC Porto Alegre.

Patrícia's journey began uniquely, influenced by her father as she became the first rural auctioneer in Brazil and South America. This early experience ignited her passion for facilitating confident communication in others to empower women around the world.

During her five-year tenure as a Speech Therapist and speech coach at BAND Rio – Grupo Bandeirantes de Comunicação, Patrícia created the popular column "Sua Voz na Escuta" (Listening to Your Voice) on Band News FM radio.

A dedicated educator, Patrícia has taught at various institutions, including Personal Marketing and Oral Communication at FACHA University, Organisational Behaviour and Leadership Management at the Funcefet MBA, and Public Speaking at FIJO - PUC/RS. Currently, she shares her expertise through Patrícia Cáceres Voice and Oratory courses, both online and in-person, where she introduces students to her Method "The 7 Keys to Contemporary Oratory".

Additional Information

Patrícia's influence extends beyond the classroom, as she has worked with leaders, politicians, and entrepreneurs worldwide. Her clients include prestigious organisations such as Vale, Sulamerica, Windsor Hotels, Rede Globo, BPW Brazil, FARSUL - Agriculture Federation of RS, Rio City Hall, FGV online, In Press Porter Novelli, Leroy Merlin, and Leader Summit in New York, among others.

SUPPORTING STATEMENT FOR PATRÍCIA CÁCERES GONÇALVES BY Alison Regina Mazza Lubascher, President, BPW Brazil

Joining BPW Porto Alegre at 24 years old, 30 years ago, member of the agribusiness committee, inspiring the empowerment of women in the sector as the first female rural auctioneer in Brazil and South America.

BPW Rio de Janeiro: President (2007-2008): Led the Women's Work and Entrepreneurship project in partnership with the federal government and SEBRAE, securing $50,000 US for gender and entrepreneurship training. Launched the business guide and the associates' professions catalogue.

Vice-Coordinator of BPW Brazil's Education Committee (2009); President (2016/2017) Revitalised BPW Rio, formed partnerships with the Canadian Consulate and Vale, organising events and SEBRAE training.

BPW Brazil Auction Committee: Organised two charity auctions, raising funds for Ijuí and Rio de Janeiro clubs.

Voice and Communication Training: BPW Caçador (2022); BPW Brazil: Confam 2021 (Assertive Communication); Confam 2023 (Voice and Innovation); Voice of Businesswomen and Successful Speakers by Zoom for Brazilian BPWs (2023).

Current Roles: Advisor at BPW Rio; Member of BPW Brazil's Agribusiness Committee; Member of the Task Force Leadership and Longlife Learning; organising Effective Communication panels for BPW Leaders.

Patrícia has demonstrated exemplary leadership, significantly impacting women's empowerment through training, and strengthened BPW through strategic initiatives.

Siiri Tiivits-Puttonen

Candidate for Standing Committee Chair
Environment & Sustainable Development

Member of	BPW Estonia Green Club
Nominated by	Merle Saviauk, President, BPW Estonia
For position of	Standing Committee Chair – Environment & Sustainable Development

My Vision

I am delighted to be a candidate for the position of Chair of Standing Committee Environment & Sustainable Development.

Since 2020 I have been Chair of BPW Europe Green and Sustainable Working Group and since 2021 Chair of IFBPW Green and Sustainable Taskforce.

During these 4.5 years I have been organising a nationwide program called "Women in Business – GREEN AND CARING WORLD", being a leader and organiser for many actions internationally. I am the founder of BPW International Earth Day celebration, during which the song "I am the Earth" is sung in 4 languages - has been specifically written for BPW and is available on YouTube internationally. Pledges are collected from all over the world. The social media reach was 600, 000+.

My mission is to share green knowledge and practices worldwide is:

- This year, a green resolution, prepared by the task force was adopted, which will be presented on globally at the BPW International congress in St. Kitts and was approved regionally in March 2023.

My vision is to implement the green and sustainable resolution among all BPW members. The world we live in, is in constant change. At an ever-increasing pace we need to keep up

with technological innovation, replace outdated activities with sustainable ways of thinking, while coping with a growing flood of information.

We women can only make a difference and shape a green and sustainable world, if we take action. If we want women to lead sustainably tomorrow, we need women that are aware of the problems of Mother Earth today. Knowledge about this decides who will be a future leader and who won't.

Our goal is to shape sustainability from a woman's perspective. Therefore, we need to organise lectures, events, workshops, hackathons in the following sectors:

- Sustainability in Politics
- Sustainable Economy & Industries
- Sustainable Awareness & Lifestyle

My will is to work on the green and sustainable area, so that every region and Federation and BPW Club will make its own guidelines and procedures on how to be part of saving nature and the world for the next generations.

I propose to start the BPW Green Ambassadors movement. Green Ambassador is the person who is the member of the Green and Sustainable working group and is the bridge between the local organisation and working group to share the information, motivate club members to join in events, organising events and following the fulfilment of guidelines prepared in resolution: "Together For A Green and Sustainable World".

The actions, together with communication, are giving to the organisation following benefits:

- Organisational growth - more young members.
- Possibilities to write projects for getting foundation to raise awareness for both BPW and sustainability.
- An active green entrepreneur women network.
- Giving your part for saving the planet for future.

Green and sustainable is possible!

BPW Offices held

- Member of the BPW Estonia´s board 2017-2024.
- Communication Officer of the BPW Estonia 2018-2021.
- BPW Estonia program "Women in Business – GREEN AND CARING WORLD" founder and leader 2020 – date.
- President of BPW Estonia Tallinn Club - 2020-2022.
- President and founder of BPW Estonia Green Club 2023-2024.
- Chair of BPW Europe Green and Sustainable Working Group 2020- date.
- Chair of BPW International Green and Sustainable Taskforce 2021- date.

Positions in other International and National Organisations

- Cross sectoral green business platform - Green Tiger - Responsible of digital channels www.rohetiiger.ee Jan 2020 – present.
- Board of European Students of Technology alumni Estonia, founder, and member 2000- date.
- Board of European Students of Technology active member 1995-2000.

CURRICULUM VITAE

Education

- ESG Executive Development Program, Estonian Business School 2024
- Entrepreneurship and business administration, Estonian Business School 2024 Environmental and Chemical Engineering Technology TalTech 2000
- Secondary School Tallinn Technical Gymnasium 1995

Professional Experience

I am an accomplished eCommerce and digital channels strategist with a fervent dedication to green and sustainable business development. With over 25 years of experience in eCommerce business and development, I have honed my expertise in strategising and leading successful initiatives in this field.

Nature has always been extremely important to me and I have dedicated my life to promoting a green and sustainable business world.

Siromo – I am an eCommerce strategist, ESG consultant, board member, owner Aug 2013 to present.

eCommerce – I am a founder and lead in different companies 2000-2013

My passion for environmental sustainability extends beyond my professional endeavours. In my current role, I combine my extensive experience in eCommerce with my passion for sustainability to drive impactful change. I have successfully integrated sustainable entrepreneurship principles into digital platforms, most notably through the creation of www.roheettevotlus.ee.

My vision extends globally, with plans to expand the platform internationally as www.greenambassadors.net.

Additional Information

My skill set encompasses a wide range of competencies essential for driving business growth and sustainability. I am adept in ESG, process management, online and automated

marketing management, communication, logistics management, online customer service management, negotiation, business planning, sales (both B2B and retail), and more. My strategic insights and proven track record of delivering results have positively influenced and propelled various businesses forward.

Please see the full CV: https://www.linkedin.com/in/siiri-t-87979428/

SUPPORTING STATEMENT FOR
SIIRI TIIVITS-PUTTONEN
BY Merle Saviauk, President, BPW Estonia

I recommend Siiri Tiivits-Puttonen for the position of Chair of Standing Committee Environment
& Sustainable Development.

Siiri demonstrated her dedication and strong leadership skills in various environmentally friendly initiatives, her contribution to BPW Estonia/Europe and BPW International has been significant. Since 2020 she organised a nationwide program "Women in Business – GREEN AND CARING WORLD" creating a network of over 3000 female entrepreneurs. Program has been active for 4.5 years, it inspired 500 entrepreneurs.

Webpage for entrepreneurs focusing on green entrepreneurship was created as part of the program, which provides all the necessary information for starting a green business or making existing businesses green, contains over 150 articles and has ca 2500 monthly visits. Green entrepreneurship community has 3000+ members.

She is founder and leader of the BPW Europe Green and Sustainable Task Force which meets monthly basis. This year a green resolution, prepared by the task force was adopted, voted in Europe Presidents meeting in Rome and hopefully will be voted globally at the BPW International congress in St. Kitts.

Siiri has been a long-standing member of the BPW Estonia´s board, BPW Estonia´s Communication Officer, president of BPW Tallinn club and first president of BPW Estonia Green Club.

Naglaa Lotfy
Candidate for Standing Committee Chair – Health

Member of	BPW Cairo
Nominated by	Aya Azzam, Vice President, BPW Egypt
For position of	Standing Committee Chair – Health

My Vision

Empowering Women Through Health: A Holistic Approach to Wellness and Well-Being A healthy woman is able to produce, work and implement. I have witnessed this myself in the last few years when I had health challenges that prevented me from performing several duties especially in my role for promoting health and as a Professor of Radiology responsible about serving patients.

As a candidate for the Chair of the Health Standing Committee my vision is to foster a holistic approach to women's health and well-being, emphasising accessibility, education, and empowerment. Through my profession as a Professor of Radiology and Head of Radiology Departments in 7 University hospitals and Head of the Women Imaging Unit in Tanta University, and as a BPW Cairo member since 2000, I established the Health and Well being Committee in BPW Egypt that I was chairing. I have organised campaigns for Health Awareness for women. I implemented several projects for early screening for breast cancer. I have contributed to several outreach convoys in rural areas in Egypt to raise health awareness among women I have conducted several awareness sessions regarding Female Genital Mutilation. (FGM). I had the honour to be elected a Member of the Egyptian Parliament in 2010 where I have lobbied for several laws for women empowerment.

This term I would like to focus on three core pillars: Accessibility, Education, and Empowerment.

1. Accessibility:
   - Advocate for equitable access to quality healthcare services for women in all regions, especially in under served communities.
   - Collaborate with international health organisations and local governments to address barriers to healthcare access.

2. Education and Health Awareness:
   - Promote awareness programs that inform women about critical health issues, preventive care, and healthy lifestyle choices.
   - Foster partnerships with medical institutions, health experts, and community leaders to deliver accurate and culturally sensitive health information.
   - Utilise digital platforms to disseminate health awareness, ensuring that women can access valuable resources from anywhere in the world.
3. Empowerment:
   - Support initiatives that encourage women to become health advocates within their communities, promoting awareness and action on health issues.
   - I will try to realise the following Initiatives:
   - Campaign among BPW members to raise awareness about key health issues affecting women, including mental health, Cancer and chronic diseases.

"Empowering women globally through strategic health initiatives, Women's Health Standing Committee is to cultivate equitable access to comprehensive healthcare, championing innovative solutions, and fostering collaboration to advance the well-being of women and communities worldwide.

As Chair of the Health Standing Committee last triennium, I had several health challenges that is why I am persistent to continue my journey and not to be discouraged from translating this vision into tangible actions that will improve the health and well-being of women globally. Together, we can build a healthier, stronger, and more empowered community of business and professional women. Please Join me in this journey towards a future where women's health is prioritised, and every woman has the opportunity to lead a healthy, fulfilling life.

SUPPORTING STATEMENT FOR
PROFESSOR Naglaa Lotfy
BY Aya Azzam, Vice President, BPW Egypt

It is with great enthusiasm and unwavering support that we endorse Prof. Naglaa Lotfy for the esteemed position of Chair of the Health Standing Committee. Prof. Lotfy's remarkable dedication, outstanding professional achievements, and tireless advocacy for women's health and empowerment make her an exemplary candidate for this vital role.

Professional Excellence and Leadership: Prof. Naglaa Lotfy is a distinguished Professor of Radiology, renowned for her exceptional contributions to the medical field. Her extensive expertise and innovative research have significantly advanced the practice of radiology, earning her the respect and admiration of her peers both nationally and internationally. Prof. Lotfy's academic achievements are complemented by her exemplary leadership skills, which she has demonstrated in various capacities throughout her illustrious career.

As the President of BPW Egypt, Prof. Lotfy has exhibited unparalleled leadership and dedication. Under her guidance, BPW Egypt has flourished, achieving numerous milestones and fostering a supportive environment for women in business and professional fields. impact. Prof. Lotfy aims to further the agenda of women's health on a global scale. Her strategic priorities include increasing awareness about women's health issues, and advocating for policies that support women's health and well-being.

Myriam Heidelberger Kaufmann
Candidate for Standing Committee Chair – Legislation

Member of	BPW Biel / Bienne, BPW Thun
Nominated by	Sandra Jauslin & Claudine Esseival, Presidents, BPW Switzerland
For position of	Standing Committee Chair – Legislation

My Vision

Non-profit organisations depend on credibility and image. I want BPW International to be not only a valuable network, but also an organisation of integrity, loyalty and trustworthiness with a modern legal basis.

I would like to advocate for the legal basis (statutes) to be renewed under Swiss law to meet the current needs of this global organisation and for the legal basis to be redesigned to further strengthen the connection to the members.

BPW Offices held

- Former President of BPW Club Biel/Bienne.
- Member of National Board (BPW Switzerland) since 2019, responsible for international affairs.

Positions in other International and National Organisations

- Member of the National Commission for the Prevention of Torture
- Member of the Board of Directors of Syphon AG
- Former National General Secretary of YWCA-YMCA Switzerland
- Former president of mira, Swiss organisation for prevention of sexual exploitation - Former member of the church executive Kt. Aargau

CURRICULUM VITAE

Education

- Masters Degree, Non-profit Management and Law, University Basel, 2023 - 2024 - CAS Non-profit and Public Management, University Basel, 2022.
- Communication Trainer, 2012.
- Humour coach, 2018 – 2021.
- DAS Non-profit Management and Law, University Basel, 2010 – 2011.
- Marketing Professional, 2002.
- Apprenticeship Biomedical analyst, 1988 – 1991

Professional Experience

- Director of ArWo Frutigland, social NPO, working with and for people with disabilities, since 2023 - Head of department of prison Witzwil, 2015 - 2023
- General Director Kandersteg International Scout Centre, 2011 - 2015
- National General Secretary YWCA-YMCA Switzerland, 2004 - 2011
- Product Manager, Bayer Healthcare AG, 1998 – 2004.

Additional Information

Language Skills:

- German: Mother tongue.
- French: Fluent.
- English: Advanced Certificate ESOL..
- Italian: Basic understanding

SUPPORTING STATEMENT FOR MYRIAM HEIDELBERGER KAUFMANN BY Sandra Jauslin & Claudine Esseival, Presidents, BPW Switzerland

We recommend Myriam Heidelberger with her outstanding expertise and determined manner to represent the goals and values of BPW and to further advance the network. She brings with her the necessary specialist knowledge, has an excellent international network at BPW and ensures excellent teamwork with her communication skills.

Nominations

Katia Reda

Candidate for Standing Committee Chair
Public Relations

Member of	SOVERATO BPW Italy
Nominated by	Concetta Corallo, President, BPW Italy
For position of	Standing Committee Chair – Public Relations

My Vision

- Promoting cooperation among Countries belonging to BPW International.
- Creating close relationship among countries belonging to the same geographical areas.
- Developing contacts between Universities and BPW International.
- Developing contacts between BPW International and local Governments.
- Making a wide campaign on all BPW International activities.
- Helping weak countries promoting activities to create visibility for women and girls
- Encourage young girls to participate to BPW life.

BPW Offices held

- Since 2014 I belong to the BPW International Task Force Mentoring held by Carla Laura Petruzzelli.
- From 2021 I belong to the Standing Committee held by Angela Donato, Environment, Training and Sustainable Development.
- In FIDAPA BPW Italy I am carrying out Mentoring Program at national level since 2021 up to 2025, being nominated for the second time as national referent of the program.
- At international level I have been a speaker to the International online meetings held by Geraldine Crevat, presenting the activities carried out in Italy.
- In 2019 -2021 I was officially appointed for Italy of all the international events as interpreter during the presidency of Cettina Oliveri, and the same during Fiammetta Perrone presidency.

- Responsible of BPW Project : Leaving Together -Helping Each Other, uploaded in BPW platform.

Positions in other International and National Organisations

For 3 years I have been President of AIDO - Association for Organ Donors in my region (Calabria) , starting with 17 members and becoming 300 donors at the end of my triennium.

CURRICULUM VITAE

Education

- Degree in Foreign Literature with Honours.
- Component of AGHIA SOROS Academy in Santa Caterina sullo Ionio (CZ)
- Component of national competitions in 2018 for becoming professional teacher
- Component of national competition in 2021 for becoming professional teacher
- Component of national competition in 2024 for becoming professional teacher

Professional Experience

I am working as Professor at University of Magna Grecia in Catanzaro where I teach at the Faculty of Sociology.

Since my first beginnings in FIDAPA BPW Italy I have always contributed to the Mission of it , trying always to help. I have been speaking on behalf of Eufemia Ippolito at Presidents' Meeting in Galway and I have presented Mentoring activity for my team (Carla Laura Petruzzelli , my chair) both in Galway and in Zurich. I am also responsible for my University of Erasmus Projects.

Additional Information

- I am working as Professor at University of Magna Grecia in Catanzaro where I teach at the Faculty of Sociology.
- Since my first beginnings in FIDAPA BPW Italy I have always contributed to the Mission of it , trying always to help . I have been speaking on behalf of Eufemia Ippolito at Presidents' Meeting in Galway and I have presented Mentoring activity for my team (Carla Laura Petruzzelli , my chair) both in Galway and in Zurich. I am also responsible for my University of Erasmus Projects.

SUPPORTING STATEMENT FOR
KATIA REDA
BY Concetta Corallo, President , BPW Italy

I truly support Caterina (Katia) Reda's application as BPW International Chair because she is a reliable person as well as committed to what she does.

Maria Morabito
Candidate for Chair Standing Committee - Projects

Member of	Fidapa BPW Milazzo
Nominated by	Concetta Corallo, President BPW FIDAPA Italy
For position of	Chair – Standing Committee Projects

My Vision

I work as Human Resources Business Partner for a multinational and I am used to work in international context. As per my job responsibilities and per my personal attitude, I like to engage and involve people around me to make them feel included and valued. I have worked a lot on Diversity, Equity and Inclusion projects at Italian and EMEA level. I have led different projects in multicultural context working with colleagues from all over the world and I have always managed to create the right environment for the team to be successful.

BPW Offices held

- I have covered all the roles in the Committee of FIDAPA Milazzo and I have been elected President twice in 10 years.
- Secretary, Treasurer and President of FIDAPA BPW Italy - Milazzo

CURRICULUM VITAE

Education

- Degree in Political Sciences
- Masters in Human Resources and Organisation

- Cambridge Certificate in English

Professional Experience

- More than 20 years as Human Resources Business Partner in Multinational context.

Additional Information

I speak fluent English and I can read and speak French.

SUPPORTING STATEMENT FOR
MARIA MORABITO
BY Concetta Corallo, President, FIDAPA BPW Italy

I am giving support to the application of Maria Morabito for Chair Standing Committee Projects as I know that Maria can be a valuable resource for this activity. She works for a multinational company as Human Resources Manager, and she works at European level to lead and execute projects with high financial and organisational impact for the company she works with. Besides she is used to coordinate and lead teams as she has demonstrated it in his job and in her roles in FIDAPA as President of the local association in Milazzo.

Sher Singh
Candidate for Standing Committee Chair
Arts and Culture

Member of	Downtown Sacramento BPW CA
Nominated by	Megan Shellman-Rickard, President, BPW USA
For position of	Standing Committee Chair – Arts and Culture

My Vision:

Over the last 3 years, I have led, sometimes tediously, with full support A&C committee a wide range of experiences. A&C committee focused, recognized, and explored different creative cultural art forms. We did historical research for suggested projects, showcasing artist talents, and public awareness globally of the different cultures in respective art areas. We created a fabulous web platform with an art insignia.

The vision is to move forward broadly, successfully, with engagement and showcasing women in their entrepreneur work and more. To move to podcasts and global participation in how artistic actions are changing attitudes. The committee will use their own skills and agree commitment to the work. The end goal is to have successful outcomes from the artistic and cultural endeavours within this timeline.

A&C standing committee globally, will continue to play major roles in country-specific strategy guidance, showcasing, and development for driving art impact. Each country's BPW would work with its local organizations to help expand the reach of whatever project is decided upon. Each country will be focused on their own unique and realistic action plan in coordination with A&C vision.

My vision was/is to have projects that will not end in 2024 but grow exponentially for Federations and Clubs around Arts & Culture in every region globally.

Communication, time frames, and follow-through will be key for success.

BPW Offices held

- VP Downtown Sac BPW,
- CA International Liaison,
- Public Policy Vice Chair CA,
- President Elect CA.
- International Liaison CA,
- JDEI National Chair,
- International A&C Chair.

Positions in other International and National Organisations

National Parent Teacher Association member & New York State PTA Region Director, Arts Education Chair, Parenting Chair.

Other leadership positions held:

County Level in New York

- Fearless DV board 18 years, (6 as president)
- Mental Health Association board trustee - 10 years,
- Cultural Equity Taskforce, 5 years (president 2 years),
- Garnet Health Systems Trustee 10 years (secretary 4 years)
- Tribute to Women of Achievement board 7 years (newsletter editor and Speakers Bureau leader),
- Catholic Charities board 9 years, (4 as president)
- State board – PTA Regional Director for 26,000 members and 3 counties - 2 years.
- New York State Parent Teacher Association (PTA) Arts Education Board Chair 4 years
- NY United Teachers Union – president 2 years

Currently:

- Sacramento Steps Forward board (for unhoused people - federal funding) (3 committees)
- REQC – Racial Equity Committee – countywide.
- Systems Performance Committee – fiduciary responsibility on Federal Funding for unhoused people countywide.
- Project Review Committee of distribution of funds to agencies county wide

CURRICULUM VITAE

Education

- SUNY New Paltz University; Teaching Assistant Special Education Course,
- University of West Indies -Studied Mass Communications
- General Level English; University of London,
- Executive Secretary Certificate; St. Michael's Roman Catholic Business School, Guyana, South America,
- High School Diploma; St. Joseph's Roman Catholic School, Guyana, South America,

- Certifications
- Boards & Commissions Leadership Institute - Public Policy Training,
- Citizen's Academy Sacramento, District Attorney Office,
- Family Self Sufficiency Certificate Program (Federal Housing Authority),
- Military Behavioural Health Training Certificate (Vet-to-Vet Mentor Program),

Professional Experience

- Family Services Specialist Summer 2015 - Fall 2018
- PathStone; Middletown, NY
    - Guided Section 8 individuals and families on a vocational or educational track to attain financial self-sufficiency.
    - Maintained overall caseload of up to 100 participants.
    - Presented program orientation and diversity workshops; coordinated legal and financial literacy training.
    - Conducted interviews to assess participants' needs, determine eligibility, and make appropriate referrals.
    - Consulted with participants to prepare customized five-year contracts and individual training and service plans.
    - Gathered financial and educational information; prepared required reports; maintained required records.
    - Served on county coalitions with a variety of local partners to garner resources for participants.
    - Organized annual graduation luncheons for participants from various PathStone offices across the region.
- Event Planner and Public Relations Director Winter 2013 - Spring 2015
    - Villa Venezia; Middletown, NY
    - Planned and executed events (corporate, non-profit, social, political, and educational)
    - Managed a 25-person event staff team.
    - Leveraged professional network and participated in community events to win new clients.
    - Developed event publicity materials and cultivated relationships with media contacts (e.g. publications, radio).
    - Managed event contracts and billing.
    - Coordinated with vendors to conduct on-site showcases (e.g. bridal, health, estate planning).
    - Attended Orange County Chamber of Commerce events and meetings, recruiting business for the venue.
- Community Liaison Fall 2010 - Fall 2013
- Orange County System of Care; Montgomery, NY
    - Designed and created a curriculum for youth summer employment programs.
    - Coordinated countywide transportation system for private, at-risk youth and families; supervised three drivers.
    - Worked with faith-based communities, government departments, & other non-profits for partner opportunities
    - Monitored, evaluated, and provided technical assistance to contract agencies and municipalities for program.
- Freelance Cultural Competency Trainer 2003 - present.

- Orange County, NY - Developed and facilitated 100 diversity workshops and staff training for 30 different agencies within the county, including educational institutions, government agencies, and community-based organizations, reaching 5000+ people.
- National | Sacramento, CA - DEI Chair: Develop cultural competency Zoom workshops nationally. National Federation

- Business & Professional Women NFBPWC) (IBPW)- International Arts & Culture Chair

Volunteer Experience

- Sacramento Continuum of Care| Systems Performance Comm. board member 2020 - present
- Boulevard Park Neighbourhood Association board - 2018 - 2023
- Women Empowerment Agency, Sacramento, CA 2018 - present
- Business & Professional Women's Federation International, National, State, Region & City boards 2001- present
- Afghan Women's Project NFBPWC committee member 2019 - present
- Path Stone REDI National Team (Race, Equity, Diversity, and Inclusion) 2016-2018
- Safe Homes now (Fearless)DV of Orange County, Board Member, 2000 - 2018 (President, 2010-2016)
- Business & Professional Women's Club of Middletown, NY, Member, 2001 - 2014 (President, 2006 - 2008)
- Tribute to Women of Achievement of Orange County, Committee Member, and Newsletter Editor, 2001 - 2014
- Orange County Cultural Equity Task Force, President, 2007 - 2010
- Mid-Hudson Region Association of Fundraising Professionals, Diversity Chair, 2006 – 2010

SUPPORTING STATEMENT FOR
SHER SINGH
BY Megan Shellman-Rickard, President, BPW USA

I am in full support of Sher Singh's nomination for Chair of the Arts and Culture Committee. Sher has been an active member of NFBPWC for many years and a prestigious and active member of BPW USA prior to that. During that time, she has held a variety of leadership positions including, but not limited to, Justice, Diversity, Equity, and Inclusion Chair at NFBPWC, President-Elect for the California Federation of Business and Professional Women, and Chair of the IFBPW Arts and Culture Committee.

Ms. Singh is an artist and dancer. She values and celebrates the arts and cultural diversity. Over the past three years as Arts and Culture Chair for IFBPW, Sher has worked tirelessly to bring the committee's vision of the Artslink to full fruition. We are proud to have supported Sher and her committee in all ways we were able to. Artists throughout NFBPWC and IFBPW were inspired to share their art and heart with our membership. What a beautiful way to celebrate women and cultural diversity.

Sher Singh has goals to continue to work towards with the support of her committee members. We at NFBPWC cannot wait to see what a second term with Sher at the helm of this committee will bring forward for our organisation.

I highly recommend Sher Singh for IFBPW Arts and Culture Chair without hesitation and with my full support. I know she will do an excellent job for a second term.

Chapter 8

Post General Assembly

BPW International

"New Actions Through Cooperation"

BPW INTERNATIONAL BOARD MEETING
Thursday 21 November, 2024

AGENDA

The 80th International Board Meeting will take place in the Ballroom at the Marriott Hotel, Frigate Bay, St Kitts and Nevis, Caribbean.

All members of the International Board meeting to be seated 5 mins before meeting starts

1. President's opening remarks
2. Roll Call of Board Members
3. Observers
4. Apologies
5. Credential Report – confirmation of voting strength
6. Appointment of Minutes Secretary
7. Adoption of Standing Orders / Rules of Debate
8. Any other Business Items for the agenda
9. Approval of the agenda
10. Appointment of Parliamentarians (Chief Parliamentarian)
11. Appointment of Teller/Scrutineer and Timekeeper
12. Minutes of previous International 79th Board Meeting (17th November)
13. Matters Arising from the minutes
14. Handover meetings will take place on 22nd November
15. Procedure Manual proposed amendment(s)
16. XXXII Congress announcement
17. XXXIII Congress forms will be sent out regarding applications for the 100th Anniversary
18. Dissolution of General Assembly Committees
19. Any other business
20. Announcements

Close of the 80th International Board Meeting

Annexes

Annex 1 Financial Report 2021, 2022, 2023

Annex 2 Projects Update

Annex 3 The Collect and Alternative Collect

Annex 1

Financial Report 2021, 2022, 2023

EXECUTIVE FINANCE OFFICER

BUDGET REPORT

Three-year period 2021-2023

PREMISE

It has been an honor and privilege for me to serve BPW International for the period 2021-2024 as Executive Finance Officer. It has been a very demanding job, and I have tried to do it as best I could and in the interests of BPW and to retain the legacy which has been handed down to me. I have always made sure that all expenses were within the budget planned and approved at the International Congress in 2021. I have always complied with the rules of the Procedure Manual and punctually sent all the financial documentation to the Financial Management Team, to the Executive and to the Regional Coordinators, monitoring not only the expenses, but also the payment of the Fees by the Federations and of associated Clubs. My action plan has been carried out in compliance with legal and accounting principles. I have implemented the financial policies of the IFBPW in accordance with the BPW Constitution and the BPW Procedure Manual and Regulations. I am committed to managing the international budget effectively and efficiently. I have tried to support Clubs and Federations in difficulty.

FINANCIAL REPORT

During the three-year period 2021-2023, together with the Accountant Dr. Barbara Russo, I developed the periodic financial reports and the situation regarding the Dues Oustanding, providing the appropriate payment reminders; and we have collected over 85% of the Dues. My approach to transparency and legality has characterized my mandate and I think everyone has been able to see this.

For BPW International's financial year, which runs from 1 January to 31 December each year, I have drawn up the Balance Sheet and the annual Profit & Loss Account with the report and the Notes to the financial statements explaining the main items. Each financial situation has been examined annually by the independent auditor.

The annual audit usually starts around March of the following year and ends in June. The International Board receives each year's Balance Sheet and P&L by the end of January each year, the fiscal year end report of the independent examiner (6) months after the year end and the EFO Report.

OVERVIEW OF FINANCIAL RESULTS (2021-2023)

Financial surplus

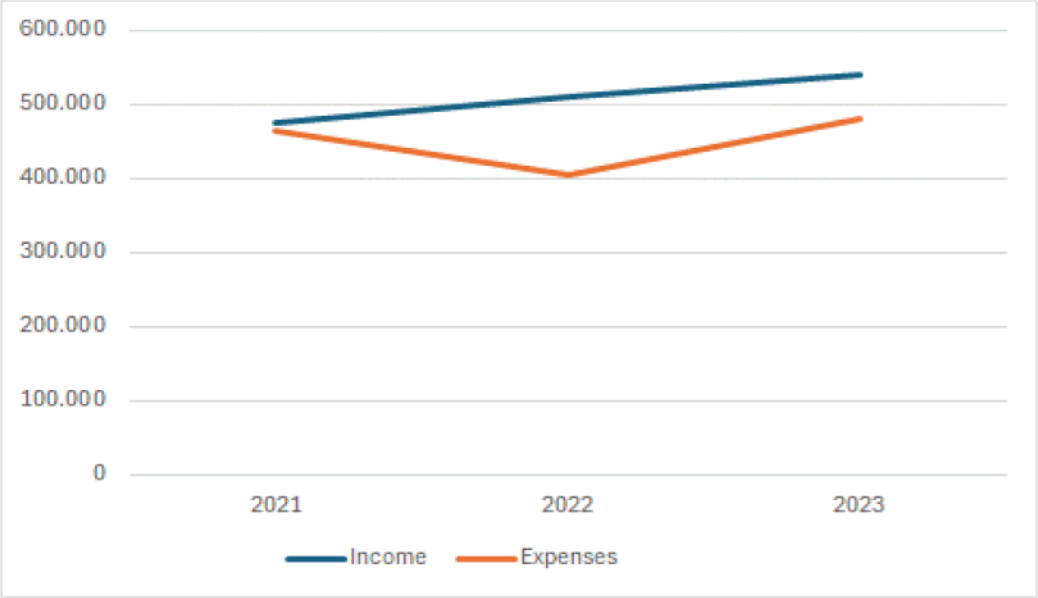
In this three-year period, BPW International has almost always had a conservative surplus.

BPW International's main source of income is membership fees. However, other sources of income such as the sale of pins and scarves have also contributed to increasing budgetary income to support BPW's secretarial costs.

The expenses include various elements: the costs of the President's Staff, important for carrying out the President's mandate; the costs of the day to day management of BPW, bank charges, expenses assigned to each member of the Executive and to the Regional Coordinators, currency gains or losses as BPW pays invoices mainly in euros but also in other currencies. Thanks to the donations received we have been able to finance projects especially in favour of Ukraine considering the war that has now continued for over 2 years.

Revenue and expenses 2021-2023 are indicated here:

	2021	2022	2023
Income (less cost of Sales)	476.512 (7.166)	509.232 (193)	540.936 (12.000)
Expenses	463.980	406.043	480.363

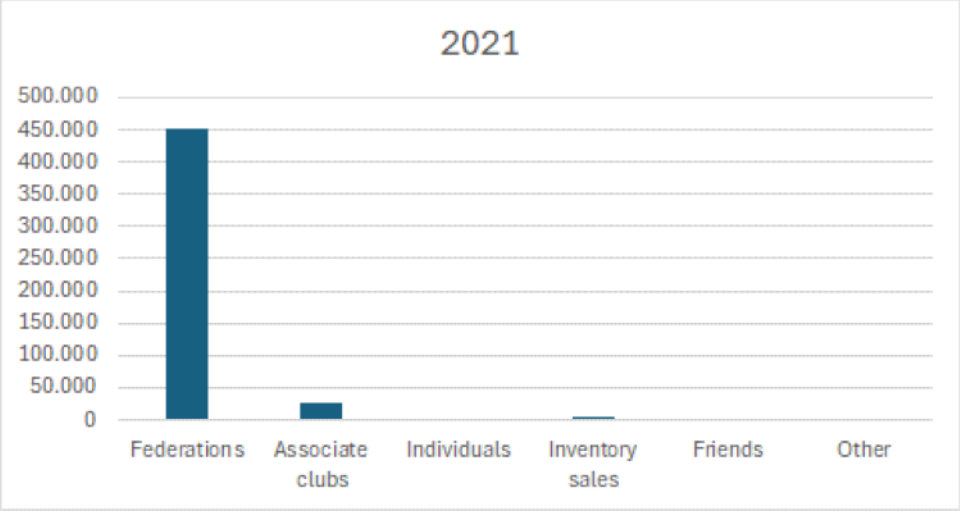


INCOME

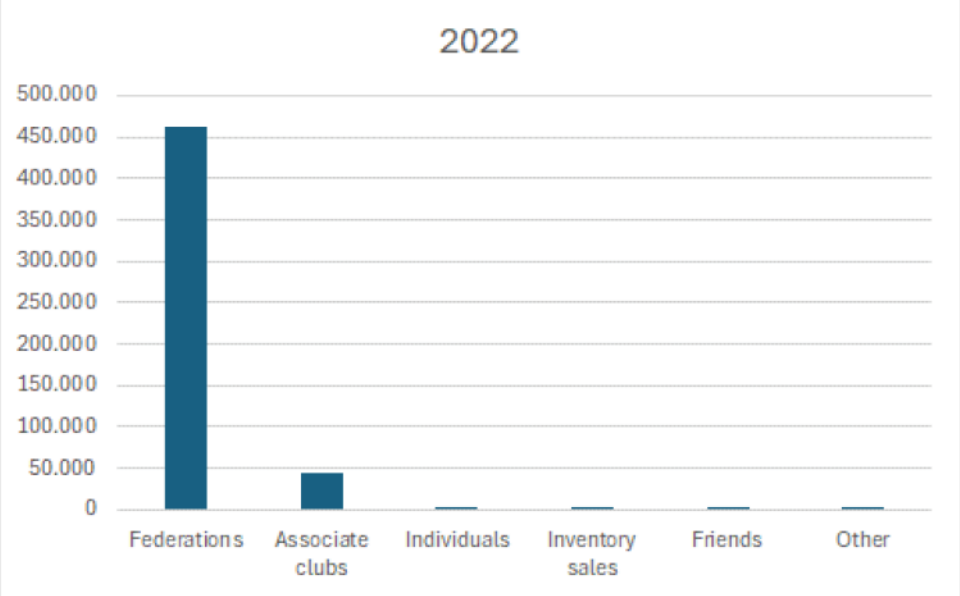
The breakdown of Income for the day to day management of BPW is as follows:

INCOME	2021	2022	2023
Federations	452.671	461.569	484.156
Associate Clubs	25.168	43.888	44.136
Individual members	330	880	100
Inventory sales	3.557	1.012	5.385
Friends Fee	1.400	1.300	5.400
Other income	551	776	1.759

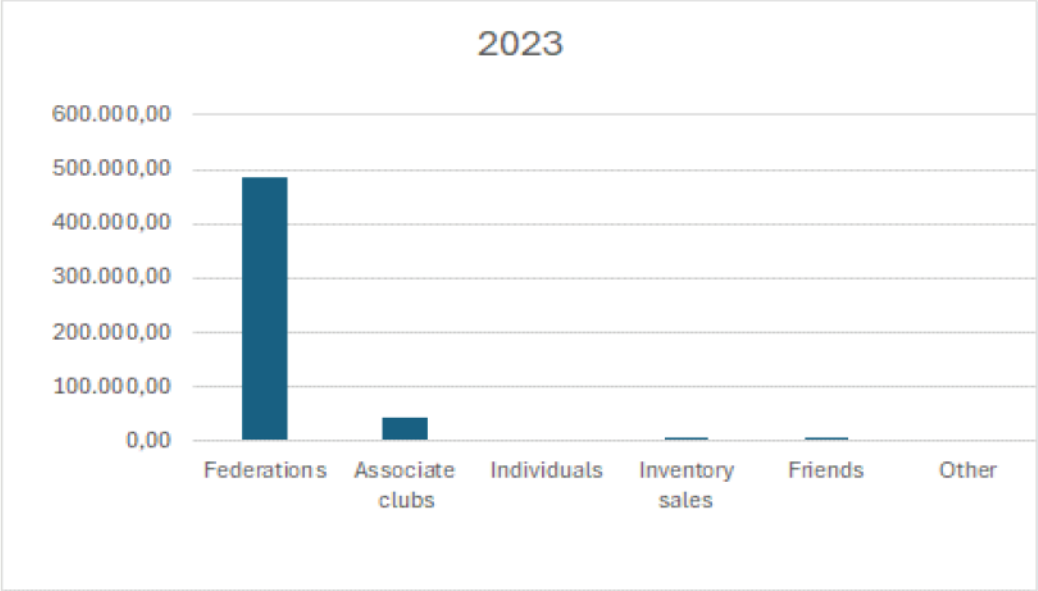
Below is the graph showing 2021 revenue as a percentage:



Below is the graph showing 2022 revenue as a percentage:



Below is the graph showing 2023 revenue as a percentage:



Membership Fees by Region

I strengthened communication with the Regional Coordinators.

Below is the percentage breakdown of the Dues by individual Region:

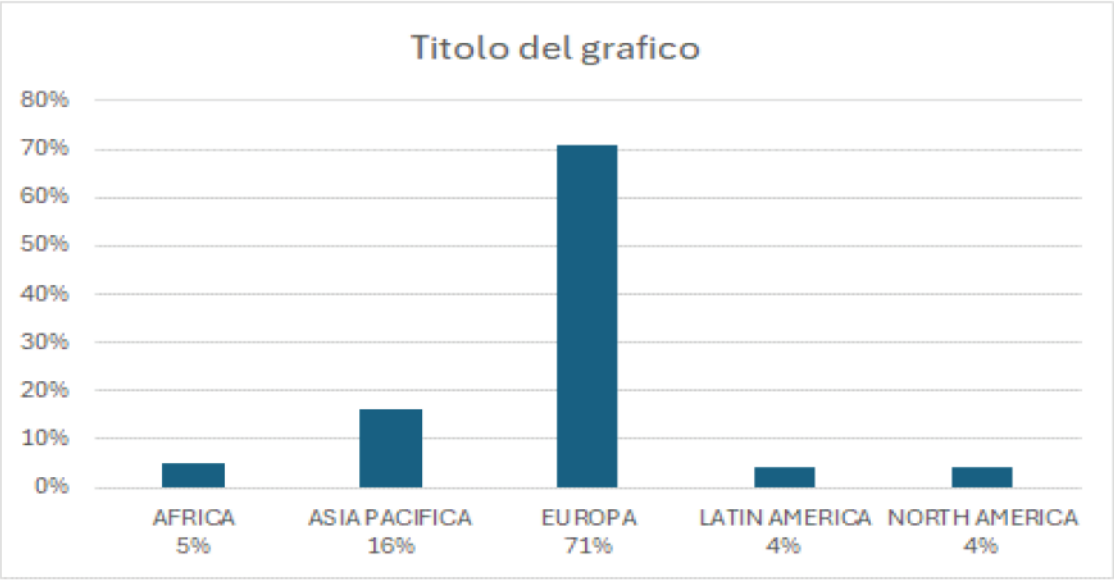
AFRICA: 5%

ASIA PACIFICA: 16%

EUROPA: 71%

LATIN AMERICA: 4%

NORTH AMERICA: 4%



EXPENSES

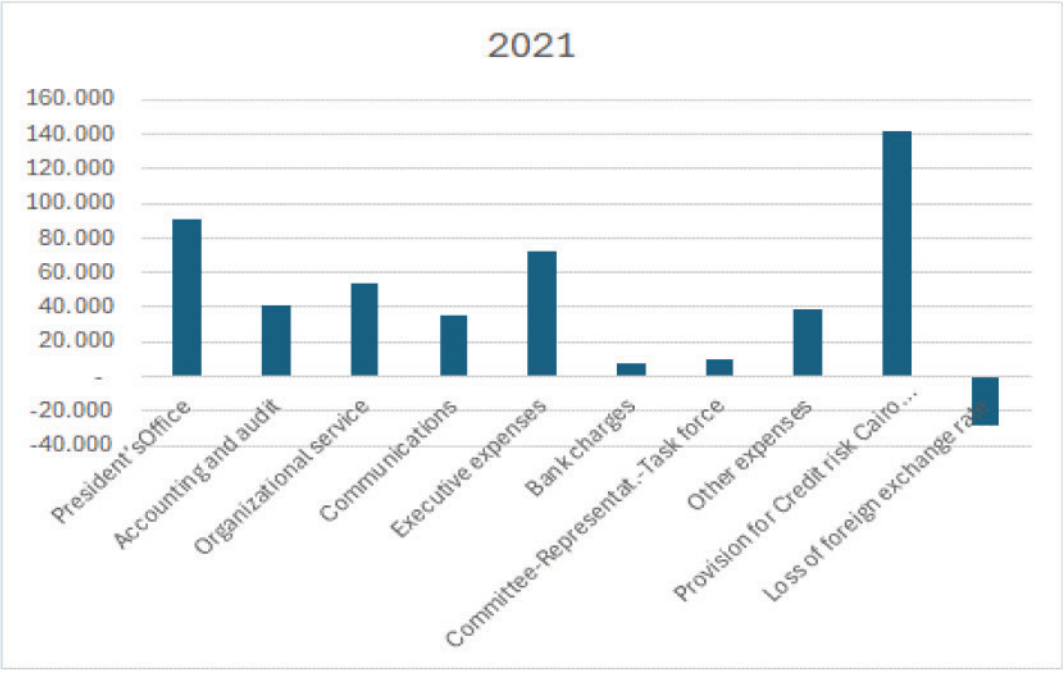
	2023	2022	2021
President'sOffice	105.996	73.153	90.803
Accounting and audit	49.069	37.988	41.627
Organisational service	57.375	60.833	53.417
Communications	34.924	28.154	34.309
Executive expenses	116.549	110.659	77.884
Bank charges	4.815	3.984	7.639
Committee-Representat.-Task force	15.209	21.084	10.174
Other expenses	39.541	34.982	34.800
Provision for Credit risk Cairo Congress	0	0	141.840
Provision for risks and charges	25.000	0	0
Provision for Dues outstanding	34.201	0	0
Loss of foreign exchange rate	-2.424	28.905	-28.513
Total	**480.363**	**406.043**	**463.980**

In 2021, total expenses were kept below the budget by 7%, considering that an amount of 141,840 euros was set aside for the credit risk fund for the 2017 Cairo Congress.

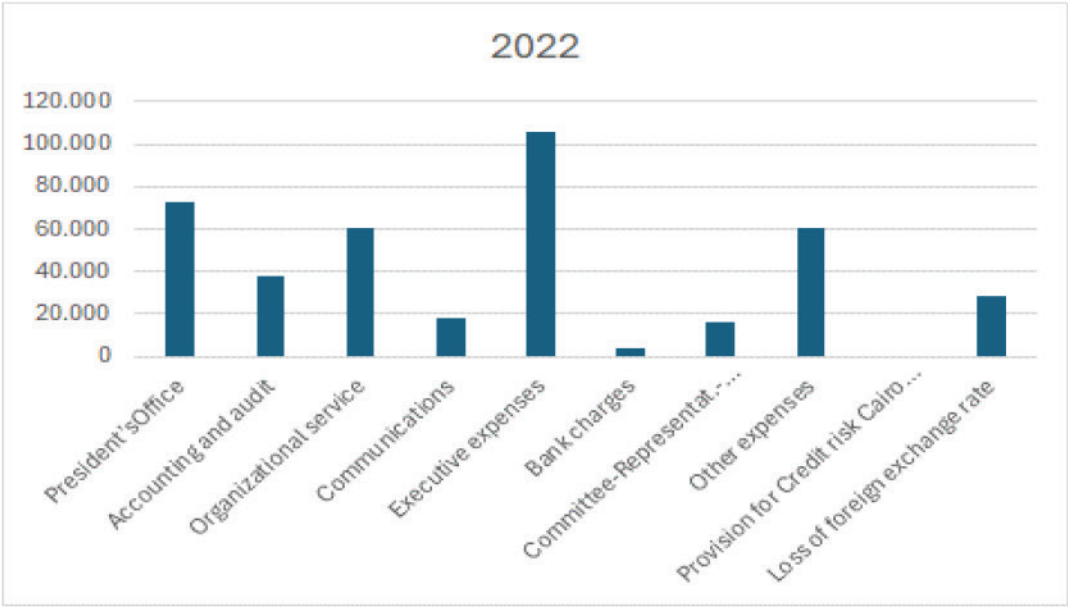
In 2022, total expenses were carefully managed and kept under budget by 18%.

In 2023, total expenses were carefully managed and kept below the budget to the extent of 2%, considering that an amount of €34,200 was set aside for the risk of non-collection of Dues not paid before 2021 and for Clubs and Federations to be abrogated; and also an amount of 25,000 euros for risk of non-collection of Dues not paid in the three-year period 2021-2023 and for future risks and charges.

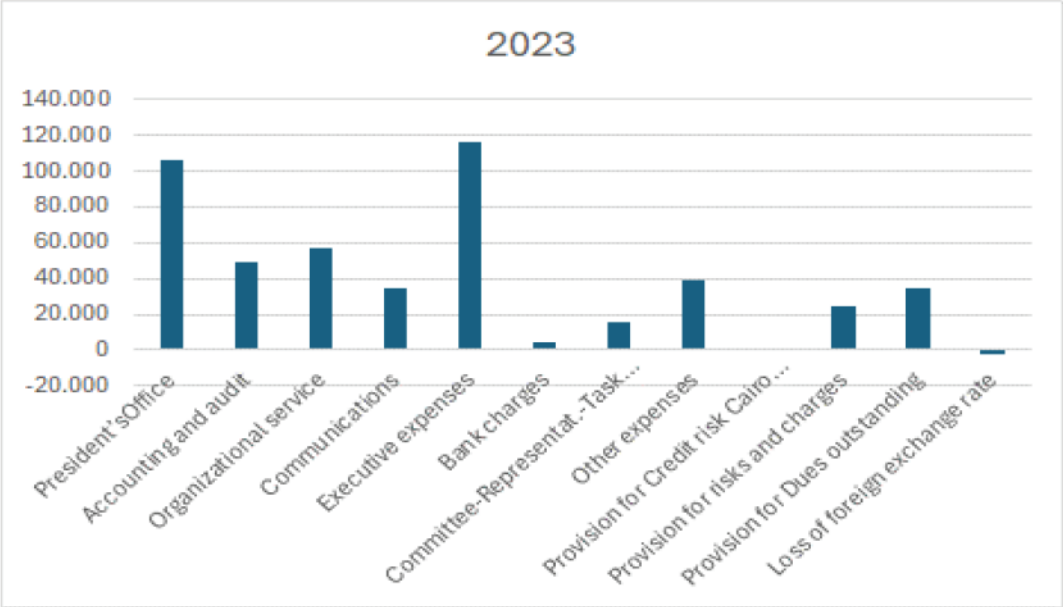
Below is the graph showing **2021 expenses as a percentage:**



Below is the graph showing **2022 expenses as a percentage:**



Below is the graph showing **2023 expenses as a percentage:**



CONCLUSION and ACKNOWLEDGMENTS

I have attempted to manage the financial accounts of the Federation at the highest possible level and I think I have achieved the objectives I set for myself at the beginning of my mandate as EFO. I would like to thank the International President, the Executive for the important and constant work carried out over this three-year period, and the Regional Coordinators for their constant support. Special thanks to our Accountant Dr. Barbara Russo, for her exceptional work, her professionalism, maximum availability and collaboration, for her seriousness and dedication, always aimed at protecting BPW from an accounting point of view. Thanks also to the independent auditor for his scrupulous attention to the audit procedure and constant availability.

Milan, June 18, 2024

Eufemia Ippolito

Executive Finance Officer 2021-2024

INTERNATIONAL FEDERATION OF
BUSINESS AND PROFESSIONAL WOMEN

FINANCIAL STATEMENTS and INDEPENDENT AUDITOR'S REPORT

FOR THE YEARS ended

DECEMBER 31, 2021

International Federation of Business and Professional Women

Statement by the EFO and the PI:

1. The financial report presents fairly the financial position of the International Federation of Business and Professional Women as at 31 December 2021 and its performance for the year ended on that date in accordance with the accounting policies described in Note 2 to the financial statements;

2. At the date of this statement, there are reasonable grounds to believe that the International Federation of Business and Professional Women will be able to pay its debts as and when they become due.

....

President **Executive Finance Officer**

Date: June 16th, 2022

Marco Pessina

Chartered Accountant

Legal Auditor registered with the Register Revisori Legali of Ministry of Economy and Finance (MEF) since April 18th, 2003 N.128957

INDEPENDENT AUDITOR'S REPORT

To the members of the Board of International Federation of Business and Professional Women

Opinion

I have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2021, the statements of revenue and expenditures, and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement.

In my opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position as of 31 December 2021 and of its financial performance and cash flows for the year then ended in accordance with the principles described in the notes.

Basis of Opinion

I conducted our audit in accordance with International Standards on Auditing (ISA Italia). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the International Federation of Business and Professional Women in accordance with the ethic and independence rules and standards applicable in Italy to audits of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Aspects

This report is not issued in accordance with the law, given that, in the year ended 31 December 2021 the International Federation of Business and Professional Women was not obliged to the audit.

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C.F. PSS MRC 72L04 D810H – P.IVA 08470930960

Responsibility of the members of the Board for the Financial Report

The members of the Board are responsible for the preparation of the financial report that gives a true and fair view within the terms established by the law for such internal control as they determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

The members of the Board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibility for the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the International Standards on Auditing (ISA Italia) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the International Standards on Auditing (ISA Italia), I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Federation of Business and Professional Women's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.
- conclude on the appropriateness of the Board member's' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the International Federation of Business and Professional Women's ability to continue as a going concern. If I conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the members of the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings during my audit.

Sesto San Giovanni (MI), Italy, 22 June 2022

.....

Dr. Marco Pessina

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MANAGEMENT REPORT EFO

In the P&L and in the Balance Sheet sent to the BPW Board at the end of January 2022, in accordance with the Manual of Procedure 2.3.6 - 6.1.2 and 6.2.1 all the revenue items and all the expense items by type are shown in an analytical manner. Each item presents the comparison with the single budget approved during the General Assembly of March 2021 for each single year of the three-year period 2021-2024, as well as with evidence of the balances of the previous year.

Within each item, the amounts deriving from the expenses incurred by the members of the Executive and by the International President for the work carried out on behalf of BPW during each fiscal year are collected by competence.

The amount of the Dues is established every three years by the General Assembly, to financially cover the expenses that BPW incurs in order to be present through its delegates, first and foremost the International President, in every country in the world and in every major forum worldwide.

Each Affiliate Federation and each Affiliate Club pays its membership Dues based on the number of members it claims to have had at the end of the previous year. The Dues request takes place annually and is accounted for on an accrual basis.

The amount of individual expenses is constantly monitored by the BPW EFO and by the Financial Management Team consisting of no. 5 members appointed according to the Procedure Manual at point 6.1 with control and super vision functions.

Each expense is checked and authorized by the EFO and International President and the related accounting entries are made monthly with reconciliation of bank account statements. During the Executive meetings, the EFO sends all the accounting documentation to the Financial Management Team in advance for control and to the Executive and prepares a presentation of the entire financial situation updated to the previous month.

The monitoring of the Dues is carried out monthly, with reminders to the Affiliate Federations and Affiliates Clubs that had not paid the dues and sending the schemes to the Regional Coordinators whose support is precious.

The budget and costs of the President's Staff are essential for the concrete operation and continuity of BPW's energetic and constant activity and action, and each expense is monitored and perfectly inherent to the aforementioned activity.

The international coordination and synergy activity with the most influential women's organizations in the world, and the indispensable presence of the international President at the meetings organized and at the most important offices due to the consultative status that BPW has at the UN, and its agencies since 1947, a warranty of the influence that BPW has with these Organizations.

Together with the final balance sheet, I, as EFO, will prepare my report, giving an account of the most significant items of the balance sheet which constitute the report of the operational, administrative and financial management of BPW. The financial statements are subjected to voluntary auditing by an independent statutory auditor who verifies the correctness, the relevance also under the accounting and documentary aspect of each individual expense, for some items analytically and for others on a sample basis.

At the end of the aforementioned audit, the Auditor issues his Report, certifying its truthfulness and compliance with the accounting principles for drawing up the financial statements, as well as the consistency of the EFO Report. The financial statements are subjected to voluntary auditing by an independent statutory auditor who verifies the correctness, the relevance also under the accounting and documentary aspect of each individual expense, for some items analytically and for others on a sample basis.

At the end of the aforementioned audit, the Auditor issues his Report, certifying its truthfulness and compliance with the accounting principles for drawing up the financial statements, as well as the consistency of the EFO Report.

The EFO draws up the monthly budget for its constant monitoring together with the operating expenses. The budget for each single year of the three-year period will then be approved by the General Assembly to be held in 2024, together with the reports referred to above.

BALANCE SHEET
as of December 31, 2021 and 2020

Assets	31 Dec 2021	31 Dec 2020
Bank		
Cash Euro	€485	€0
Chase USD Operating Account	€8.749	€8.142
HSBC EUR Account	€561.376	€598.689
HSBC GBP Account	€531.959	€500.511
Westpac AUD Operating Account	€0	€1.395
Westpac AUD Savings Account	€0	€33
Westpac EUR Operating Account	€0	€20.734
Westpac USD Operating Account	€0	€2.127
Total Bank	**€1.102.570**	**€1.131.631**
Current Assets		
Accounts Receivable	€39.888	€44.650
Inventory	€8.498	€13.390
Provision for Doubtful Debts	-€25.000	-€25.000
Total Current Assets	**€23.386**	**€33.040**
Non-current Assets		
Credit for advance Cairo Congress expenses	€157.600	€0
Loan Account - IFBPW Congress	€1.038	€5.128
Total Non-current Assets	**€158.638**	**€5.128**
Total Assets	**€1.284.594**	**€1.169.798**

Liabilities		
Current Liabilities		
Accounts Payable	€7.496	€34.304
Congress Contingency	€30.000	€30.000
Deferred Revenue	€9.296	€4.569
Total Current Liabilities	**€46.792**	**€68.873**
Non-Current Liabilities		
Administrative Fund	€30.359	€30.359
Asia Pacific Regional Fund	€7.743	€5.038
BPW Africa Fund	€2.389	€5.795
Caribbean Fund	€312	€312
Congress Fund	€247	€34.946
Esther Hymer Fund	€4.655	€4.655
Friends & Fellows Fund	€10.000	€10.000
Grace Amy Hallett Fund	€11.673	€11.673
Haiti Fund	€1.094	€1.999
International Aid Fund	€5.087	€5.087
International Initiatives Fund	€4.745	€4.745
Leaders Summit Fund	€3.844	-€9.694
Lebanon Donations	€560	€500
Madesin Phillips Fund	€9.800	€9.800
Membership Development Fund	€15.000	€15.000
North America Regional Fund	€4.174	€2.436
PoCM Advisory Campaign	€464	€17.874
Project Fund	€367	€367
Public Relations Fund	€20.000	€20.000
Regional Solidarity Africa Fund	€3.841	€0
Regional Solidarity Asia Pacific Fund	€4.820	€0
Regional Solidarity Europe Fund	€1.840	€0
Regional Solidarity Latin America Fund	€4.390	€0
Regional Solidarity North America & the Caribbean Fund	€4.820	€0
Risk Fund provision for Credit Cairo Congress	€141.840	€0
Silver Fund	€400	€400
Solidarity BPWI Young Fund	€3.972	€0
Triple One Challenge Fund	€404	€404
Ursula Schultess Legacy Fund	€28.971	€28.971
Young BPW Fund	€8.998	€8.998
Total Non-Current Liabilities	**€336.809**	**€209.664**
Total Liabilities	**€383.601**	**€278.537**

Net Assets	**€900.993**	**€891.261**
Equity		
Battersea Fund	€490.057	€490.057
Current Year Earnings	€12.532	€104.639
Retained Earnings	€398.404	€296.565
Total Equity	**€900.993**	**€891.261**

PROFIT & LOSS
as of December 31, 2021 and 2020

	Dec-21	Dec-20
Income		
Friends Fee	€1.400	€1.300
Interest Income	€0	€3
Inventory Sales	€3.557	€0
Members Income - Associate Club Fee	€25.168	€37.730
Members Income - Federation Fee	€452.671	€492.794
Members Income - Individual Members	€330	€220
Other Income	€551	€665
Total Income	**€483.677**	**€532.712**
Less Cost of Sales		
Stock	€7.166	€75
Total Cost of Sales	**€7.166**	**€75**
Gross Profit	**€476.512**	**€532.636**

Less Operating Expenses		
Ad Hoc Committees - Resolutions	€80	€0
Bank Fees	€7.639	€3.253
Communications - President's Language Liaisons	€14.475	€15.008
Communications - Website Maintenance	€19.834	€11.978
Executive Expense - Africa	€5.000	€100
Executive Expense - Asia Pacific	€5.000	€2.520
Executive Expense - Europe	€5.000	€700
Executive Expense - Executive Secretary	€1.587	€1.354
Executive Expense - Finance Director	€4.873	€4.069
Executive Expense - Immediate Past President (1 year)	€4.101	€0
Executive Expense - Latin America	€5.000	€100
Executive Expense - North America	€5.000	€1.096
Executive Expense - President	€29.146	€79.786
Executive Expense - Vice President Membership	€4.829	€100
Executive Expense - Vice President UN	€3.348	€4.832
Executive Expense - Young BPW Chair	€5.000	€1.633
Executive Meetings	€34.720	€1.500
Finance Director's Office - Accounting	€36.627	€50.000
Finance Director's Office - Auditing	€5.000	€5.335
Foreign Currency Gains and Losses	-€28.513	€25.513
Organisational Services	€53.417	€96.211
President's Office - Domain Names	€0	€147
President's Office - IT Support	€14.424	€14.155
President's Office - Marketing & Development	€5.662	€7.754
President's Office - Office Supplies	€16.757	€9.945
President's Office - Printing	€0	€426
President's Office - Software & Office Equipment	€12.317	€29.847
President's Office - Staff Costs	€29.968	€36.000
President's Office - Telecommunications & IT	€11.675	€14.505
Provision for Credit risk Cairo Congress	€141.840	€0
Representations - FAO	€0	€601
Representations - Other Int'l Organisations	€1.964	€1.272
Representations - UN New York	€200	€57
Representations - UN Vienna	€35	€89
Representations - UNESCO	€337	€233
Standing Committees - Young BPW	€750	€0
Task Force - Archive	€4.176	€0
Task Force - Pilot Program	€2.712	€7.878
Total Operating Expenses	**€463.980**	**€427.998**
Net Profit	**€12.532**	**€104.639**

International Federation of Business and Professional Women

STATEMENT OF CASH FLOW

for the Years ended December 31, 2021 and 2020

Account	2021	2020
Operating Activities		
Receipts from customers	487.180	524.604
Payments to suppliers and employees	(509.930)	(454.959)
Cash payments from other operating activities	(1.858)	319
Net Cash Flows from Operating Activities	**(24.609)**	**69.965**
Investing Activities		
Other cash items from investing activities	(153.510)	(28)
Net Cash Flows from Investing Activities	**(153.510)**	**(28)**
Financing Activities		
Other cash items from financing activities	117.136	7.783
Net Cash Flows from Financing Activities	**117.136**	**7.783**
Net Cash Flows	**(60.983)**	**77.719**
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	1.131.631	1.081.268
Net change in cash for period	(60.983)	77.719
Effect of exchange rate changes on cash	31.922	(27.357)
Cash and cash equivalents at end of period	**1.102.570**	**1.131.631**

International Federation of Business and Professional Women

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE 1. General Information

International Federation of Business and Professional Women (BPW INTERNATIONAL) was founded in 1930 and aims to develop professional, business and leadership potential for women at all levels.

NOTE 2. Summary of Significant Accounting Policies

The financial statements of BPW International have been prepared in accordance with the International Financial Reporting Standards.

Revenue Recognition

Revenues are recognized on an accrual basis

Inventories

Inventories include pins, card holders, buttons and books and are stated at the cost or net realizable value whichever is lower.

Foreign currency transactions

Foreign currency transactions during the year are converted into Euro at the average exchange rate of the end of the month. Assets and liabilities in foreign currencies at the end of the year are converted into Euro at the bank buying and selling rate on the balance sheet date. The gain or losses from translation are included in determining the earnings.

NOTE 3. BALANCE SHEET

Within ASSETS

***Cash:** The amount is related to the cash collection of the sale of scarves and pins during international conferences.

***Banks:** This is the liquidity in the current accounts held by BPW, including the Battersea Fund "HSBC GBP Account", at the exchange value on 31 December 2021.

With reference to the CHASE USD Operating Account, please note that the amount refers to the balance on February 28, 2021 last available statement. BPW is currently taking any legal action necessary to be able to proceed with formal access to the current account data. The value at the date is around euro 8.000.

	2021	2020
Cash at bank	1.102.084	1.131.630
Petty cash	485	-
	1.102.570	1,131.630

Within CURRENT ASSETS

Accounts receivable: are the Dues still to be collected for the year 2021 and in some cases even for previous years. The total amount is euro 39.888.

Inventory: are the final inventories as of 31 December, 2021 on the base of those effectively existing to the aforesaid date. The total amount is euro 8.498.

Provision for Doubtful Debts: is a provision for risk of lower collection of credits allocated before 2019 (registered in the Current Assets but with a negative sign). The total amount is euro 25.000.

Within NON-CURRENT ASSETS

Credit for advance Cairo Congress advance: is the amount to be received from the bank account of CHASE BANK, for which it is putting in place any necessary legal action, as specified below under note "Provision for Credit Risk Cairo Congress" of the P&L. The total amount paid is euro 157.600.

Within LIABILITIES

Congress Contingency: is a fund for congress expenses to be kept prudentially in the Balance Sheet. The total amount is euro 30.000.

Deferred Revenus: is the collection of Dues during 2021, so the BPW from which the transfer arrives is unknown. The total amount is euro 9.295.

Solidarity Fund: has been allocated for each R.C. and for Young BPW an amount equal to the difference between the expenses incurred by each Regional Coordinator in the year 2021 and the total amount of their budget approved by the G.A. The total amount is euro 23.683, divided as follows:

		SOLIDARITY R.C. & YOUNG FUNDS		
		Actual incurred	Budget	**Solidarity Fund**
1	Executive Expense - **Africa**	€1.158,55	€5.000,00	**€3.841,45**
2	Executive Expense - **Asia Pacific**	€180,00	€5.000,00	**€4.820,00**
3	Executive Expense - **Europe**	€3.160,42	€5.000,00	**€1.839,58**
4	Executive Expense - **Latin America**	€610,00	€5.000,00	**€4.390,00**
5	Executive Expense - **North America**	€180,00	€5.000,00	**€4.820,00**
6	Executive Expense - **Young BPW Chair**	€1.027,75	€5.000,00	**€3.972,25**
	Total	€6.316,72	€30.000,00	**€23.683,28**

Within NON-CURRENT LIABILITIES

***Asia Pacific Fund:** euro 7.743,05

***BPW Africa Fund:** euro 2.388,80

***Carribean Fund:** euro 312,36

***North America Regional Fund:** euro 4.173,95

These are the amounts on December 31, 2021 of the Regional shares in the Invoices sent to the Federations and Clubs of the above Regions.

Congress Fund: the balance at 12/31/2021 is net of bank transfers made to the Congress Bank account on February 2021.

Within EQUITY

The total amount is euro 900.993.
It consists of:

***Buttersea Fund** => The protected Battersea Fund is the proceeds of the sale of the BPW International building in the UK in 2001. The International Board agreed in 2002 that the proceeds of the Battersea Fund must not be used for operating costs or payment of debts, but must be kept in reserve for a future time. The interest from the Battersea Fund can be used by BPW International at the discretion of the Executive, but the capital invested can only be used for a purpose agreed by resolution of the General Assembly with expenditure subject to the agreement of the International Board. The total amount is euro 490.057.

***Current year earning** => Net profit 2021. The total amount is euro 12.531.

***Retained earning** => Net profits previous years set aside. The total amount is euro 398.404.

NOTE 4. PROFIT AND LOSS

INCOME

Members Income Federation fee and **Members Income Associate Club fee** are shown in the balance sheet net of the credit notes issued by abrogation of the Clubs that were approved by the Pre-congress International Board Meeting on March 2021. The total amount is euro 452.671 for income Federations and euro 25.168 for income Clubs.

Income 2021 from Invoice issued to the Federations

BPW Japan	7.420,00
BPW Belgium	8.084,00
BPW Argentina	2.320,00
BPW Canada	8.886,00
BPW Ireland	2.420,00
BPW Austria	5.780,00
BPW Mexico	2.320,00
BPW Italy	216.452,00
BPW Spain	14.461,00
BPW Singapore	3.870,00
BPW Cyprus	2.492,00
BPW Brazil	8.951,00
BPW Australia	7.245,00
BPW New Zealand	5.295,00
BPW Taiwan	13.295,00
BPW UK	2.420,00
BPW Ecuador	3.053,00
BPW USA	8.210,00
BPW Egypt	2.520,00
BPW Estonia	2.660,00
BPW Finland	9.716,00
BPW France	5.701,00
BPW Germany	31.952,00
BPW Poland	2.420,00
BPW Switzerland	54.620,00
BPW Sweden	5.660,00
BPW Morocco	2.416,00
BPW Nigeria	2.520,00
BPW Sudan	1.395,00
BPW Bahrain	3.045,00
BPW Kuwait	2.588,00
BPW Korea	8.770,00
BPW Jordan	2.420,00
BPW Lebanon	2.420,00
BPW Nepal	2.347,00
BPW Pakistan	2.520,00
BPW Thailand	7.520,00
BPW United Arab Emirates	2.400,00
BPW Burkina Faso	822,00
BPW Bangladesh	abrogated
BPW Chile	abrogated

Income from Invoice issued to the Associate Club

BPW Pago Pago-American Samoa	510,00
BPW Zone B Senegal	285,00
BPW Budapest Hungary	490,00
BPW Istanbul	470,00
BPW St Andrew	530,00
BPW Valletta-Malta	1.162,00
BPW Moscow 2 Russia	470,00
BPW Tacna Peru	452,89
BPW El Bosque-Panama	490,00
BPW Athens Greece	514,00
BPW Riga - Latvia	470,00
BPW Malaysia	1.010,00
BPW Pula-Croatia	634,00
BPW Panevezys Lithuania	586,00
BPW Santo Domingo	480,00
BPW Free Town Sierra Leone	436,25
BPW Panama City-Panama	470,00
BPW Praha II-Czech Republic	2.444,00
BPW Damansara	510,00
BPW Port Moresby-Papua New Guinea	1.786,00
BPW Sana'a Yemen	279,50
BPW Rizal Philippines	490,00
BPW Metro Manila-Phillipines	490,00
BPW The Valley Anguilla	585,00
BPW Bridgetown Barbados	530,00
BPW Hamilton-Bermuda	510,00
BPW Grand Cayman - Cayman Islands	670,00
BPW Roseau Dominica	670,00
BPW Port-au-Prince-Haiti	295,00
BPW St. Kitts	998,00
BPW Concordia St Martin	582,00

BPW Yerevan Armenia	470,00
BPW Tbilisi - Georgia -	470,00
BPW Thessaluniki Greece	470,00
BPW Reykjavik-Iceland	585,00
BPW Vilnius Chamber	754,00
BPW Chisinau-Moldova	490,00
BPW Follo Norway	562,00
BPW Cotonou 2-Littoral-Benin	295,00
BPW Edea-Cameroon	510,00
BPW Bassam Imperial-Cote d'Ivoire	510,00
BPW Kinshasa-Congo	285,00
BPW Tomsk-Russia	470,00
BPW Arad Romania	470,00
BPW Adana Turkey	470,00
BPW Ankara Turkey	470,00
BPW Maiden's Tower Turkey	470,00
BPW Chermihiv-Ukraine	516,00
BPW Djibouti City, Djibouti	285,00
BPW Addis Ababa Ethiopia	298,75
BPW Accra Ghana	510,00
BPW Nairobi Kenya	660,00
BPW Tripoli Libya	510,00
BPW Antananarivo Madagascar	326,25
BPW Kigali Rwanda	353,75
BPW New Johannesburg South Africa	510,00
BPW Mwanza Country Tanzania	285,00
BPW Tunis - Jasmin - Tunisia	530,00
BPW Kampala Uganda	285,00
BPW Lusaka-Zambia	285,00
BPW Hong Kong	610,00
BPW Kolkata India	490,00
BPW South Mumbai	490,00
BPW Bogotà	480,00
BPW Hai Refrendom South Sudan	295,00
BPW Kator South Sudan	285,00
BPW Sariyer Turkey	245,00
BPW New Juba South Sudan	285,00
Fidapa BPW Italy various partners	560,00
Fidapa BPW Italy various partners	560,00
BPW JERUSALEM - Palestina	67,60
BPW DURBAN - South Sudan	43,12

BPW Colombo Sri Lanka	abrogated
BPW Makati Philippines	abrogated
BPW Dipolog City Philippines	abrogated
BPW Netherlands	abrogated
BPW Rejika Croatia	abrogated
BPW Vilnius Lithuania	abrogated
BPW Mfoundi Cameroon	abrogated
BPW Nakuru Kenya	abrogated
BPW Carthage Tunisia	abrogated

Income from Individual members	
BPW Marjetka Vodoncnick	110,00
BPW Alenka Vodoncnick	110,00
BPW Bianca Metinte	110,00

er income: represents the collection of the process fees of the Invoice. The total amount is euro

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RATING EXPENSES

k fees: the amount is related to the costs of keeping accounts and the costs of closing Westpac ounts. The total amount is euro 7.639.

cutive expenses for each R.C. and Young BPW: the amount of expenses actually incurred in 1 was raised to the annual budget provided for each R.C. in order to establish the Solidarity Fund each of them.

nce Director's Office Accountant: for the three-year contract signed with the accountant. The l amount is euro 36.627.

nce Director's Office Audit: for the contract signed with the Auditor. The total amount is euro 0.

vision for Credit Risk Cairo Congress: This is a provision on the amount advanced by BPW rnational related to a payment requested and remained unpaid and not honoured since 2017 he Cairo Congress. The payment became necessary following the legal request received at the dquarters in Geneva and subsequent motion by the BPW Kuwait voted by the International rd on February 2021.
resent, BPW International is putting in place any necessary legal action aimed at gaining access Congress' American bank accounts in order to recover the sum. On the basis of current wledge, we considered it appropriate to provide for a loss of 90% of the amount of euro 141.840, ng into account possible also legal costs that could be incurred.

E 5. **Notice of pandemic period:** Due to the protracted pandemic period from Covid-19 in the 2021, many of the intercontinental meetings that previously took place in the presence were ied out through virtual meetings.

Dr. Catherine Bosshart

Dr. Eufemia Ippolito

President

Executive Finance Officer

Date: June 15, 2022

INTERNATIONAL FEDERATION
OF
BUSINESS AND PROFESSIONAL WOMEN

Financial statements
as at
December 31, 2022

and
Audit report

International Federation of Business and Professional Women

Statement by EFO and IP

The Financial Report represents the financial position of the International Federation of Business and Professional Women as at December 31, 2022 and its performance for the year ended 2022 in accordance with the accounting principles described in Note 2 to the Notes to the Financial Statements.

As of the date of this statement, there are reasonable grounds to state that the Federation of Business and Professional Women will be able to pay its present and future debts.

Dr. Catherine Bosshart
International President

Dr. Eufemia Ippolito
Executive Finance Officer

Date: June 20, 2023

Dr. Marco Pessina

Dottore Commercialista
Revisore Legale iscritto al Registro Revisori Legali tenuto presso il Ministero dell'economia e delle finanze (MEF) dal 18 aprile 2003 al N.128957

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

FINANCIAL STATEMENTS
DECEMBER 31, 2022

INDEPENDENT AUDITOR'S REPORT

To the members of the Executive Board of International Federation of Business and Professional Women

Opinion

I have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2022, the statements of revenue and expenditures, and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement.

In my opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position as of 31 December 2022 and of its financial performance and cash flows for the year then ended in accordance with the principles described in the notes.

Basis of Opinion

I conducted our audit in accordance with International Standards on Auditing (ISA Italia). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the International Federation of Business and Professional Women in accordance with the ethic and independence rules and standards applicable in Italy to audits of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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C.F. PSS MRC 72L04 D810H – P.IVA 08470930960

Other Aspects

This report is not issued in accordance with the law, given that, in the year ended 31 December 2022 the International Federation of Business and Professional Women was not obliged to the audit.

Responsibility of the members of the executive board for the Financial Report

The members of the executive board are responsible for the preparation of the financial report that gives a true and fair view within the terms established by the law for such internal control as they determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

The members of the executive board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibility for the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the International Standards on Auditing (ISA Italia) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the International Standards on Auditing (ISA Italia), I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Federation of Business and Professional Women's internal control.

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- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.
- conclude on the appropriateness of the executive board member's' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the International Federation of Business and Professional Women's ability to continue as a going concern. If I conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the members of the executive board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Sesto San Giovanni (MI) Italy, 14 June, 2023

Signed by Auditor
Dr. Marco Pessina

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International Federation of Business and Professional Women

MANAGEMENT REPORT OF EFO

In the Income Statement and the Balance Sheet transmitted to the Board of BPW at the end of January 2023, according to the Procedure Manual 2.3.6 - 6.1.2 and 6.2.1, all revenue items and all expense items by type, are shown analytically. Each item presents the comparison with the budget, approved during the General Assembly of March 2021 for each year of the three-year period 2021-2024, as well as with evidence of the balances of the previous year.

Within each item are included, on an accrual basis, the amounts deriving from the expenses incurred by the members of the Executive and the International President for their activity carried out on behalf of BPW International during each financial year.

The amount of the Dues (Dues) is established every three years by the General Assembly, to financially cover the expenses that BPW incurs in order to be present through its delegates, first and foremost the International President, in every country in the world and in every most important forum in the world.

Each Federation and each Club pays its membership fee based on the number of members it claims to have had at the end of the previous year.

The request for membership fees (Dues) takes place annually and is accounted for on an accrual basis.

The amount of the individual expenses is constantly monitored by the EFO and the Financial Team composed of 5 members, with control and supervisory function, appointed in accordance with point 6.1 of the Procedure Manual.

Each expense is audited and authorised by the EFO and the International President and the relevant accounting records are updated monthly with reconciliation of bank statements. During the Executive Meetings, the EFO provides all the accounting documentation to the Financial Management Team for control and the Executive in advance and prepares a presentation of the entire financial situation updated to the previous month.

Monitoring of the Fees is carried out monthly, with reminders to the Affiliated

Federations and Affiliated Clubs that have not paid their fees and schedules are sent to the Regional Coordinators whose support is invaluable.

The budget and costs of the President's Staff are fundamental for the sound operation and continuity of activity and the dynamic and constant action of BPW, and every expense is inherent to the activity of the Federation and is constantly monitored. The international activity of coordination and synergy with the most influential women's world organizations, and the fundamental presence of the International President at the meetings organized and at the most important forums for the consultative status that BPW has had at the United Nations and its agencies since 1947, is a guarantee of the influence that BPW has with these organizations.

Together with the final balance sheet, the EFO prepares her Report, giving an account of the most significant items of the financial statements that constitute the report of the operational, administrative and financial management of BPW.

The financial statements are subject to voluntary auditing by an independent statutory auditor who verifies the correctness, the inherence also from an accounting and documentary point of view of each individual expense, for some items analytically and for others on a sample basis.

At the end of the aforementioned audit, the Auditor issues his Report, certifying its truthfulness and compliance with the accounting principles for the preparation of the financial statements.

The EFO draws up the monthly budget for the continuous monitoring of operating expenditure.
The budget for each year of the three-year period will then be approved by the General Assembly to be held in November 2024, together with the reports mentioned above.

Balance Sheet
As at 31 December 2022 and 2021

	31 Dec 2022	31 Dec 2021
Assets		
Bank		
Cash with the President	€485	€485
Cash Euro	€780	€0
Chase USD Operating Account	€9.806	€8.749
HSBC EUR Account	€717.662	€561.376
HSBC Euro Congress	€28.325	€0
HSBC GBP Account	€504.422	€531.959
Saferpay	€14.292	€0
Total Bank	**€1.275.773**	**€1.102.570**
Current Assets		
Accounts Receivable	€76.590	€39.888
Inventory	€8.305	€8.498
Provision for Doubtful Debts	-€25.000	-€25.000
Total Current Assets	**€59.895**	**€23.386**
Non-current Assets		
Credit for advance Cairo Congress expenses	€157.600	€157.600
Loan Account - IFBPW Congress	€0	€1.038
Total Non-current Assets	**€157.600**	**€158.638**
Total Assets	**€1.493.268**	**€1.284.594**
Liabilities		
Current Liabilities		
Accounts Payable	€41.740	€7.496
Congress Contingency	€30.000	€30.000
Deferred Revenue	€8.915	€9.296
Total Current Liabilities	**€80.654**	**€46.792**

	31 Dec 2022	31 Dec 2021
Non-Current Liabilities		
Administrative Fund	€30.359	€30.359
Asia Pacific Regional Fund	€7.993	€7.743
BPW Africa Fund	€4.215	€2.389
Caribbean Fund	€312	€312
Congress Fund	€11.101	€247
Donations for Ukraina Fund	€47.138	€0
Esther Hymer Fund	€4.655	€4.655
Friends & Fellows Fund	€10.000	€10.000

Federations and Affiliated Clubs that have not paid their fees and schedules are sent to the Regional Coordinators whose support is invaluable.

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Friends & Fellows Fund	€10.000	€10.000

Fund Task Force Archive	€3.000	€0
Grace Amy Hallett Fund	€11.673	€11.673
Haiti Fund	€1.094	€1.094
International Aid Fund	€5.087	€5.087
International Initiatives Fund	€4.745	€4.745
Leaders Summit Fund	€3.844	€3.844
Lebanon Donations	€560	€560
Madesin Phillips Fund	€9.800	€9.800
Membership Development Fund	€15.000	€15.000
North America Regional Fund	€5.864	€4.174
PoCM Advisory Campaign	€464	€464
Project Fund	€367	€367
Public Relations Fund	€20.000	€20.000
Regional Solidarity Africa Fund	€5.285	€3.841
Regional Solidarity Asia Pacific Fund	€3.687	€4.820
Regional Solidarity Europe Fund	€333	€1.840
Regional Solidarity Latin America Fund	€4.510	€4.390
Regional Solidarity North America & the Caribbean Fund	€4.852	€4.820
Risk Fund provision for Credit Cairo Congress	€141.840	€141.840
Silver Fund	€400	€400
Solidarity BPWI Young Fund	€5.492	€3.972
Solidarity Fund Club & Fed	€7.000	€0
Triple One Challenge Fund	€404	€404
Ursula Schultess Legacy Fund	€28.971	€28.971
Young BPW Fund for Congress	€8.998	€8.998
Total Non-Current Liabilities	**€409.042**	**€336.809**
Total Liabilities	**€489.696**	**€383.600**
Net Assets	**€1.003.572**	**€900.993**
Equity		
Battersea Fund	€490.057	€490.057
Current Year Earnings	€103.189	€12.532
Retained Earnings	€410.326	€398.404
Total Equity	**€1.003.572**	**€900.993**

Income Statement
31 December 2022 and 31 December 2021

	31 Dec 2022	31 Dec 2021
Income		
Friends Fee	€1.300	€1.400
Inventory Sales	€1.012	€3.557
Members Income - Associate Club Fee	€43.888	€25.168
Members Income - Federation Fee	€461.569	€452.671
Members Income - Individual Members	€880	€330
Other Income	€776	€551
Total Income	**€509.425**	**€483.677**
Less Cost of Sales		
Stock	€193	€7.166
Total Cost of Sales	**€193**	**€7.166**
Gross Profit	**€509.232**	**€476.512**
Less Operating Expenses		
Ad Hoc Committees - Constitution	€0	€0
Ad Hoc Committees - Resolutions	€0	€80
Bank Fees	€3.984	€7.639
Communications - President's Language Liaisons	€14.999	€14.475
Communications - Website Maintenance	€13.155	€19.834
Executive Expense - Africa	€5.000	€5.000
Executive Expense - Asia Pacific	€5.000	€5.000
Executive Expense - Europe	€5.000	€5.000
Executive Expense - Executive Secretary	€4.865	€1.587
Executive Expense - Finance Director	€5.000	€4.873
Executive Expense Immediate Past President (1 year)	€0	€4.101
Executive Expense - Latin America	€5.000	€5.000
Executive Expense - Leader's Summit	€0	€0
Executive Expense - North America	€5.000	€5.000
Executive Expense - President	€60.890	€29.146
Executive Expense - Vice President Membership	€4.999	€4.829
Executive Expense - Vice President UN	€4.905	€3.348
Executive Expense - Young BPW Chair	€5.000	€5.000
Executive Meetings	€34.982	€34.720
Finance Director's Office - Accounting	€32.988	€36.627
Finance Director's Office - Auditing	€5.000	€5.000
Foreign Currency Gains and Losses	€28.905	-€28.513
Organisational Services	€60.833	€53.417

	31 Dec 2022	31 Dec 2021
Other - YBPW Leader's Summit Training Support	€0	€0
President's Office - IT Support	€13.292	€14.424
President's Office - Marketing & Development	€7.900	€5.662
President's Office - Office Supplies	€11.347	€16.757
President's Office - Software & Office Equipment	€2.454	€12.317
President's Office - Staff Costs	€29.922	€29.968
President's Office - Telecommunications & IT	€8.238	€11.675
Provision for Credit risk Cairo Congress	€0	€141.840
Representations - FAO	€0	€0
Representations - ILO Geneva	€0	€0
Representations - ILO Training Centre	€0	€0
Representations - Other Int'l Organisations	€1.156	€1.964
Representations - UN Geneva	€103	€0
Representations - UN Meetings & Subscriptions	€0	€0
Representations - UN New York	€0	€200
Representations - UN Vienna	€60	€35
Representations - UNESCO	€750	€337
Representations - UNICEF	€0	€0
Representations - UNIDO Vienna	€0	€0
Representations - WHO Geneva	€0	€0
Saving in P&L for Doubtful Debts	€10.800	€0
Standing Committee - Agriculture	€0	€0
Standing Committee - Art, Culture	€0	€0
Standing Committee - Business, Trade, Techn.	€0	€0
Standing Committee - Development, Training, Employment	€0	€0
Standing Committee - Environment	€0	€0
Standing Committee - Finance	€0	€0
Standing Committee - Health	€0	€0
Standing Committee - Legislation	€0	€0
Standing Committee - Projects	€0	€0
Standing Committee - Public Relations	€0	€0
Standing Committees - Membership	€5.015	€0
Standing Committees - Young BPW	€0	€750
Task Force - Archive	€5.000	€4.176
Task Force - Pilot Program	€4.500	€2.712
Total Operating Expenses	**€406.043**	**€463.980**
Net Profit	**€103.189**	**€12.532**

International Federation of Business and Professional Women

Cash Flows

31 December 2022 and 31 December 2021

Key indicator	2022	2021	Variance
Cash			
Cash received	604.328,81	567.468,37	6,50%
Cash spent	404.277,80	628.451,38	-35,67%
Cash surplus (deficit)	200.051,01	(60.983,01)	428,04%
Foreign currency gain (loss)	(26.847,40)	31.921,84	-184,10%
Closing bank balance	1.275.773,18	1.102.569,57	15,71%
Profitability			
Income	509.425,02	483.452,01	5,37%
Direct costs	193,12	7.165,50	-97,30%
Gross profit (loss)	509.231,90	476.286,51	6,92%
Other income	0,00	0,00	0,00%
Expenses	406.042,69	464.365,01	-12,56%
Profit (loss)	103.189,21	11.921,50	765,57%
Balance Sheet			
Debtors	76.590,16	39.663,00	93,10%
Creditors	41.739,53	7.880,92	429,63%
Net assets	1.003.572,20	900.382,99	11,46%
Sales			
Number of invoices issued	152,00	138,00	10,14%
Average value of invoices	3.424,54	3.576,83	-4,26%
Performance			
Gross profit margin (%)	99,96	98,52	1,47%
Net profit margin (%)	20,26	2,47	721,44%
Return on investment (p.a.) (%)	10,28	1,32	676,60%
Position			
Average debtor days	54,88	29,95	83,26%
Average creditor days	78.888,40	401,44	19551,24%
Short term cash forecast	34.850,63	31.782,08	9,65%
Current assets to liabilities	16,56	23,86	-30,60%
Term assets to liabilities	0,00	0,00	0,00%

International Federation of Business and Professional Women

NOTES to the Financial Statements at 31 December 2022

NOTE 1 General information

The International Federation of Business and Professional Women (BPW INTERNATIONAL) was founded in 1930 and aims to develop professional, commercial and leadership potential for women at all levels.

NOTE 2 Accounting policies

BPW International's financial statements have been prepared in accordance with International Financial Reporting Standards.

Revenues

Revenue is recognized on an accrual basis.

Merchandise

Inventories represented by scarves and different types of pins, are declared at cost or net realizable value, whichever is lower.

Foreign exchange transactions

Foreign currency transactions carried out during the year are converted into euro at the average exchange rate at the end of the month. Foreign currency assets and liabilities at the end of the year shall be converted into euro at the buy and sell rate of the bank at the balance sheet date. The gain or losses from conversion are included in the determination of gains or losses.

NOTE 3 BALANCE SHEET

ACTIVE

Cash: The amount relates to cash receipts from the sale of scarves and brooches during international conferences.

Banks: This is the cash in BPW's checking accounts, including the Battersea Fund "HSBC GBP Account", at exchange value as at 31 December 2022.
With respect to the CHASE BANK USD Checking account, BPW is taking all necessary steps to proceed with access to the current account.

	2022	2021
Cash at bank	1.274.508	1.102.085
Petty cash	1.265	485
	1.275.773	1.102.570

CURRENT ACTIVE

Receivables: these are the fees still to be collected for the year 2022 and in some cases also for previous years. The total amount is € 76.590.

Inventory: these are the final stocks at 31 December 2022 based on those actually existing on the above date. The total amount is 8.305 euros.

Provision for Risks: it is a provision for risk of lower collection of receivables assigned before 2019 (recorded in Current Activities but with a negative sign). The total amount is € 25.000.

NON-CURRENT ACTIVE

Cairo Congress advance credit: this is the amount to be received from the bank account of CHASE BANK SAVINGS, for which any necessary action, including legal, is being implemented, as specified under the Note "Provision for Credit Risk Cairo Congress" to the Report attached to the P&L 2021. The amount is 157.600 euros.

CURRENT LIABILITIES

Congress Contingency: it is a fund for congressional expenses to be kept prudentially in the Balance Sheet. The total amount is € 30.000.

Deferred revenues: refers to the shares collected whose actual origin is not yet known, as it is not specified in the HSBC Statement. The total amount is 8.915.

NON-CURRENT LIABILITIES

Solidarity Fund: an amount equal to the difference between the expenses incurred by each Regional Coordinator in the year 2021 and 2022 and the total amount of their budget approved by the G.A. has been allocated for each RC and for Young BPW. The total amount is 25.976 euros. In addition, a solidarity fund has been allocated to help Federations and Clubs in economic and financial difficulty for € 7.000; this amount comes from savings in the budget allocated to IP for 2022. They are divided as follows:

	31 Dec 2022	31 Dec 2021
Regional Solidarity Africa Fund	€5.285	€3.841
Regional Solidarity Asia Pacific Fund	€3.687	€4.820
Regional Solidarity Europe Fund	€333	€1.840
Regional Solidarity Latin America Fund	€4.510	€4.390
Regional Solidarity North America & the Caribbean Fund	€4.852	€4.820
Solidarity BPWI Young Fund	€5.492	€3.972
Solidarity Fund Club & Fed	€7.000	€0
Total	**€31.158**	**€23.683**

Regional Fund:

- **Asia Pacific Regional Fund:** euro 7.993
- **BPW Africa Fund:** euro 4.215
- **Carribean Fund:** euro 312
- **North America Regional Fund:** euro 5.864

These are the amounts as at 31 December 2022 of the regional quotas shown in the Invoices sent to the Federations and Clubs of each Region.

Congress Fund: the amount of € 11.101 is the fee for the International Congress requested annually from the Federations and Clubs, which is indicated in the Invoices issued for the Dues.

EQUITY

The total amount is € 1.003.572.

It consists of:

Buttersea Fund: The Battersea Protected Fund is the proceeds from the sale of the BPW International building in the UK in 2002. In 2002 the International Board agreed that the proceeds of the Battersea Fund should not be used for operating costs or debt payments, but should be held in reserve for a future period. The interest of the Battersea Fund may be used by BPW International at the discretion of the Executive, but the capital invested may only be used for a purpose agreed upon by resolution of the General Assembly with expenses subject to the agreement of the International Council. The total amount is € 490.057.

Current year profit: Net profit 2022. The total amount is € 103.189.

Retained earnings: Net profit for previous years accrued. The total amount is € 410.326.

NOTE 4 INCOME STATEMENT

REVENUES

The shares of the Members Income Federation and the shares of the Members Income Associate Club are reported in the P&L for accrual. The total amount is € 461.569 for Federations and € 43.888 for Clubs and € 880 for individual members existing at 31 December 2022.

Amounts of invoices issued in 2022 to the Federations

IN

BPW Japan	6.325,00
BPW Belgium	7.412,00
BPW Argentina	2.320,00
BPW Canada	7.729,00
BPW Ireland	2.220,00
BPW Austria	5.162,00
BPW Mexico	2.320,00
BPW Italy	228.902,00
BPW Spain	14.441,00
BPW Singapore	4.696,00
BPW Cyprus	3.160,00
BPW Brazil	10.286,40
BPW Australia	5.964,00
BPW New Zealand	4.200,00
BPW Taiwan	14.366,00
BPW UK	2.220,00
BPW Ecuador	2.320,00
BPW USA	8.205,00
BPW Egypt	2.520,00
BPW Estonia	2.555,00
BPW Finland	8.402,00
BPW France	4.942,00
BPW Germany	27.705,00
BPW Poland	2.240,00
BPW Switzerland	48.430,00
BPW Sweden	4.684,00
BPW Morocco	2.416,00
BPW Nigeria	3.043,70
BPW Sudan	1.395,00
BPW Bahrain	2.682,00
BPW Kuwait	2.481,00
BPW Korea	7.720,00
BPW Jordan	2.320,00
BPW Lebanon	2.320,00
BPW Nepal	2.347,50
BPW Pakistan	2.220,00
BPW Thailand	8.920,00
BPW United Arab Emirates	2.300,00
BPW Burkina Faso	1.385,00

BPW Pago Pago-American Samoa	450,00
BPW Zone B Senegal	285,00
BPW Budapest Hungary	450,00

BPW Istanbul	470,00
BPW St Andrew	490,00
BPW Valletta-Malta	813,00
BPW Moscow 2 Russia	470,00
BPW Tacna Peru	535,00
BPW El Bosque-Panama	450,00
BPW Athens Greece	472,00
BPW Riga - Latvia	470,00
BPW Malaysia	2.320,00
BPW Pula-Croatia	582,00
BPW Panevezys Lithuania	538,00
BPW Santo Domingo	480,00
BPW Free Town Sierra Leone	436,25
BPW Panama City-Panama	470,00
BPW Praha II-Czech Republic	1.897,00
BPW Port Moresby-Papua New Guinea	1.712,00
BPW Sana'a Yemen	257,50
BPW Rizal Philippines	969,00
BPW Metro Manila-Phillipines	470,00
BPW The Valley Anguilla	585,00
BPW Bridgetown Barbados	490,00
BPW Hamilton-Bermuda	510,00
BPW Grand Cayman - Cayman Islands	620,00
BPW Roseau Dominica	845,00
BPW Port-au-Prince-Haiti	255,00
BPW St. Kitts	972,00
BPW Concordia St Martin	58,00
BPW Yerevan Armenia	470,00
BPW Tblisi – Georgia	470,00
BPW Thessaluniki Greece	470,00
BPW Reykjavik-Iceland	723,00
BPW Vilnius Chamber	976,00
BPW Chisinau-Moldova	450,00
BPW Follo Norway	516,00
BPW Cotonou 2-Littoral-Benin	255,00
BPW Edea-Cameroon	285,00
BPW Bassam Imperial-Cote d'Ivoire	510,00
BPW Kinshasa-Congo	285,00
BPW Tomsk-Russia	470,00
BPW Arad Romania	470,00
BPW St Petersburg 1 (2019)	470,00
BPW St Petersburg 1 (2020)	470,00
BPW St Petersburg 1 (2021)	470,00
BPW Adana Turkey	470,00
BPW Ankara Turkey	470,00
BPW Maiden's Tower Turkey	470,00
BPW Chermihiv-Ukraine	516,00
BPW Djibouti City, Djibouti	285,00
BPW Addis Ababa Ethiopia	298,75
BPW Accra Ghana	510,00

BPW Kigali Rwanda	353,75
BPW New Johannesburg South Africa	510,00
BPW Mwanza Country Tanzania	285,00
BPW Tunis - Jasmin - Tunisia	490,00
BPW Kampala Uganda	285,00
BPW Lusaka-Zambia	285,00
BPW Hong Kong	450,00
BPW Kolkata India	470,00
BPW South Mumbai	470,00
BPW Bogotà	480,00
BPW Hai Refrendom South Sudan	295,00
BPW Kator South Sudan	285,00
BPW Sariyer Turkey	470,00
BPW New Juba South Sudan	285,00
BPW JERUSALEM - Palestina	470,00
BPW DURBAN - South Sudan	285,00
BPW Almaty Kazakhistan	402.50
BPW Davao Philippines	265,00
BPW Izmir Turkey	96,10
BPW Jakarta-Indonesia	268,50
BPW Jasmin Damasco Syria	522,50
BPW Maputo Mozambique	221.25
BPW Marondera Zimbabwe	56,00
BPW Matrix Myanmar Birmania	280,25
BPW Network Myanmar Birmania	642,75
BPW New Nairobi,Kenia	285,00
BPW Phsrtina Kosovo	480,00
BPW Rizal Philippines	490,00
BPW Santiago Chile	470,00
BPW St Petersburg 1	470,00
BPW St Petersburg Neva	608,00
BPW Tirana Albania	92,00
BPW Wouri, Cameroon	535,00
BPW Yangon Myanmar Birmania	327,25
BPW St Petersburg Neva (2019)	608,00
BPW St Petersburg Neva (2020)	608,00
BPW St Petersburg Neva (2021)	608,00

Other income: represents the reimbursement of expenses for the issuing of invoices. The total amount is € 776.

OPERATING EXPENDITURE

Bank fees: The amount is related to the costs of maintaining accounts. The total amount is € 3.984.

Executive Expenses Regional Coordinators and Young BPW: the amount of expenses has been adjusted to the budget. The differences between the expenses actually incurred and those foreseen in the aforementioned budget are merged into the specific Solidarity Funds in the Balance Sheet. As done for the previous year.

Executive meetings: refer to the costs incurred for the Executive meeting in 2022.

Finance Director's Office Accountant: for the three-year contract signed with the accountant, including VAT and mandatory contributions.

Finance Director's Office Audit: for the contract signed with the Auditor, including VAT and mandatory contributions.
President's staff costs: concern the expenses of office and secretarial staff and equipment and services

Organisational Service: refers to various management costs.

Saving in P&L for Doubtful Debts: this is the restoration of the Balance Sheet for Future Risks and Charges, used for the reimbursement of sums that never arrived in the current account of R.C. Asia Pacific, for expenses paid by it in 2020.

Task force Archive and Task force Pilot program: these are costs related to the general archive and related research and costs that refer to the Pilot program.

Dr. Catherine Bosshart

International President

Dr. Eufemia Ippolito

Executive Finance Officer

Date: June 20, 2023

INTERNATIONAL FEDERATION
OF
BUSINESS AND PROFESSIONAL WOMEN

Financial statements as at December 31, 2023

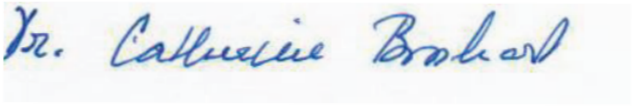
and Audit report

International Federation of Business and Professional Women

Statement by EFO and IP

The Financial Report represents the financial position of the International Federation of Business and Professional Women as at December 31, 2023 and its performance for the year ended 2023 in accordance with the accounting principles described in Note 2 to the Notes to the Financial Statements.

As of the date of this statement, there are reasonable grounds to state that the Federation of Business and Professional Women will be able to pay its present and future debts.



Dr. Catherine Bosshart
International President

Dr. Eufemia Ippolito
Executive Finance Officer

Date: June 18, 2024

Marco Pessina

Dottore Commercialista
Revisore Legale

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

FINANCIAL STATEMENTS
DECEMBER 31, 2023

INDEPENDENT AUDITOR'S REPORT

To the members of the Executive Board of International Federation of Business and Professional Women

Opinion

I have audited the accompanying financial report, of International Federation of Business and Professional Women, which comprises the statements of assets, liabilities and fund balances at 31 December 2023, the statements of revenue and expenditures, and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement.

In my opinion, the financial report of International Federation of Business and Professional Women presents fairly, in all material respects the financial position as of 31 December 2023 and of its financial performance and cash flows for the year then ended in accordance with the principles described in the notes.

Basis of Opinion

I conducted our audit in accordance with International Standards on Auditing (ISA Italia). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the International Federation of Business and Professional Women in accordance with the ethic and independence rules and standards applicable in Italy to audits of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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C.F. PSS MRC 72L04 D810H – P.IVA 08470930960

Responsibility of the members of the executive board for the Financial Report

The members of the executive board are responsible for the preparation of the financial report that gives a true and fair view within the terms established by the law for such internal control as they determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

The members of the executive board are responsible for assessing the ability of International Federation of Business and Professional Women to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members of the executive board either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibility for the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the International Standards on Auditing (ISA Italia) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the International Standards on Auditing (ISA Italia), I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the overriding of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Federation of Business and Professional Women's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members of the executive board.

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- conclude on the appropriateness of the executive board member's' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the International Federation of Business and Professional Women's ability to continue as a going concern. If I conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the members of the executive board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed by Auditor
Dr. Marco Pessina

MANAGEMENT REPORT OF EFO

In the Income Statement and the Balance Sheet transmitted to the Board of BPW at the end of January 2024, in accordance with the Procedure Manual 2.3.6 - 6.1.2 and 6.2.1, all revenue items and all expense items by type, are shown analytically. Each item presents the comparison with the budget, approved during the General Assembly of March 2021 for each year of the three-year period 2021-2024, as well as with evidence of the balances of the previous year.

Within each item are included, on an accrual basis, the amounts deriving from the expenses incurred by the members of the Executive and the International President for their activity carried out on behalf of BPW International during each financial year.

The amount of the Dues (Dues) is established every three years by the General Assembly, to financially cover the expenses that BPW incurs in order to be present through its delegates, first and foremost the International President, in every country in the world and in every most significant forum in the world.

Each Federation and each Club pays its membership fee based on the number of members it claims to have had at the end of the previous year.

The request for membership fees (Dues) takes place annually and is accounted for on an accrual basis.

The amount of the individual expenses is constantly monitored by the EFO and the Financial Team composed of 5 members, with control and supervisory function, appointed in accordance with point 6.1 of the Procedure Manual.

Each expense is audited and authorised by the EFO and the International President and the relevant accounting records are updated monthly with reconciliation of bank statements. During the Executive Meetings, the EFO provides all the accounting documentation to the Financial Management Team for control and the Executive in advance and prepares a presentation of the entire financial situation updated to the previous month.

Monitoring of the Fees is carried out monthly, with reminders to the Affiliated Federations and Affiliated Clubs that have not paid their fees and schedules being sent to the Regional Coordinators whose support is invaluable.

The budget and costs of the President's Staff are fundamental for the sound operation and continuity of activity and the dynamic and constant action of BPW, and every expense is inherent to the activity of the Federation and is constantly monitored. The international activity of coordination and synergy with the most influential women's world organizations, and the fundamental presence of the International President at the meetings organized and at the most important forums for the consultative status that BPW has had at the United Nations and its agencies since 1947, is a guarantee of the influence that BPW has with these organizations.

Together with the final balance sheet, the EFO prepares her Report, giving an account of the most significant items of the financial statements that constitute the report of the operational, administrative and financial management of BPW.

The financial statements are subject to voluntary auditing by an independent statutory auditor who verifies the correctness, the authenticity also from an accounting and documentary point of view of each individual expense, for some items analytically and for others on a sample basis.

At the end of the aforementioned audit, the Auditor issues his Report, certifying its truthfulness and compliance with the accounting principles for the preparation of the financial statements.

The EFO draws up the monthly budget for the continuous monitoring of operating expenditure.
The budget for each year of the three-year period will then be approved by the General Assembly during the International Congress to be held from 17 to 21 November 2024, together with the present report including Auditor’s report.

Balance Sheet

	2023	2022
Assets		
Bank		
CASH AT the President	470	485
Cash Euro	2.387	780
Chase USD Operating Account	9.531	9.806
HSBC EUR Account	763.773	717.662
HSBC Euro Congress	13.139	28.325
HSBC GBP Account	515.727	504.422
Saferpay	0	14.292
Total Bank	**1.305.027**	**1.275.773**
Current Assets		
Accounts Receivable	75.760	76.590
Inventory	7.468	8.305
Provision for Doubtful Debts	-59.201	-25.000
Receivable account	9.382	0
Total Current Assets	**33.409**	**59.895**
Non-current Assets		
Credit for advance Cairo Congress expenses	157.600	157.600
Total Non-current Assets	**157.600**	**157.600**
Total Assets	**1.496.035**	**1.493.268**
Liabilities		
Current Liabilities		
Accounts Payable	35.508	41.740
Congress Contingency	30.000	30.000
Deferred Revenue	3.947	8.915
Total Current Liabilities	**69.455**	**80.654**
Non-current Liabilities		
Administrative Fund	30.359	30.359
Asia Pacific Regional Fund	337	7.993
BPW Africa Fund	4.035	4.215
Caribbean Fund	0	312
Congress Fund	23.086	11.101
Donation for Turkey & Syria	860	0
Donations for Ukraina Fund	738	47.138
Esther Hymer Fund	4.655	4.655
Friends & Fellows Fund	9.190	10.000
Fund Task Force Archive	6.000	3.000
Grace Amy Hallett Fund	11.673	11.673
Haiti Fund	1.094	1.094
International Aid Fund	5.087	5.087
International Initiatives Fund	4.745	4.745
Leaders Summit Fund	0	3.844
Lebanon Donations	560	560
Madesin Phillips Fund	9.800	9.800
Membership Development Fund	15.000	15.000
North America Regional Fund	645	5.864
PoCM Advisory Campaign	464	464
Project Fund	367	367
Public Relations Fund	20.000	20.000

Regional Solidarity Africa Fund	5.285	5.285
Regional Solidarity Asia Pacific Fund	3.187	3.687
Regional Solidarity Europe Fund	333	333
Regional Solidarity Latin America Fund	0	4.510
Regional Solidarity North America & the Caribbean Fund	4.852	4.852
Risk Fund for future charges and losses	25.000	0
Risk Fund provision for Credit Cairo Congress	141.840	141.840
Silver Fund	400	400
Solidarity BPWI Young Fund	5.492	5.492
Solidarity Fund Club & Fed	170	7.000
Triple One Challenge Fund	404	404
Ursula Schultess Legacy Fund	28.971	28.971
Young BPW Fund for Congress	9.808	8.998
Total Non-current Liabilities	**374.436**	**409.042**
Total Liabilities	**443.891**	**489.696**
Net Assets	**1.052.144**	**1.003.572**
Equity		
Battersea Fund	490.057	490.057
Current Year Earnings	*48.572*	*103.189*
Retained Earnings	513.515	410.326
Total Equity	**1.052.144**	**1.003.572**

Profit & Loss

	2023	2022
Trading Income		
Friends Fee	5.400	1.300
Inventory Sales	5.385	1.012
Members Income - Associate Club Fee	44.136	43.888
Members Income - Federation Fee	484.156	461.569
Members Income - Individual Members	100	880
Other Income	1.759	776
Total Trading Income	**540.936**	**509.425**
Less Cost of Sales		
Stock	12.000	193
Total Cost of Sales	**12.000**	**193**
Gross Profit	**528.936**	**509.232**
Operating Expenses		
Ad Hoc Committees - Constitution	0	0
Ad Hoc Committees - Resolutions	0	0
Bank Fees	4.815	3.984
Bank Revaluations	-10.947	0
Communications - President's Language Liaisons	14.977	14.999
Communications - Website Maintenance	19.947	13.155
Executive Expense - Africa	5.000	5.000
Executive Expense - Asia Pacific	5.000	5.000
Executive Expense - Europe	5.000	5.000
Executive Expense - Executive Secretary	5.000	4.865
Executive Expense - Finance Director	4.616	5.000
Executive Expense Immediate Past President (1 year)	0	0
Executive Expense - Latin America	4.961	5.000
Executive Expense - Leader's Summit	6.000	0
Executive Expense - North America	4.986	5.000
Executive Expense - President	61.000	60.890
Executive Expense - Vice President Membership	4.987	4.999
Executive Expense - Vice President UN	5.000	4.905
Executive Expense - Young BPW Chair	4.990	5.000
Executive Meetings	34.976	34.982
Finance Director's Office - Accounting	44.069	32.988
Finance Director's Office - Auditing	5.000	5.000
Organisational Services	57.375	60.833
Other - YBPW Leader's Summit Training Support	4.565	0
P&L Provision for risks and charges	25.000	0
President's Office - IT Support	15.000	13.292
President's Office - Marketing & Development	8.000	7.900
President's Office - Office Supplies	24.054	11.347
President's Office - Software & Office Equipment	9.258	2.454
President's Office - Staff Costs	29.684	29.922
President's Office - Telecommunications & IT	20.000	8.238
Provision for Dues outstanding	34.201	0
Foreign Realised Currency Gains	8.523	28.905
Representations - FAO	0	0
Representations - ILO Geneva	0	0

Representations - ILO Training Centre	0	0
Representations - Other Int'l Organisations	1.371	1.156
Representations - UN Geneva	221	103
Representations - UN Meetings & Subscriptions	0	0
Representations - UN New York	0	0
Representations - UN Vienna	60	60
Representations - UNESCO	711	750
Representations - UNICEF	0	0
Representations - UNIDO Vienna	0	0
Representations - WHO Geneva	0	0
Provision for Credit risk Cairo Congress	0	0
Saving in P&L for Doubtful Debts	0	10.800
Standing Committee - Agriculture	0	0
Standing Committee - Art, Culture	0	0
Standing Committee - Business, Trade, Techn.	0	0
Standing Committee - Development, Training, Employment	0	0
Standing Committee - Environment	0	0
Standing Committee - Finance	0	0
Standing Committee - Health	0	0
Standing Committee - Legislation	0	0
Standing Committee - Projects	0	0
Standing Committee - Public Relations	0	0
Standing Committees - Membership	3.346	5.015
Standing Committees - Young BPW	0	0
Task Force - Archive	5.000	5.000
Task Force - Pilot Program	4.500	4.500
Unrealised Currency Gains	116	0
Total Operating Expenses	**480.363**	**406.043**
Net Profit	**48.572**	**103.189**

International Federation of Business and Professional Women

Cash Flows

	2023	2022
Operating Activities		
Receipts from customers	543.147,69	474.393,64
Payments to suppliers and employees	(500.138,25)	(343.159,65)
Cash payments from other operating activities	(8.522,75)	(2.220,39)
Net Cash Flows from Operating Activities	**34.486,69**	**129.013,60**
Investing Activities		
Other cash items from investing activities	24.818,89	1.037,99
Net Cash Flows from Investing Activities	**24.818,89**	**1.037,99**
Financing Activities		
Other cash items from financing activities	(40.998,80)	69.999,42
Net Cash Flows from Financing Activities	**(40.998,80)**	**69.999,42**
Net Cash Flows	**18.306,78**	**200.051,01**
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	1.275.773,18	1.102.569,57
Net change in cash for period	18.306,78	200.051,01
Effect of exchange rate changes on cash	10.946,75	(26.847,40)
Cash and cash equivalents at end of period	**1.305.026,71**	**1.275.773,18**

International Federation of Business and Professional Women

NOTES to the Financial Statements as at 31 December 2023

NOTE 1 GENERAL INFORMATION

The International Federation of Business and Professional Women (BPW International) was founded in 1930 and aims to develop professional, commercial and leadership potential for women at all levels.

NOTE 2 ACCOUNTING POLICIES

BPW International's financial statements have been prepared in accordance with International Financial Reporting Standards.

Revenues

Revenue is recognized on an accrual basis.

Merchandise

Inventories represented by scarves and different types of pins, are declared at cost or net realizable value, whichever is lower.

Foreign exchange transactions

Foreign currency transactions carried out during the year are converted into euros at the average exchange rate at the end of the month. Foreign currency assets and liabilities at the end of the year shall be converted into euros at the buy and sell rate of the bank at the balance sheet date. The gain or losses from conversion are included in the determination of gains or losses.

NOTE 3 BALANCE SHEET

ACTIVE

Cash: The amount relates to cash receipts from the sale of scarves and brooches during international conferences.

Banks: This is the cash in BPW's checking accounts, including the Battersea Fund "HSBC GBP Account", at exchange value as at 31 December 2023. During 2023, the Saferpay payment system was fully reconciled as of 31 December 2023.
With respect to the CHASE BANK USD Checking account, BPW is taking all necessary steps to proceed with access to the current account.

	2023	2022
Petty Cash		
CASH IP	470	485
Cash EFO	2.387	780
	2.857	**1.265**
Bank		
Chase USD Operating Account	9.531	9.806
HSBC EUR Account	763.773	717.662
HSBC Euro Congress	13.139	28.325
HSBC GBP Account	515.727	504.422
Saferpay	0	14.292
Total Bank	**1.302.170**	**1.274.508**
Total Bank and Cash	**1.305.027**	**1.275.773**

CURRENT ACTIVE

Receivables: these are the fees still to be collected for the year 2023 and in some cases also for previous years. The total amount is eur 75.760.

Inventory: these are the final stocks at 31 December 2023 based on those actually existing on the above date. The total amount is eur 7.468.

Provision for Doubtful Debts: it is a provision for risk of lower collection of receivables assigned before 2019 (recorded in Current Activities but with a negative sign). The total amount until 2022 was eur 25.000, increased by eur 34.200 in 2023, for a total amount at 31 December 2023 of eur 59.200 considered the Dues unpaid before 2021 of Clubs and Federations to be abrogated.

NON-CURRENT ASSETS

Credit for advance Cairo Congress expenses: this is the amount to be received from the bank account of CHASE BANK SAVINGS, for which any necessary action, including legal, is being implemented, as specified under the Note "Provision for Credit Risk Cairo Congress" to the Report attached to the P&L 2021. The amount is eur 157.600.

CURRENT LIABILITIES

Congress Contingency: it is a fund for congressional expenses to be kept prudentially in the Balance Sheet. The total amount is eur 30.000.

Deferred revenues: refers to the shares collected whose actual origin is not yet known, as it is not specified in the HSBC Statement. The total amount is eur 3.947 and refers mainly to years prior to 2021.

NON-CURRENT LIABILITIES

Solidarity Fund: an amount equal to the difference between the expenses incurred by each Regional Coordinator in the year 2021 and 2022 and the total amount of their budget

approved by the G.A. has been allocated for each RC and for Young BPW.
The total amount is eur 25.976. In addition, in 2022, a solidarity fund was allocated to help Federations and Clubs in economic and financial difficulty of euro 7,000, increased in 2023 by eur 3.315 as a result of the savings in the budget allocated to IP in the years 2022 and 2023, almost entirely used during the year 2023.

The amounts at 31 December 2023 are as follow:

	31 Dec 2023	31 Dec 2022
Regional Solidarity Africa Fund	5.285	5.285
Regional Solidarity Asia Pacific Fund	3.187	3.687
Regional Solidarity Europe Fund	333	333
Regional Solidarity Latin America Fund	0	4.510
Regional Solidarity North America & the Caribbean Fund	4.852	4.852
Solidarity BPWI Young Fund	5.492	5.492
Solidarity Fund Club & Fed	170	7.000
Total	**19.319**	**31.159**

Regional Fund:
- Asia Pacific Regional Fund: eur 337
- BPW Africa Fund: eur 4.035
- North America Regional Fund: eur 645
- Caribbean Fund: eur 0

Congress Fund: the amount of eur 23.086 is the fee for the International Congress requested annually from the Federations and Clubs, which is indicated in the Invoices issued for the Dues.

Friend & Fellows Fund: The "Young BPW Fund for Congress" fund has been decreased by 10% of the total revenue for Friends Fee received in the three-year period 2021-2023 in favour of Young BPW, and has therefore been increased, as required by the Procedure Manual.

Risk Fund for future charges and losses: The amount of eur 25.000 has been set aside for unpaid Dues in the 2021-2023 three-year period and for future risks and expenses.

Provision for Credit Risk Cairo Congress: This is a provision on the amount advanced by BPW International related to a payment requested and remaining unpaid and not honoured since 2017 for the Cairo Congress. The payment became outstanding following the legal request received at the headquarters in Geneva and subsequent motion by BPW Kuwait voted by the International Board on February 2021.
At present BPW International is putting in place any necessary legal action aimed at gaining access to Congress' American bank accounts in order to recover the sum. The amount set aside in 2021 was 90% of the amount of eur 157.600 (or eur 141.840) also taking into account any legal fees that might be incurred.

EQUITY

The total amount is eur 1.052.144.

It consists of:

-Buttersea Fund: The Battersea Protected Fund registered for eur 490.057 in Equity is the proceeds from the sale of the BPW International building in the UK in 2002. In 2002 the International Board agreed that the proceeds of the Battersea Fund should not be used for operating costs or debt payments, but should be held in reserve for a future period. The interest of the Battersea Fund may be used by BPW International at the discretion of the Executive, but the capital invested may only be used for a purpose agreed upon by resolution of the General Assembly with expenses subject to the agreement of the International Council. The total amount is eur 490.057. As at 31 December 2023 it amounts to eur 515.727 and is in the HSBC GPB Account.

-Current year profit: Net profit 2023. The total amount is eur 48.572.

-Retained earnings: Net profit for previous years accrued. The total amount at 31 December 2023 is eur 513.515.

NOTE 4 INCOME STATEMENT

REVENUES

The shares of the Members Income Federation and the shares of the Members Income Associate Club are reported in the P&L for accrual. The total amount is eur 484.156 for Federations and eur 44.136 for Clubs and eur 100 for individual members existing at 31 December 2023.

Amounts of invoices issued in 2023 to the Federations

COUNTRY	Federation's name	Dues
BURKINA FASO	BPW Burkina Faso	1.395 €
EGYPT	BPW Egypt	2.520 €
GABON	BPW Akanda -Libreville -Owendo	2.510 €
MOROCCO	BPW Morocco	2.520 €
NIGERIA	BPW Nigeria	2.973 €
SUDAN	BPW Sudan	1.395 €
AUSTRALIA	BPW Australia	6.389 €
BAHRAIN	BPW Bahrain	2.864 €
BIRMANIA	BPW Myanmar	1.588 €
JAPAN	BPW Japan	5.590 €
JORDAN	BPW Jordan	2.370 €
KOREA	BPW Korea	8.245 €
KUWAIT	BPW Kuwait	2.535 €

LEBANON	BPW Lebanon	2.370 €
MALAYSIA	BPW Malaysia	2.864 €
NEPAL	BPW Nepal	2.127 €
NEW ZEALAND	BPW New Zealand	4.368 €
PAKISTAN	BPW Pakistan	2.370 €
PHILIPPINES	BPW Philippines	2.441 €
SINGAPORE	BPW Singapore	4.955 €
TAIWAN	BPW Taiwan	16.470 €
THAILAND	BPW Thailand	9.420 €
UNITED ARAB EMIRATES	BPW United Arab Emirates	2.370 €
AUSTRIA	BPW Austria	5.425 €
BELGIUM	BPW Belgium	8.622 €
CYPRUS	BPW Cyprus	5.540 €
ESTONIA	BPW Estonia	3.470 €
FINLAND	BPW Finland	7.702 €
FRANCE	BPW France	4.942 €
GERMANY	BPW Germany	28.080 €
IRELAND	BPW Ireland	2.320 €
ITALY	BPW Italy - FIDAPA	241.911 €
POLAND	BPW Poland	1.630 €
SPAIN	BPW Spain	7.955 €
SWEDEN	BPW Sweden	5.770 €
SWITZERLAND	BPW Switzerland	48.481 €
UNITED KINGDOM	BPW UK	2.320 €
ARGENTINA	BPW Argentina	2.320 €
BRAZIL	BPW Brazil	12.220 €
ECUADOR	BPW Ecuador	2.320 €
MEXICO	BPW Mexico	2.320 €
CANADA	BPW Canada	7.795 €
USA	NFBPWC	8.195 €

Amounts of invoices issued in 2023 to the Clubs

COUNTRY	CLUB'S NAME	DUES 2023
BENIN	BPW Cotonou Littoral	275,00 €
BOTSWANA	BPW Gaborone	395,00 €
CAMEROON	BPW Edea	735,00 €
CAMEROON	BPW Wouri	535,00 €
CAMEROON	BPW Yaoundè	860,00 €
COTE D'IVOIRE	BPW Bassam Imperial	510,00 €
DEMOCRATIC REPUBLIC OF CONGO	BPW Kinshasa	285,00 €
DJIBOUTI	BPW Djibouti City	285,00 €
ETHIOPIA	BPW Addis Ababa	298,75 €
GHANA	BPW Accra	510,00 €
KENYA	BPW Nairobi	635,00 €
KENYA	BPW NEW Nairobi	510,00 €
LIBYA	BPW Tripoli	510,00 €
LOME - TOGO	BPW lome- Togo	377,50 €
MADAGASCAR	BPW Antananarivo	285,00 €
MOZAMBIQUE	BPW Maputo	367,50 €
NIGER	BPW Niamey	174,69 €
REPUBLIC OF CONGO	BPW Brazzaville	285,00 €
RWANDA	BPW Kigali	353,75 €
SENEGAL	BPW Dakar Zone B	285,00 €
SIERRA LEONE	BPW Freetown	312,50 €
SOUTH AFRICA	BPW Durban	735,00 €
SOUTH AFRICA	BPW New Johannesburg	510,00 €
SOUTH SUDAN	BPW Hai Refrendom	285,00 €
SOUTH SUDAN	BPW Kator	285,00 €
SOUTH SUDAN	BPW New Juba	285,00 €
TANZANIA	BPW Mwanza	285,00 €
TUNISIA	BPW Tunis Jasmin	510,00 €
UGANDA	BPW Kampala	285,00 €
ZAMBIA	BPW Lusaka	285,00 €
ZIMBABWE	BPW Marondera	546,80 €
AMERICAN SAMOA	BPW Pago Pago	480,00 €
HONG KONG	BPW Hong Kong	480,00 €
INDIA	BPW Kolkata	480,00 €
INDIA	BPW South Mumbai	480,00 €
INDONESIA	BPW Jakarta	527,00 €
KAZAKHSTAN	BPW Almaty	809,00 €
MONGOLIA	BPW Brilliant	503,50 €
PALESTINE	BPW Jerusalem NEW	480,00 €
PAPUA NEW GUINEA	BPW Port Moresby	1.749,00 €
YEMEN	BPW Sana'a	268,50 €
SYRIA	BPW jasmin Damascus	513,50 €
ALBANIA	BPW Tirana	470,00 €

Amounts of invoices issued in 2023 to the Clubs

COUNTRY	CLUB'S NAME	DUES 2023
BENIN	BPW Cotonou Littoral	275,00 €
BOTSWANA	BPW Gaborone	395,00 €
CAMEROON	BPW Edea	735,00 €
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SIERRA LEONE	BPW Freetown	312,50 €
SOUTH AFRICA	BPW Durban	735,00 €
SOUTH AFRICA	BPW New Johannesburg	510,00 €
SOUTH SUDAN	BPW Hai Refrendom	285,00 €
SOUTH SUDAN	BPW Kator	285,00 €
SOUTH SUDAN	BPW New Juba	285,00 €
TANZANIA	BPW Mwanza	285,00 €
TUNISIA	BPW Tunis Jasmin	510,00 €
UGANDA	BPW Kampala	285,00 €
ZAMBIA	BPW Lusaka	285,00 €
ZIMBABWE	BPW Marondera	546,80 €
AMERICAN SAMOA	BPW Pago Pago	480,00 €
HONG KONG	BPW Hong Kong	480,00 €
INDIA	BPW Kolkata	480,00 €
INDIA	BPW South Mumbai	480,00 €
INDONESIA	BPW Jakarta	527,00 €
KAZAKHSTAN	BPW Almaty	809,00 €
MONGOLIA	BPW Brilliant	503,50 €
PALESTINE	BPW Jerusalem NEW	480,00 €
PAPUA NEW GUINEA	BPW Port Moresby	1.749,00 €
YEMEN	BPW Sana'a	268,50 €
SYRIA	BPW jasmin Damascus	513,50 €

ARMENIA	BPW Yerevan	470,00 €
CROATIA	BPW Pula	585,00 €
CZECH REPUBLIC	BPW Prague II	1.965,00 €
GEORGIA	BPW Tbilisi	470,00 €
GREECE	BPW Athens	493,00 €
GREECE	BPW Thessaloniki	470,00 €
HUNGARY	BPW Budapest	470,00 €
ICELAND	BPW Reykjavik	654,00 €
KOSOVO	BPW Prishtina	470,00 €
LATVIA	BPW Riga	470,00 €
LITHUANIA	BPW Panevezys	562,00 €
LITHUANIA	BPW Vilnius Chamber	1.137,00 €
MALTA	BPW Valletta	631,00 €
MOLDOVA	BPW Chisinau	470,00 €
NORWAY	BPW Follo	470,00 €
ROMANIA	BPW Arad	470,00 €
RUSSIAN FED	BPW Moscow 2	470,00 €
RUSSIAN FED	BPW St Petersburg 1	470,00 €
RUSSIAN FED	BPW St Petersburg Neva	608,00 €
RUSSIAN FED	BPW Tomsk	470,00 €
SLOVENIA	BPW Celje	470,00 €
TURKEY	BPW Istanbul	1.252,00 €
TURKEY	BPW Adana	470,00 €
TURKEY	BPW Ankara	470,00 €
TURKEY	BPW Sariyer Istanbul	470,00 €
TURKEY	BPW Maiden´s Tower	470,00 €
TURKEY	BPW Izmir	470,00 €
UKRAINE	BPW Chernihiv	0,00 €
CHILE	BPW Santiago	470,00 €
COLOMBIA	BPW Bogotá	480,00 €
DOMINICAN REPUBLIC	BPW Santo Domingo	470,00 €
PANAMA	BPW El Bosque	470,00 €
PANAMA	BPW Panama City	470,00 €
PARAGUAY	BPW Asuncion	769,00 €
PERU'	BPW Tacna	470,00 €
PERU'	BPW Miculla	470,00 €
ANGUILLA (UK)	BPW The Valley	585,00 €
BARBADOS	BPW Bridgetown	510,00 €
BERMUDA (UK)	BPW Hamilton	510,00 €
CAYMAN ISLANDS (UK)	BPW Grand Cayman	970,00 €
DOMINICA	BPW Roseau	510,00 €
HAITI	BPW Port-au-Prince	275,00 €
JAMAICA	BPW St Andrew	510,00 €
ST. KITTS & NEVIS	Bpw Liamuiga	510,00 €
ST. KITTS & NEVIS	BPW Nevis	610,00 €
ST. KITTS & NEVIS (UK)	BPW Saint Kitts	885,00 €
SAINT MARTIN (KN)	BPW Concordia Saint Martin	510,00 €

Friends fees: represents the fees paid by women supporters. The total amount is eur 5.400.

Inventory sales: represents the sales revenue of pins and scarves. The total amount is eur 5.385.

Other income: represents the reimbursement of expenses for the issuance of Invoices. The total amount is eur 1.759**.**

OPERATING EXPENDITURE

Bank fees: The amount is related to the costs of maintaining accounts. The total amount is eur 4.815.

Communication and website expenses: the total amount of eur 34.924 (14.977 + 19.947) mainly refers to the expenses incurred for the maintenance and management of the website and the translation into different languages of the President's messages and videos also published on the website.

Executive Expenses Regional Coordinators and Young BPW: the amount of expenses has been adjusted to the budget. The differences between the expenses actually incurred and those foreseen in the aforementioned budget are merged into the specific Solidarity Funds in the Balance Sheet as was done for the previous year.

Executive meetings: refer to the costs incurred for the Executive meeting in 2023.

Finance Director's Office Accountant: for the three-year contract signed with the accountant, including VAT and mandatory contributions.

Finance Director's Office Audit: for the contract signed with the Auditor, including VAT and mandatory contributions.

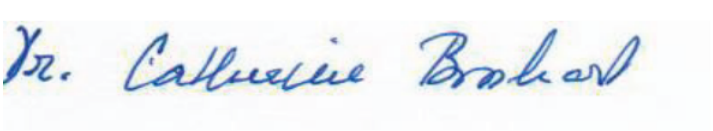
Organisational Service: refers to various management costs.

President's staff costs: concern the expenses of office and secretarial staff and equipment and services

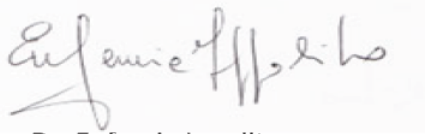
Provision for Dues outstanding: concerns the provision of 2023 to increase the Fund provision Doubtful Debts in Balance Sheet and contingent liabilities already allocated to eur 25.000 and increased in 2023 by eur 34.201 against unpaid Dues before 2021 and Dues unpaid of Club & Fed to be abrogated.

Task force Archive and Task force Pilot program: these are costs related to the general archive and related research and costs that refer to the Pilot program.

Date: June 18, 2024



Dr. Catherine Bosshart
International President



Dr. Eufemia Ippolito
Executive Finance Officer

Annex 2
Projects Update

BPW International

Member Projects
Club & Federation Projects
Experts

BPW-Projects & Experts

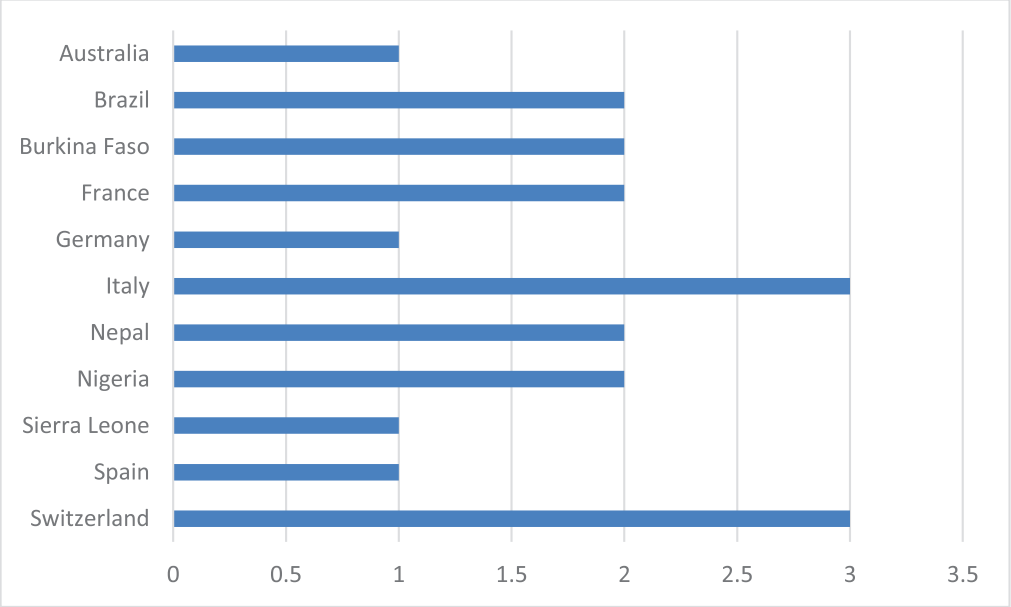
31.12.2023

A few years ago BPW International has started collecting a) projects realized by individual members (since 2016) b) projects realized by BPW's clubs and federations (since 2018) and experts (since 2016). The number of club & federation projects is expected to grow as many countries and clubs have not registered their projects (which are however reported by the country and regional coordinators in their annual reports).

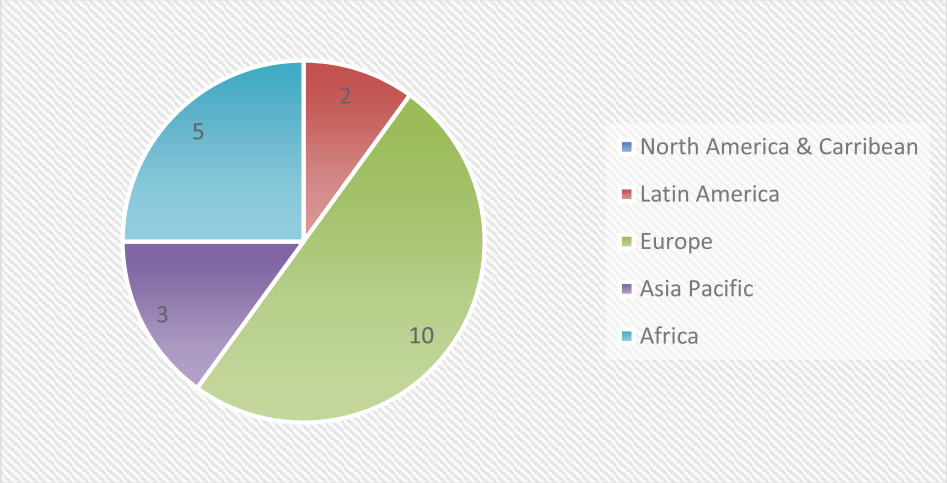
Member Projects

20 projects (3 with 2 project leaders) from individual BPW members have been registered till end December 2023.

Distribution according Countries (Project Leaders)



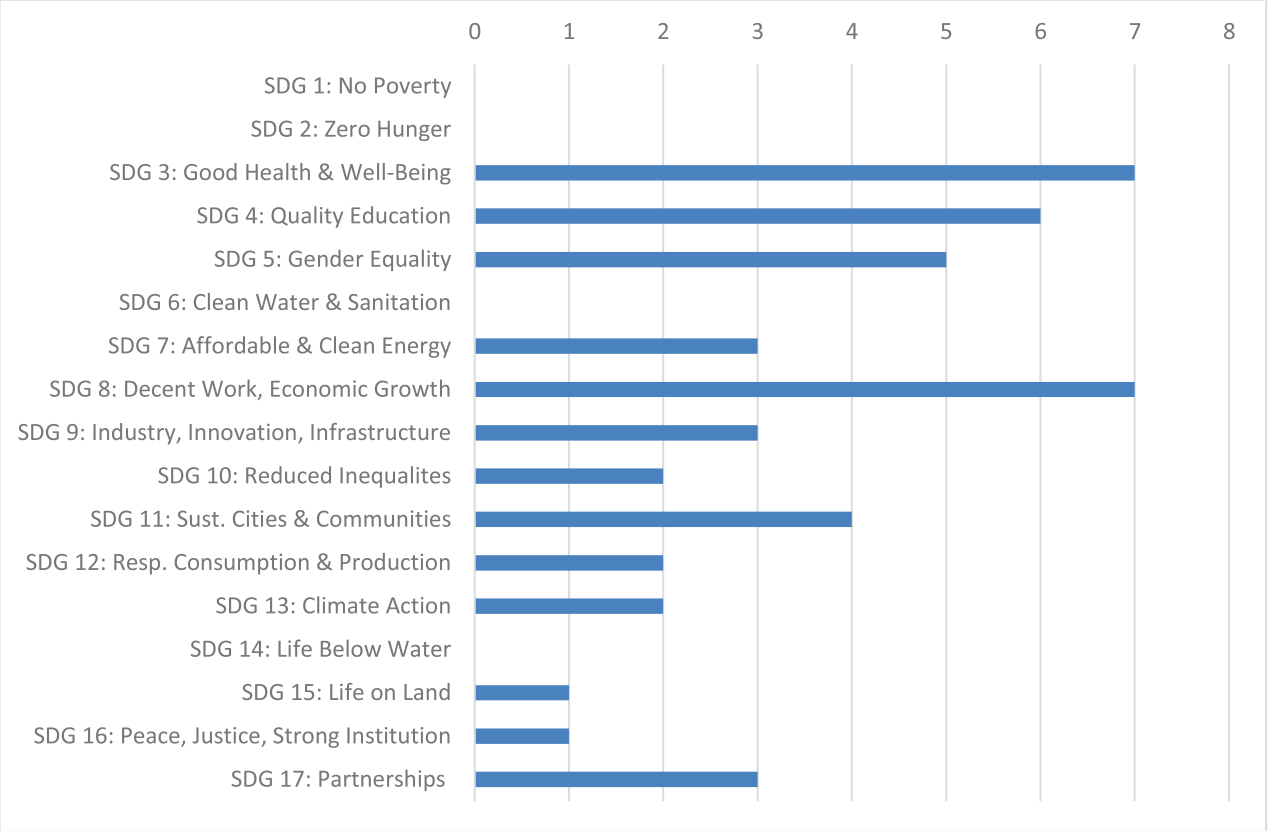
Distribution according Regions (Project Leaders)



BPW International

Member Projects
Club & Federation Projects
Experts

Distribution according SDGs (Projects)



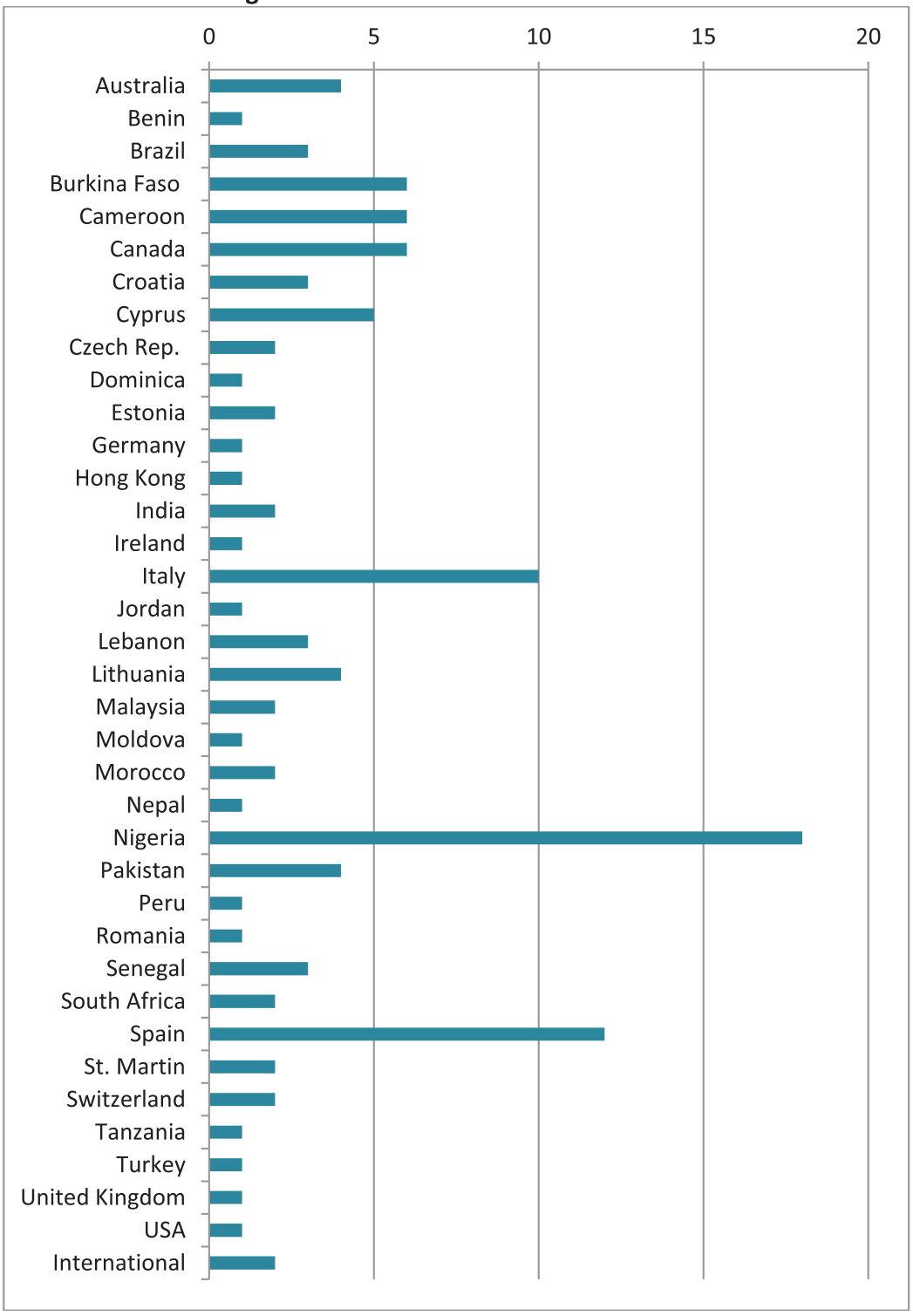
BPW International

Member Projects
Club & Federation Projects
Experts

Club & Federation Projects

122 projects from BPW clubs and federations have been registered till 31.12.2023.

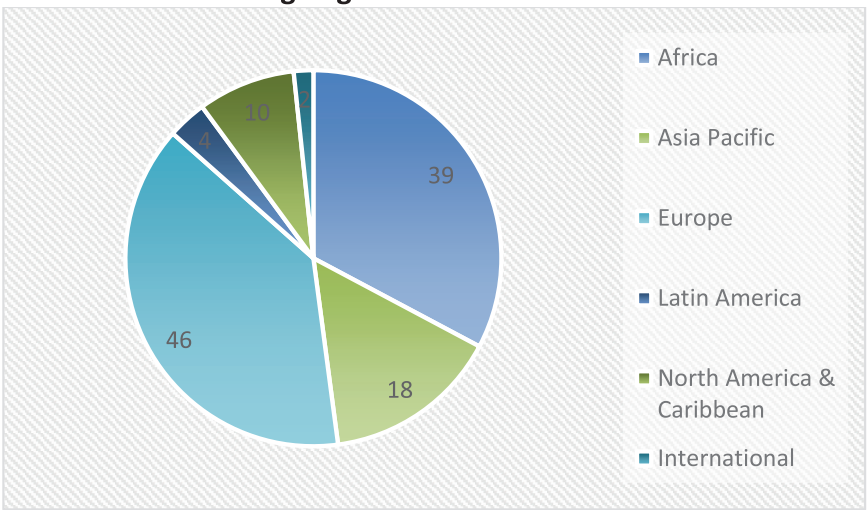
Distribution according Countries



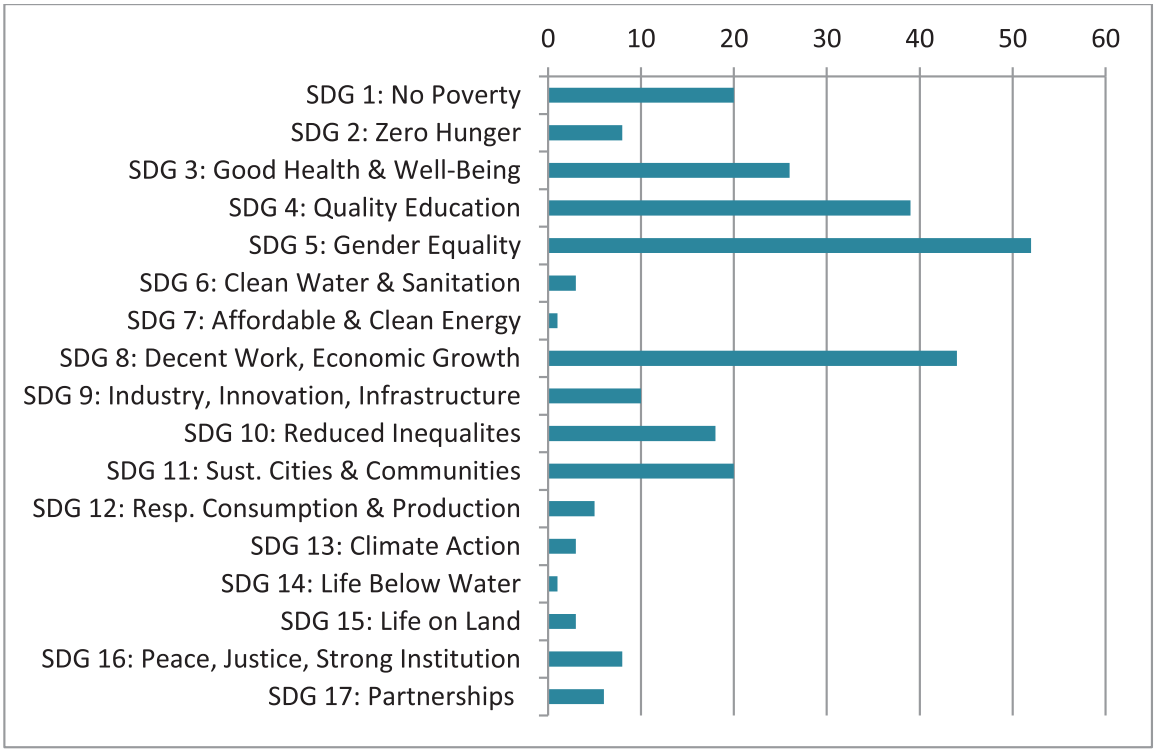
BPW International

Member Projects
Club & Federation Projects
Experts

Distribution according Regions



Distribution according SDGs



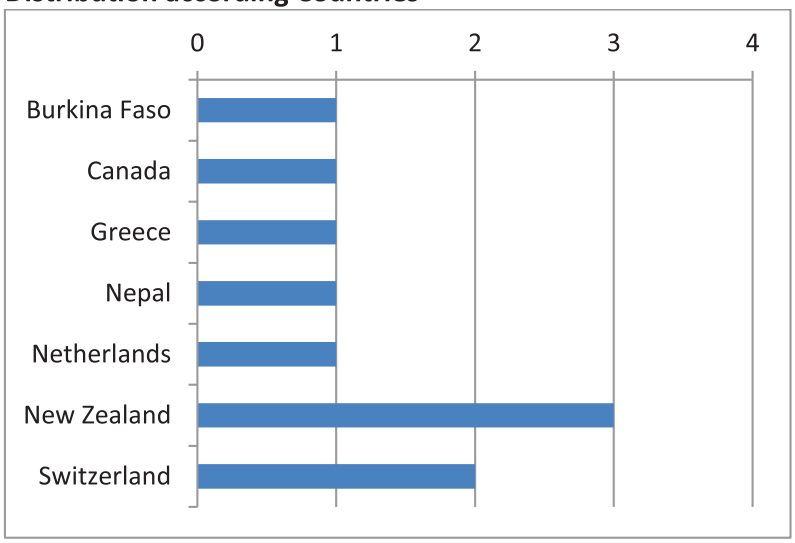
BPW International

Member Projects
Club & Federation Projects
Experts

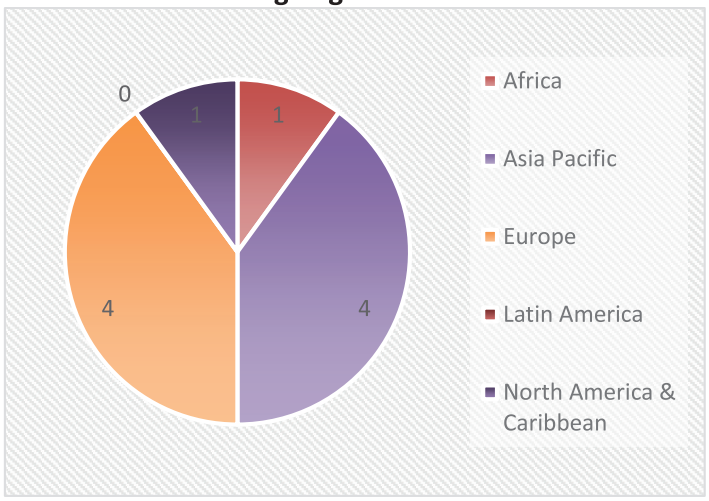
Experts

10 experts have been registered till end September 2023.

Distribution according Countries



Distribution according Regions



BPW International

Member Projects
Club & Federation Projects
Experts

Lists of Projects

Member Projects

Title of project	Project Leader	Country	BPW Region
Fistules Obstetricales	Kabre Rasmata	Burkina Faso	Africa
Nerwaya	Kabre Rasmata, Ouedraogo Josiane	Burkina Faso	Africa
Building Board Ready Women	Eimiakhena Annie	Nigeria	Africa
Sickle Cell Disorder	Olunaike Josephine	Nigeria	Africa
Market BasedAccess to Affordable Healthcare	Laverley Juliet	Sierra Leone	Africa
UN Global Compact Initiative	Forsythe Marilyn	Australia	Asia Pacific
Gaunbata Sanjal	Aryal Sadikshya	Nepal	Asia Pacific
Solar Forward	Aryal Sadikshya	Nepal	Asia Pacific
International Mobility	Crevat Géraldine	France	Europe
Online Meetings	Crevat Géraldine	France	Europe
Culture Smart	Marius Johanna, Salem Dahlia	Germany	Europe
Digital On Board	Zamperlin Laura	Italy	Europe
International Legal Advice	Ippolito Eufemia	Italy	Europe
Living Together - Helping each other	Reda Caterina	Italy	Europe
Raise awareness on non-violence culture	Bellini Enrichetta	Spain	Europe
BPW Hosts	Schmid Ursula	Switzerland	Europe
Good Health & Wellness for Woman	Baehrer-Kohler Sabine, Rigassi Daniela	Switzerland	Europe
Solar Water Pump	Jeanneret Vezzini Karin	Switzerland	Europe
Bees & Trees, Nectar of Life	Chiapetta Eliana	Brazil	Latin America
Giving Life	Yassida Margarida	Brazil	Latin America

BPW International

Member Projects
Club & Federation Projects
Experts

Club & Federation Projects

Title of project	Project Leader	Country	BPW Region
Alphabétisation numérique des filles, femmes et enfants viva	Raissa Nadia	Benin	Africa
Formation avec les femmes leaders sur les violences basées	Kabré Mounirou	Burkina Faso	Africa
Formation sur la violence basée sur le genre aux femmes	Kabré Mounirou	Burkina Faso	Africa
Project d'appui à l'automisation des femmes deplacées	Kabre Rasmata	Burkina Faso	Africa
Réinsertion socioprofessionnelle et économique des enfants	Kiswendsida Claudine	Burkina Faso	Africa
Séance de sensibilisation sur les MGF	Kabré Mounirou	Burkina Faso	Africa
Visite aux enfants démunis de la Fondation RAMA	Kabré Mounirou	Burkina Faso	Africa
Autonomisation Effective des Femmes et Filles Paysannes	Toby Rose	Cameroon	Africa
Banane Plantain	Toby Rose	Cameroon	Africa
Centre Informatique Multifonction	Toby Rose	Cameroon	Africa
Complexe Agropastoral	Toby Rose	Cameroon	Africa
Programme WOMEN STAND-UP : "Support to women"	Ndoumbe Larissa	Cameroon	Africa
Water Melon	Toby Rose	Cameroon	Africa
Nursery Errachidia	Otman Fatiha	Morocco	Africa
Zouhra Training Center	Otman Fatiha	Morocco	Africa
Chaine de valeur agroalimentaire pour le Niger	Agalher Fatimata	Niger	Africa
Adopt a Child Project	Akpelishi Temitope	Nigeria	Africa
Back to School Project	Odunsi FADINA Tomi	Nigeria	Africa
BPW Newsletter for projects	Akpelishi Temitope	Nigeria	Africa
Deworming of Children and Adults in Damangaza, Abuja	Chika Offor	Nigeria	Africa
Digital and Renewable Energy Focus Education for Girls	Samira Jibir	Nigeria	Africa
Financial Literacy Training	Akpelishi Temitope	Nigeria	Africa

BPW International

Member Projects
Club & Federation Projects
Experts

Title of project	Project Leader	Country	BPW Region
Outreaches to Homes and Orphanages	Akpelishi Temitope	Nigeria	Africa
Sex Education Project to Secondary Schools	Akpelishi Temitope	Nigeria	Africa
Sponsoring the Education of Girls in Secondary School	Oyeniyi Oluwatoyin	Nigeria	Africa
Tea and coffee workshop	Mbonu Nnenna	Nigeria	Africa
Widows Mentoring and Empowerment Programme	Akpelishi Temitope	Nigeria	Africa
Women Entrepreneurial Empowerment Scheme	Christie Adejoh	Nigeria	Africa
Young BPW Collaboration with NAPTIP	Oyeniyi Oluwatoyin	Nigeria	Africa
Awareness Conferences and Free Screening	Cisse Fatou	Senegal	Africa
Center for the Promotion of Business for Senegalese Women	Cisse Fatou	Senegal	Africa
National Fish Farming Program for Rural Women in Senegal	Cisse Fatou	Senegal	Africa
Digital era woman	Ngiba Zinhle	South Africa	Africa
Young Women Education and Skills Training	Ngiba Zinhle	South Africa	Africa
Keeping Girls at School with Sanitary Pads	Bertiller Massawe	Tanzania	Africa
TECH4GIRLS Australia and the Pacific	Graham Jacqueline	Australia	Asia Pacific
Values-Led Mentoring Program - Darwin Club, Australia	Tomazos Angela	Australia	Asia Pacific
Women and the future of work	Tomazos Angela	Australia	Asia Pacific
1-1-1 Mentorship Program	Yeung Joscelin	Hong Kong	Asia Pacific
Female Hygienic Project	Stella Richard	India	Asia Pacific
To Seek is to Find! - An Ode to Mother Nature	Vithalani Jalpa H	India	Asia Pacific
BPW Japan UN CSW Internship	Fujita Noriko	Japan	Asia Pacific
Launching Economic Achievement Program	Ghalaini Areen	Jordan	Asia Pacific
AL Moultaka (Gathering Hub)	Zogheib Claudia	Lebanon	Asia Pacific
Kitchen Gardening	Gorajski Cristina	Lebanon	Asia Pacific

BPW International

Member Projects
Club & Federation Projects
Experts

Title of project	Project Leader	Country	BPW Region
Green & Clean Environment SDG-15	Mahdi Nasreen	Pakistan	Asia Pacific
Providing alternate Energy to BPW Housing project	Mahdi Nasreen	Pakistan	Asia Pacific
Working Women's Hostels	Mahdi Nasreen	Pakistan	Asia Pacific
BPW Philippines Officers' Strategic Planning Unveiled	Yao Myrna	Philippines	Asia Pacific
ADRION NET	Perkov Alida	Croatia	Europe
Lobbying for Shopping	Perkov Alida	Croatia	Europe
Women in STEM	Perkov Alida	Croatia	Europe
Cervical Cancer Awareness	Vrahimi Marianna	Cyprus	Europe
E-Commerce shop for Women Living in Rural Areas	Vrahimi Marianna	Cyprus	Europe
Eriphyle Award	Vrahimi Marianna	Cyprus	Europe
Gender Equality campaign	Papadopoulou Mary	Cyprus	Europe
Gender Equality Initiative Cyprus	Papadopoulou Mary	Cyprus	Europe
Equal Pay Day Czech Republic	Petlanová Jana	Czech Rep.	Europe
Equal Possibilities in Working Life for Women of Moldova	Viks Anu	Estonia	Europe
Success Is Me/Everything Is Possible!	Viks Anu	Estonia	Europe
Women in digital economy	Volk Marion	Germany	Europe
BPWTogether	McMahon Moyra	Ireland	Europe
Award "LIVIA RICCI"	Lanza Graziella	Italy	Europe
B to B : "Women in the Ethic Business"	Rossi Alga	Italy	Europe
BUSINESSTOOL - Competenza Professionalità Valore	Cenci Ivana Gabriela	Italy	Europe
Child Marriage in the World: a Serious Violation of Human Rights	Seidita Giuseppina	Italy	Europe
Donne d'acciaio: gender equality in leadership	Minuto Alice	Italy	Europe
FIDAPA BPW Italy and JAItalia an educational alliance	Alaia Cristina	Italy	Europe

BPW International

Member Projects
Club & Federation Projects
Experts

Title of project	Project Leader	Country	BPW Region
EPD Lithuania 2022	Prastiene Monika	Lithuania	Europe
Integration of people with disabilities	Spudiene Irma	Lithuania	Europe
Women's entrepreneurship workshop	Spudiene Irma	Lithuania	Europe
Promotion of alternative childcare services	Angela Chicu	Moldova	Europe
Support Actions to Fight Violence Against Women and Children	Sas Dana	Romania	Europe
Campaña Virtual Equal Pay Day 2022	Guerra Felicia	Spain	Europe
Casa de Restauracion Eli-Ezer Palmira (Colombia)	Alcala Diana	Spain	Europe
Cooperativa Agricola Sur Mujer	Martin Lozano Paz	Spain	Europe
Curso Formativo BPW Spain 2022	Guerra Felicia	Spain	Europe
II Congreso Ciudades Transfronterizas Sostenibles	Guerra Felicia	Spain	Europe
Leadership, female entrepreneurship and ICT gap	Vigata Silvia	Spain	Europe
Mujeres por el Cambio - NGO CSW66 Virtual Forum	Guerra Felicia	Spain	Europe
Recuperate (post Covid-19 plan crash)	Martin Lozano Paz	Spain	Europe
Women Economic Inclusion	Martin Lozano Paz	Spain	Europe
Women in Trade - Dominicadas Emprenden	Martin Lozano Paz	Spain	Europe
Women in Trade - Programa Mujer Dara	Alcala Diana	Spain	Europe
Women in Trade - Senegal	Martin Lozano Paz	Spain	Europe
dinner@home	Wehrli Anita	Switzerland	Europe
Mediation training for women in eastern Ukraine	Brunner Suzanne	Switzerland	Europe
Equal Pay Day - Panel	Dulger Banu	Turkey	Europe
A van for Chernihiv	Kinsey Jo	United Kingdom	Europe
BPW UK Public Speaking Competition	Kinsey Joanne	United Kingdom	Europe
AWARD about women’s right	Seidita Giuseppina	International	International

BPW International

Member Projects
Club & Federation Projects
Experts

Title of project	Project Leader	Country	BPW Region
BPW Calgary Mentorship Program - Wisdom Boost	Babiuk-Ilkiw Colleen	Canada	North America & Caribbean
Canadian Coalition to Empower Women	Hall Doris	Canada	North America & Caribbean
Collaboration Circles	Millard Michelle	Canada	North America & Caribbean
Feminist Response and Recovery - IDEA4 Gender Equality	Hall Doris	Canada	North America & Caribbean
Women on Board Portal	Martens Krista	Canada	North America & Caribbean
Women Strengthening Women - BPW Ontario Mentor Program	Suleman Shahina	Canada	North America & Caribbean
End Period Poverty "EPP"	Blanford Diane	Dominica	North America & Caribbean
Cover Me	Magdeleine Kathia	St. Martin	North America & Caribbean
I Can Do It Too (ICDIT)	Magdeleine Kathia	St. Martin	North America & Caribbean
Period Poverty Initiative	VanVleck Emily	USA	North America & Caribbean
Special Project for Displaced Afghan Women	Ahmad Nermin	USA	North America & Caribbean

BPW International

Member Projects
Club & Federation Projects
Experts

List of Experts

Expert	Country	Region	Skills
Bulungu, Hortense	Burkina Faso	Africa	Education
Aryal, Sadikshya	Nepal	Asia Pacific	Environment, Gender
Glenn, Dianne	New Zealand	Asia Pacific	Health
Gulamani, Jenny	Canada	North America & Caribbean	Immigration, Refugees, Citizenship, UN
Mee, Vicky	New Zealand	Asia Pacific	Environment, Finance
Plattner, Bettina	Switzerland	Europe	Management, Development of Strategies, Art
Savage, Carolyn	New Zealand	Asia Pacific	Environmental Architecture, Project Management, Development
Valkouma, Thalia	Greece	Europe	Environment, Circular Economy, Sustainable Development
Weill, Alexia	Switzerland	Europe	Art, Dance, Film
Witmer, Lesha	Netherlands	Europe	Sustainable Development, SDGs, Water & Sanitation

Further Information

SDGs

Sustainable Development Goals
SDG 1: No Poverty
SDG 2: Zero Hunger
SDG 3: Good Health and Well-Being
SDG 4: Quality Education
SDG 5: Gender Equality
SDG 6: Clean Water and Sanitation
SDG 7: Affordable and Clean Energy
SDG 8: Decent Work and Economic Growth
SDG 9: Industry, Innovation and Infrastructure
SDG 10: Reduced Inequalities
SDG 11: Sustainable Cities and Communities
SDG 12: Responsible Consumption and Production
SDG 13: Climate Action
SDG 14: Life Below Water
SDG 15: Life on Land
SDG 16: Peace, Justice and Strong Institution
SDG 17: Partnerships for the Goals

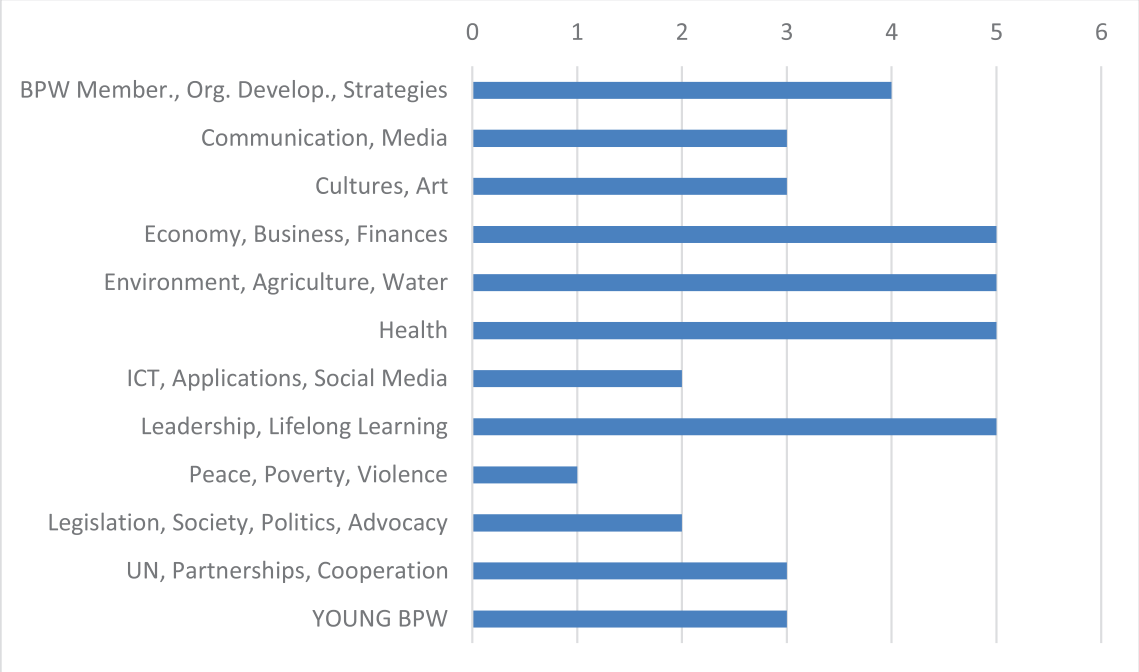
BPW Topics

Topics
BPW Membership, Organizational Development, Strategies, PR
Communication, Media
Cultures, Art
Economy, Business, Finances, Trade, Employment
Environment, Agriculture, Nature, Water
Health
ICT, Applications, Social Media
Leadership, Development, Lifelong Learning, Training
Peace, Poverty, Violence
Legislation, Society, Politics, Advocacy
UN, Partnerships, Cooperation
YOUNG BPW

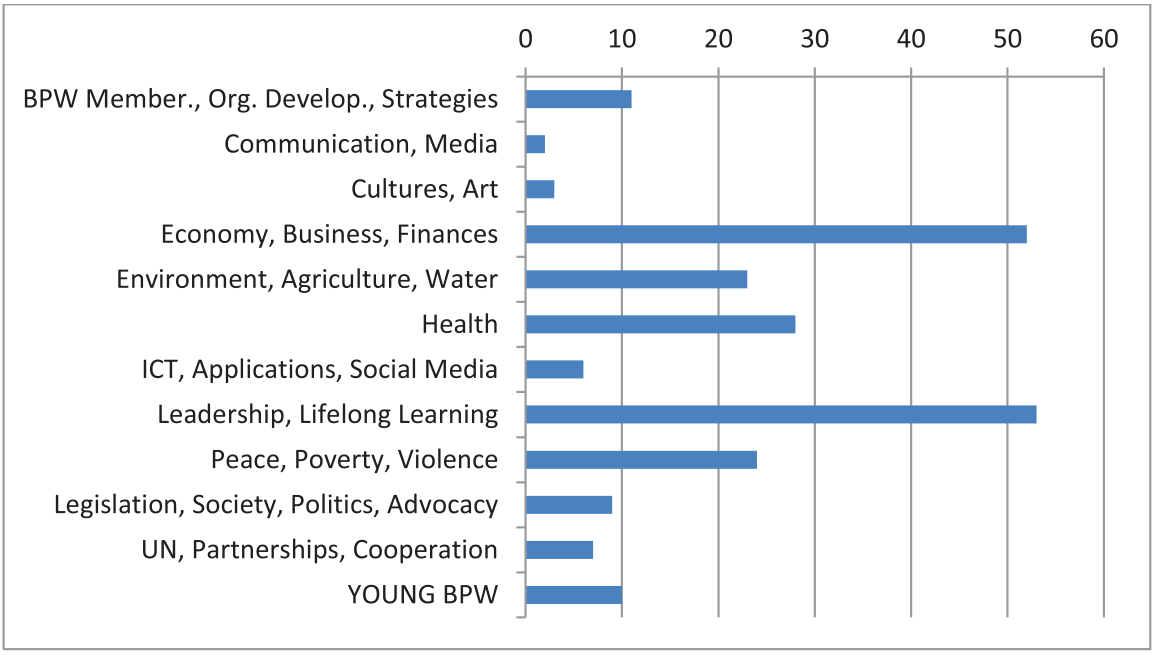
BPW International

Member Projects
Club & Federation Projects
Experts

Distribution according BPW Topics (Member Projects)



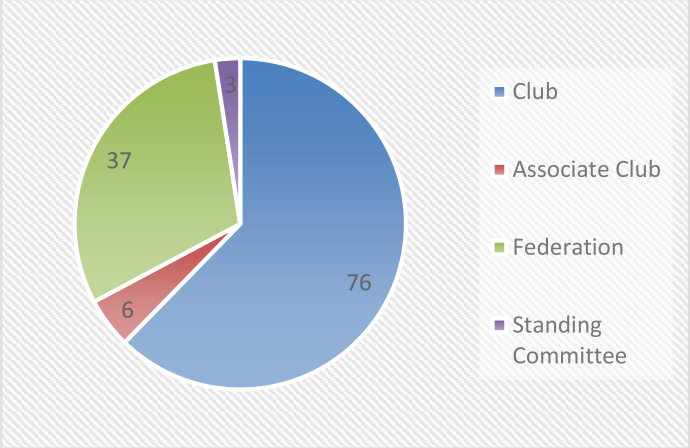
Distribution according BPW Topics (Club & Federation Projects)



BPW International

Member Projects
Club & Federation Projects
Experts

Distribution according Club and Federations (Club & Federation Projects)



Annex 3

The Collect and Alternative Collect

The Collect

The BPW International Collect

History of the Collect

The Collect Prayer was written by Mary Stewart in Longmont, Colorado in 1904 to instil a sense of unity among women working together with wide interests and important goals.

Mary worked for women's suffrage in the USA and when BPW Federation of USA was launched in St Louis in 1919 she was elected the organisations first corresponding secretary. She took an active part in the growth of BPW in it's early days and served as Chairman and member on a number of national committees. Mary remained involved with BPW until her death in 1943.

The Collect Prayer has resonated globally, underscoring the unique bond shared by women.

It's official adoption by the National Federation of Business and Professional Women's Clubs at their second Convention at St Paul in 1920 and acknowledged in the U.S. Congress in 1949 solidified its historical importance.

Now as we navigate the complexities of the 21st Century, with the emergence of new technologies, natural disasters, economic crises and pandemics, let us reexamine the Collect and cherish it's words and meaning.

The BPW Collect is said at the beginning of meetings and events to install in us a sense of unity and intention in out work together.

The Collect

Written by Mary Stewart in 1904

Keep us, O' God, from pettiness;
Let us be large in thought, in word, in deed.
Let us be done with fault-finding and leave off self-seeking.
May we put away all pretence and meet each other face to face,
Without self-pity and without prejudice.
May we never be hasty in judgment
And always be generous.
Let us take time for all things;
Make us to grow calm, serene, and gentle.
Teach us to put into action our better impulses,
Straightforward and unafraid.
Grant that we may realize it is the little things that create differences,
That in the big things of life we are at one.

The Collect

And may we strive to touch and to know the great, common human heart of us all,
And O' Lord God, let us forget not to be kind.

Alternative BPW International Collect

The following alternative version of the International Collect was agreed as an option that could appeal to a broader group of women and was adopted by BPW International at the XXVI Congress in Mexico City in 2020.

Alternative BPW International Collect
Text : Suzanne Garant, BPW Québec | Translation : Leslie West, BPW Montréal

We ask:

- That we meet together as women, not allowing beliefs, religion, nationality, ethnicity or language to come between us.
- That these meetings enable us to move forward and advance the status of women throughout the world.
- That the value of women be recognised in our families, our communities, our workplaces, our country and the world.
- That we use our good ideas, our knowledge, our experience, to promote the worth of women.
- That we combine our strengths to move forward... in peace, in serenity and in love.
- That women of all generations will do their part to achieve harmony and equality among all human beings.

International Federation of Business and Professional Women

BPW INTERNATIONAL CONGRESS
St. Kitts
New Actions Through Cooperation
November 17-21 2024