



BPW International Executive Board 2011-2014

BPW International: What is BPW?

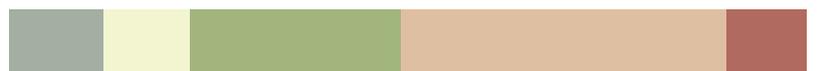
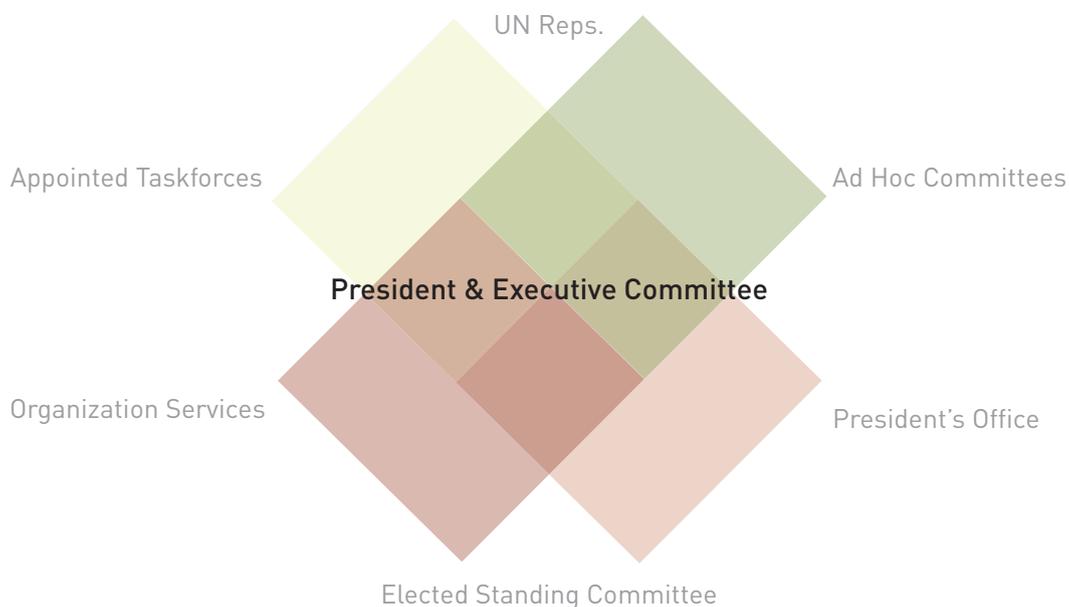
BPW International

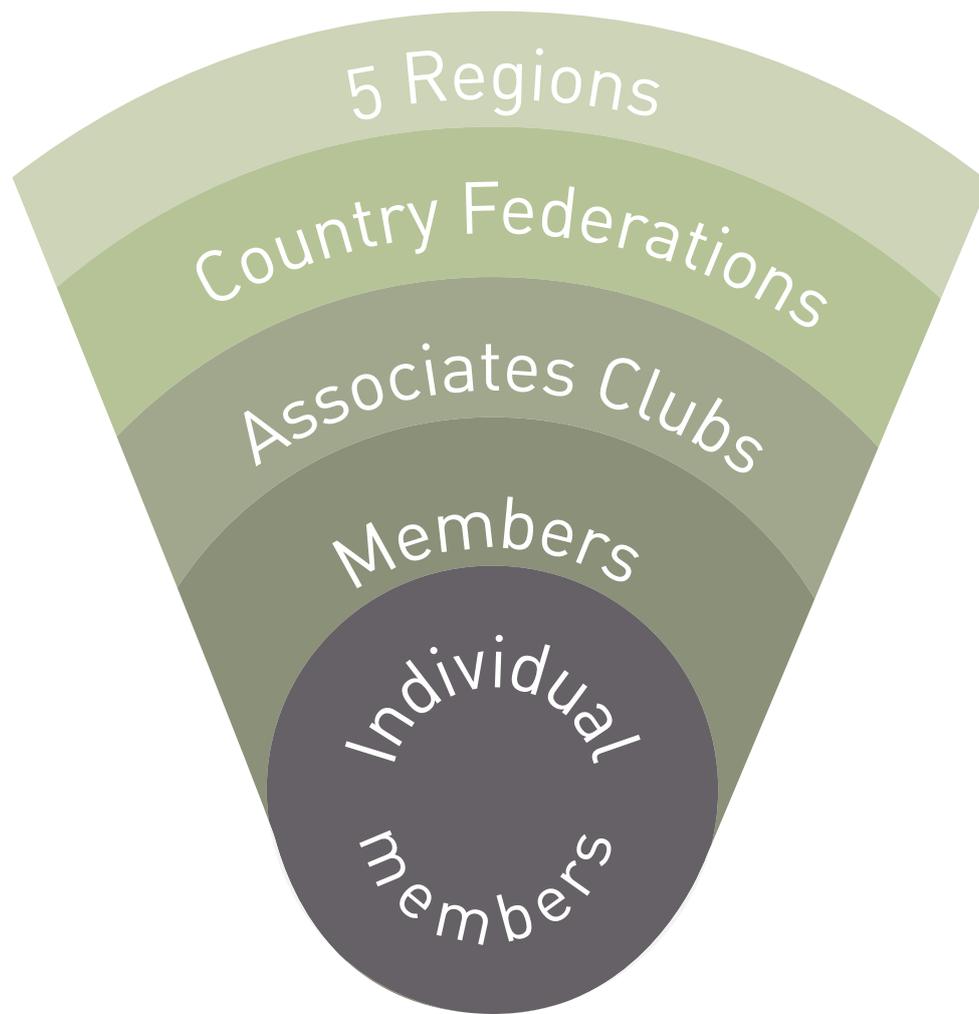
As one of the leading international women’s organizations in the world, BPW International provides access to global networking, intercultural understanding, worldwide advocacy, professional advancement, real-time learning and friendships. It is a university of real life, where members engage in awareness about both local and international women’s issues, which can truly affect positive change in the lives of all working women. The International Federation of Business and Professional Women (BPW International) was founded by Dr. Lena Madesin Phillips in 1930. BPW International has become one of the most influential international networks of business and professional women with affiliates in 95 countries in five continents. BPW has a consultative status with the United Nations Economic and Social Council (ECOSOC) and participatory status with the Council of Europe. Its members include influential women leaders, entrepreneurs, business owners, executives, professionals and young career women.

Our Ambition: Equal Participation of Women and Men in Power and Decision-Making Roles

While capacity-building and confidence-building enable more women to advance to executive positions, the goal of equal participation is still far from being a reality.

BPW International is giving high priority to create opportunities for women to rise to the level of top executives by collecting evidence on the return on investment when women become top executives. The aim is to use this testimony to persuade the relevant stakeholders such as companies, institutions, academia and governments that they would perform better if the percentage of females at top executive level increased and reached a par with men.





Benefits of serving with BPW:

- Community Activism
- Individual Development
- Mentoring
- Motivating Others
- Feel good by doing good
- Learn new skills
- Work-Life Balance
- Give back to the community
- Intellectual Engagement

For more informations on BPW, please visit:

www.bpw-international.org



Women's Empowerment Principles

Equality Means Business

The Women's Empowerment Principles (WEPs) are a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community. They are the result of a partnership between the UN Women and the United Nations Global Compact. The WEPs emphasize the business case for corporate action to promote gender equality and women's empowerment and seek to point the way to best practice by elaborating the gender dimension of good corporate citizenship, the UN Global Compact, and the role of business in sustainable development. BPW International stands behind the WEP's because they speak to the interests of all our members, and the ultimate goal of our organization. The WEPs bring the case to the private sector that Equality Means Business. It is imperative that we provide the private sector with a road map to implement change.

These WEP's are that roadmap.

And, in tune with BPW's current Triennial theme...we are the empowered women leading business.

The WEPs in Brief:

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

Empowered Women Leading Business

FROM THE TOP, AT ALL LEVELS, IN THE COMMUNITY.

Equal Pay Day

Building a Global Awareness Campaign and Taking Action

The fact remains that across the world, in countries at all stages of economic development and prosperity, women are still paid less to do the same work as a man.

Regardless of a nation's history, economic position or its efforts to address other areas of gender inequality...there is NO country in the world where women receive equal pay for equal work.

An Equal Pay Day marks how far into the next financial year a woman would need to work before she would earn the same amount as a man earns in the previous financial year alone. Because the Pay Gap differs according to the country, the Equal Pay Day for that country also differs.

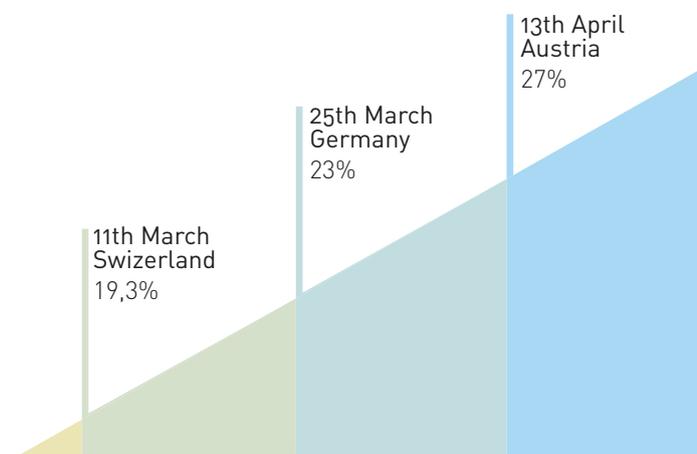
BPW International aims to promote existing Equal Pay Days in the countries where they exist, and, through our network of members and clubs, also support and advocate for the introduction of Equal Pay Days in our member nations where the day is not already marked. The changes show that this initiative is already having an impact...but we need to do more!

How to calculate the Equal Pay Day

$$\text{Pay gap (e.g. 19,3\%)} \times \text{Working days per year (225)} = \text{Additional working days (49)} = \text{11th March}$$

equal
pay

day,-



Symbol: Red bag

Red=Minus

Bag=Money that we miss in our pockets

Dates of the first EPD countries in 2011

Initiated by BPW Business and Professional Women - www.bpw-international.org

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FROM THE TOP, AT ALL LEVELS, IN THE COMMUNITY.

Entrepreneurs

Encouraging Private and Public Sector Sourcing from Women's Businesses

Every day of the week all over the world, Governments at all levels, and businesses and companies of all sizes buy products and services. They buy products to manufacture new products for sale; they buy products to use in their offices and factories; they buy services to assist them in carrying on with their own businesses. The global economy exists through a complex network of supply chains... each business created to service the need of another business, or to provide products and services direct to consumers. That is fact. Women Owned Businesses (WoB's) are obviously a part of this global supply chain. Without wanting to denigrate the efforts of our early pioneering women business owners, it must be acknowledged that most long-established businesses are owned by men. It stands to reason then, that businesses owned by men have longer - standing relationships within this global supply chain, and equally, a greater opportunity to become the suppliers of goods and services to businesses around the world and in their local economies. BPW and a number of its global partners, want to change that.

In short

1. Bring BPW's own WoB's to the Global Platform for Action on Sourcing from Women Vendors (GPASWV) run by the International Trade Centre. Have them attend the annual Women Vendors Exhibition and Forum (WVEF) and secure direct contracts with major corporations and show the world that women can do big business.
2. Encourage Private Sector companies to adopt a Supplier Diversity Program which includes an emphasis on buying from women owned businesses;
3. Encourage governments at all levels and in all countries to implement preferential procurement policies in favour of WoBs and to set targets for procurement from WoBs;
4. Get the message out to women owned businesses (where women own more than 51%) that getting certified as a WoB will increase their exposure to public and private buyers who embrace supplier diversity;
5. Educate and encourage WoBs into successful participation in the procurement process of private and public sector institutions

ITC International Trade Center:

Global Platform for Action on Sourcing from Women Vendors

The International Trade Centre (ITC) was formed in 1964 pursuant to a joint mandate from the World Trade Organisation (WTO) and the United Nations. ITC's mission is to implement and deliver practical 'Trade Related Technical Assistance Projects'. Along with its United Nations family and partner organizations, ITC continues to connect its projects and programmes with global efforts to achieve the Millennium Development Goals and the Aid for Trade agenda. Having identified the need for a specific focus on the inclusion of women in business and trade initiatives across the developing world, ITC has built and resourced a specific Women and Trade Programme'. The Women and Trade Programme works with governments, the private sector and trade support institutions to bring greater economic benefit to women through increased participation in export trade. A central aspect of ITC's Women and Trade Programme is the Global Platform for Action on Sourcing from Women Vendors (GPASWV). The aim of the initiative is to encourage greater participation of women-owned businesses (WoBs) in the global supply chain.. to increase the amount of purchases made by large corporations and governments across the world, from WoBs. To put the intentions of the GPASWV into action, ITC along with its partners, hosted the inaugural Women Vendors' Exhibition and Trade Forum (WVEF). WVEF is a forum where WoBs are provided direct contact with the procuring entities of major corporations with the ability to secure real contracts and/or gain further knowledge about the needs of these corporate buyers and how to better do business with them. BPW International needs to increase its involvement and the involvement of its members in this incredibly important initiative.

What can you do?

1. Facilitate the engagement of WoBs in your area with the Global Platform for Action on Sourcing from Women Vendors.
2. Get your WoBs to register and attend for WVEF.
3. Do some research. Look at where your own business (or your employers' business) sources its goods and services, or ask your local or national levels of government whether they have considered adopting a preferential procurement policy for their expenditure. Advocate for change!
4. Report back to us about your initiatives via the (soon to be launched!) BPW Reporting Matrix.

CBW Commonwealth Business Woman

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

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

This is a key moment and period for the Commonwealth, the global economy and businesswomen.

The Commonwealth's 54 countries comprise 2 billion people (a third of the world's population), now accounts for 20% of world trade, its urban population increases by 65,000 people daily and its middle class contains 31% of the global population, representing a huge and growing consumer market. Not only is the value of trade between Commonwealth countries 38-50% higher than between non-Commonwealth members but there is a 15% cost advantage over business between member nations than with countries outside the Commonwealth. A game-changing initiative on the Commonwealth, business and women is not only needed but timely. The clarion call is around the 5 Ps – potential, progression, platform, procurement and policy.

The CBW in Brief

1. Potential – support and encouragement to the economic potential of women leveraging key drivers eg. as the number of female business owners continues to grow steadily worldwide, a strong movement around greater investment in girls' education in the developing Commonwealth accelerates and the increasing power of women consumers is acknowledged by more businesses
2. Progression – tools, finance and strategies for women to progress as business owners, senior managers and on boards
3. Platform – a space from and for Commonwealth businesswomen to share experiences, pool resources, relationships and knowledge and address key issues including (a) women in key decision-making and driving roles and (b) technology access and use so women can optimise global opportunities.
4. Procurement – linking Commonwealth businesswomen into the Global Platform for Action on Sourcing from Women Vendors bringing together buyers representing \$700bn of procurement spend in target sectors supported by agencies that provide technical assistance.
5. Policy – crafting, communicating and consolidating key messages to policy-makers from Commonwealth businesswomen at major Commonwealth Ministerial meetings including Finance Ministers, Women's Affairs Ministers and Heads of Government to which CBC has direct access and provides input.

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