

Young BPW Regional Representative Report I & II



[Young BPW Regional Representative Report I \(p.1 – p.5\)](#)

[Young BPW Regional Representative Report I \(p.6 – p.11\)](#)

Young BPW Regional Representative Report I

Date: 23 December 2011

Reporting Period: June 2011- December 2011

Name: Miette Dechelle

Position: Young BPW Europe Representative (2011-2014)

Initiatives Underway or Completed:

My participation at BPW International Congress in Helsinki, Finland, was a great opportunity to listen to Young BPW expectations, challenges and experiences in Europe and Internationally as well as to receive support from Young BPW to work together. It was the opportunity to meet with Young BPW and former Young BPW, members and representatives, to prepare a first business plan as the first steps for future projects and initiatives, as below:

Build an active network among Young BPW National Representatives in participating to national events, in informing Young BPW on Young BPW actions, events and initiatives at National, European and International level.

Contact Young BPW Past Representatives to retrace Young BPW History to inform Young BPW on their history, especially at European level. The use of the information is to transmit BPW history and values.

Support Young BPW National Representatives regarding recruitment part of the work is to map the location and numbers of Young BPW in Europe to be aware current figures. It is also to exchange Best Practices on Young BPW Initiatives. BPW members together develop lobbying actions and need to have figures and facts readily available to support their actions. I

will try to provide you with information about newly published data which could support you when developing collective campaigns in Europe.

Strengthen Communication between Young BPW in promoting existing communication tools from emails, forum, websites, and social networks. Inform all on Events for Young BPW at local, National, European and International level, either on the Newsletter or on the Young Page website. Provide easy access to existing tools for participating in BPW lobbying campaigns informing Young BPW on training offers at European and International level on women issues advertised on the Newsletter, "Europe in a nutshell" and on the Young BPW website's page. Inform on European Institute on Women and Gender Issues, European Parliament and European Commission's ongoing work on the published Newsletter.

Closely cooperate with the European Regional Coordinator and with members of the European Coordinating Committee, in working together, exchanging once per month via skype and meeting in Europe to inform them on Young BPW issues in Europe, to assist them on event and initiatives such as the ECC Board Meeting in Brussels, Belgium, in May 12th - 13th and, European Congress in Sorrento, Italy, in September 28th - 30th. It is informing Presidents of Federation and clubs on Young activities and initiatives via the European Coordinator, a yearly report at the ECC Board in May, and in participating in National event.

Support the International Young BPW Representative in her strategy, work and communication, in communicating WEPs at European level among Young, creating a strategy to work with Young on WEPs in Europe, to assist Young BPW International Standing Committee to develop initiatives together and specialised in projects to be developed at regional level, assist in the preparation of the Young International Congress in Sorrento, Italy, in September 28th - 30th. It is contacting the Young BPW International Representative frequently, having a call conference or meeting once a month and making a report every six months.

Since the date has been settled, one main task of the Young BPW Regional Representative was to promote widely the Young BPW International Congress in Sorrento (28-30 Sept. 2012) in the Newsletter, website, meeting, emails...

Promote BPW La Spezia Cup, Young BPW Europe Award this year on 26 Nov. 2011. The Young BPW Cup is organised by BPW La Spezia, Italy to distinguish Young BPW from Europe for their leadership and professionalism. It is given at a public ceremony with the presence of authorities, artists and a large public to recognize the merit of the winners, since 2007 to BPW Young Europe, the award was also dedicated to Young BPW in Europe. The Young BPW Cup La Spezia received a full support from the Young BPW Europe Representative in participating in the organised event and offering 200 Euros from the Young BPW Europe budget to the Young. In 2011, the Young BPW Europe Representative suggested with the support of the Young BPW International Representative, ECC Treasurer and European Coordinator to ask to the La Spezia to organise the next Young BPW La Spezia Cup in Sorrento at the Young BPW International Congress in September 2012.

Support Young BPW National Representatives and Presidents on Young BPW activities in Europe it is to promote of Young BPW work and activities in Europe in participating to local, national and European meetings and events – to Introducing Young BPW to members

Significant Results and Accomplishments to Date:

My first task has been to strengthen a network among Young BPW National Representatives in participating to national events, in informing Young BPW on Young BPW actions, events and initiatives at National, European and International level.

As Young BPW Representative, after my nomination, I started travelling around Europe to actively promote Young BPW recruitment, awareness, and activities in Europe. It has been an opportunity to meet Young BPW National Representatives, Young BPW Board Members and Young BPW Members and exchange together on Young BPW best practices, experiences and challenges. In addition, it was the possibility to inform and communicate with BPW Federations and Members about Young BPW current issues and actions:

27 June 2011: Participation of BPW Waregem, Belgium, summer event, presenting Young BPW Europe Concept and Action Plan in Flemish

25 June 2011: Participation of BPW France Board meeting in July 2011, France, presenting Young BPW actions in Helsinki and next step for the Young BPW Europe Representative

02 July 2011: Participation of BPW Lille, France, summer event, to introduce Young BPW Europe Representative's activities

23 July 2011: Meeting with BPW Perpignan Board, France, new club in France to exchange on BPW activities, Young BPW actions in Europe and in France

25 September 2011: Preparation of a presentation for BPW Italy Delegates Assembly, presented on the behalf of Young BPW Europe Representative by the Young BPW International Representative

24 September 2011: Meeting of Young BPW Cyprus Board, in Nicosia Cyprus, exchanging on Young BPW activities from Cyprus, informing on Young BPW activities, next events and initiatives

30 September - 2 October 2011: Meetings with the ECC Members in Valencia, Spain on next common actions, tasks, meetings to plan together

4 to 6 November 2011: Participation to the Young BPW Girls night BPW Germany Delegates Assembly, BPW Bonn Candle Ceremony, and Young BPW Meeting in Bonn, Germany, allowing Young BPW to exchange on actions and initiatives as well as expectations at Local, National and European level

11 November 2011: Preparing a congratulation speech given by the Young BPW Estonia Representative on behalf of the Young BPW Europe Representative to the Young Entrepreneurs of the Year winner, Mrs Eva Maria Õunapuu

11-13 November 2011: Preparing a presentation on Young BPW at European level from structure to actions for the Danube.net event by the Young BPW Niš, Serbia, Representative on behalf of the Young BPW Europe Representative

26 November 2011: Participation to BPW La Spezia Cup event, supporting BPW La Spezia, congratulating Young BPW winner Maria Letizia Piera Pumo, meeting BPW La Spezia President, Vice-President and Past President organisers and Jury of the Young Cup with the

ECC Treasurer Enrica Bellini, meeting Young BPW International Representative and Young BPW Italy Representative to exchange on International and National action, suggesting to have the event in Sorrento, after discussion with all parts with the agreement of the President

Exchange actively information between Young BPW Representatives and active Young BPW Members over Europe.

I prepared a survey on Young BPW Best Practices and received replies from Young BPW National Representatives. The documents was circulated internally and synthesed to be used by Members as role model of possible actions to be taken in their Federation and clubs, there were Best practices from BPW Cyprus, BPW Estonia, BPW France, BPW Italy, BPW Niš, Serbia, BPW Spain, BPW Switzerland and BPW Basel, Switzerland. It was a first document, which need to be updated.

In addition, data was collected from Young BPW National Representatives, Presidents and completed with data from the Roster to establish an up-to-date list on the number of Young BPW in Europe. The outcomes' data are estimates and need ongoing updates to be checked by each Young BPW Representative and BPW Federation or clubs' Presidents.

New Pages on Young BPW Representative, Young BPW National Representatives, Young BPW Events, BPW La Spezia Cup and new activities were created and updated regularly as the list of all Young BPW National Representative was updated on Young BPW Europe Page.

A first Newsletter was produced in July 2011, entitled *Young BPW Europe in a nutshell*. It was the serial of a bimonthly months Newsletter production from July, October and December, to intensively inform Young BPW in Europe. This document included a short outcome of the events the Young BPW Europe Representative participated to, the latest events organised by Young BPW Representatives at National and local level, the onward activities, updates at International and European level, some information to support your advocacy and the next events.

Goals for next 6 months:

My goals for the next months are listed bellow:

- Develop Young BPW History at European and International level to set up on line and introduce it to Young
- Support Young BPW National Representatives in their actions, events and
- Participate to local, national and European BPW events, promoting Young BPW initiatives
- Communicate the WEPs to Young BPW in Europe and develop an European Programme

- Set up a European Working group made of volunteers at local and national level
- Promote Young BPW International Congress and encourage Young BPW in Europe to participate
- Assist ECC in ECC Assembly, European Congress in Sorrento
- Assist Young BPW International Representative and Standing Committee in common goal and work
- Inform intensively Young BPW in Europe
- Strengthen Communication and awareness between Young BPW in Europe
- Exchange Young BPW Best Practices Initiatives

Upcoming events:

- 4 February 2012: Swiss Young BPW Network Day (in English) in Luzern, Switzerland
- 4-6 May 2012: DACH (D/Germany – A/Austria – CH/Switzerland) Meeting in Lindau, Germany
- 11 May 2012: Training Day at European level in Brussels, Belgium
- 12-13 May 2012: Presidents Meeting in Brussels, Belgium
- 28-30 Sept. 2012: Young BPW International Congress in Sorrento, Italy

News from the Region:

All mentioned into the Newsletter, Website pages, Best Practices document as above

Young BPW Regional Representative Report II

Date: 8 April 2012

Reporting Period: January 2011- April 2011

Name: Miette Dechelle

Position: Young BPW Europe Representative (2011-2014)

Initiatives Underway or Completed:

The bimonthly Newsletter '*Young BPW Europe in a nutshell*', Newsletter 4-2012, was produced in February. This document includes a further announcement on the coming Young BPW International Congress in Sorrento, Italy; the promotion of Young BPW work and activities in Europe and globally, a brief business plan for the coming 6 months as well as some information to support Young advocacy, and next coming events. Registration for the newsletter is now possible directly on the [Young BPW Europe pages](#).

2012 is the Year of Active Ageing. Furthermore to undertake an activity that observes and promotes the annual theme of the World Health Day on April 7th and the year on active ageing, it has been proposed at International level to work on 'Healthy Ageeing'. Young BPW have been asked to promote activities on the issue. Information has been circulated to Young BPW in Europe as well as a Film competition promoting solidarity between generations; you can find all information in the Newsletter at tool's issue.

In January 2012, Young Regional Representatives have been required to focus on working with WEP #4 "Promoting education, training and professional development for women, by organizing and participating in this event they will be able to report on their active participation. As you know, Lobbying is one of the main goal and principle of BPW since its creation. To raise awareness and reply to the Women Principles Empowerment number 4 'Promote education, training and professional development for women' and number 6 'Promote equality through community initiatives and advocacy'. As Young BPW Europe Representatives over the coming months, I will promote **lobbying to Young BPW and BPW Members**.

As a first step, a survey has been created to have an overview of BPW Members' view (in general) on lobbying to better tackle the issue. To Fill in the survey, please click on [Survey>>Lobbying now on the Young BPW Europe pages](#) !

A serial of actions will follow to raise awareness over Young BPW and BPW Members from training session, roundtable, workshop, conference and support in creation of committee on the subject matter.

Lobbying is part of my profession, and so, will represent this profession at the Training day of BPW Europe Members organised by ECC on 11 May; at a roundtable on women in lobbying organised by the BPW Brussels in the coming months; a workshop on lobbying at the Young BPW International Congress in Sorrento, as well as, over support to create committee in

Europe on the issue, when requested, and offer to make presentation on lobbying in BPW clubs/Federation in Europe when asked (I have received requests already from last both actions mentioned).

Since the date has been settled, one main task of the Young BPW Regional Representative is to promote widely the Young BPW International Congress in Sorrento (28-30 Sept. 2012) in the Newsletter, website, meeting, emails...

It is important for Young BPW Representative to promote the Young BPW Cup is organised by BPW La Spezia, Italy to distinguish Young BPW from Europe for their leadership and professionalism. It is given at a public ceremony with the presence of authorities, artists and a large public to recognize the merit of the winners, since 2007 to BPW Young Europe, the award was also dedicated to Young BPW in Europe. The Young BPW Cup La Spezia received a full support from the Young BPW Europe Representative in participating in the organised event and offering 200 Euros from the Young BPW Europe budget to the Young. In 2011, the Young BPW Europe Representative suggested with the support of the Young BPW International Representative, ECC Treasurer and European Coordinator to ask to the La Spezia to organise the next Young BPW La Spezia Cup in Sorrento at the Young BPW International Congress in September 2012.

The main task is to support Young BPW National Representatives and Presidents on Young BPW activities in Europe it is to promote of Young BPW work and activities in Europe in participating to local, national and European meetings and events – to Introducing Young BPW to members.

Significant Results and Accomplishments to Date:

As Young BPW Europe Representative, I participated at the below events to promote Young BPW activities, issues vice versa informed Young BPW Members, as part of the task was supporting also Young Recruitment.

15 January 2012: the European Coordination Committee (ECC), with the Young BPW Europe Representative met BPW Italy/ Fidapa President, Bureau and Sorrento organisational Committee and the Young BPW International Representative to discuss further on the latest details for the logistics on the BPW European Congress and Young BPW International Congress. It was also the opportunity to closely support the ECC in its work and next meetings' preparation as well as with the Young BPW International Representative, work's, programme and actions.

On the same day, the Young BPW Italy Representative, Anna-Giulia Manno, organised a meeting with BPW Rome Members and President to meet with the Young BPW International and Europe Representative. It was an excellent opportunity to discuss about coming events, activities and the exchange of best practices in Italy and Europe.

21 January 2012: BPW Lille co-organised with the bookshop 'Le furet du Nord', in Lille, the book's presentation of Sandra Legrand, intitled "Entreprendre, un peu, beaucoup, passionnément" a self made women explaining her own story and full commitment to her business. Her book relate the 10 past years from the start of her business via the steps by steps development and challenges till nowadays complete company's booming, including personal tips. Sandra shared in her book as well as in her presentation a full commitment and total believe in her action and business' start as a women entrepreneur.

4 February 2012: The Young BPW Swiss Representative, Susanne Tiedtke organised a Networking Day event in Luzern, with the support of Ursula Spleiss from BPW Head Office, Zürich, for the logistics. The event was also the opportunity for recruiting new Young BPW and BPW members from different part of Switzerland. The Networking Day event was a mixed of presentation and workshop on Networking issue from the Image, to the Process and the Illustration with BPW. Antoinette Anderegg specialist on apriori image and communication, introduce the audience to body language. Sabine E. Baerlocher Active Relocation and specialist on Networking, Mobility and Cultural Identity, focussed on networking tips for business. Miette Dechelle, Young BPW Europe Representative presented BPW as an incredible network from its start, its principles, its structure, the link with networking and lobbying, its representation to UN and EU Institutions, its campaign, programmes and tools of networking and future events to Network. A non exhaustive description of BPW as an amazing Network, Networking Platform and Tool for Networking! Without forgetting to mention next Young BPW events such as Young BPW International Congress in Sorrento in September!

29 February 2012: in the evening the Edelman | The Centre and the European Women Lobby organised a roundtable having for theme Women on board in Europe and latest report from the Lobby. Cécile Gréboval, Secretary General of European Women's Lobby, presented an excellent report on Progress, Gaps and Good Practice titled Women on boards in Europe: From a snail's pace to a giant leap with EU measures? (<http://www.womenlobby.org/spip.php?rubrique60&lang=en>). The Green MEP, Marije Cornelissen, was more suggesting to issue a guideline for quota to Members' State with the support of the European Commission. Sabine de Béthune, President of the Belgian Senate (CD&V), presented the good example of Belgium and new law with a quota of 1/3 of women on Board taking into effect immediately with the Administration, in 3 years for big companies and 6 years for SMEs. Companies will have to make a report on the implementation. An evaluation at National level will take place in 2023. To see really the implementation of a good policy you need 8 years. A new quota should appear in the top federal level. The good example of a company from Claire Godding, Diversity Manager, BNP Paribas Fortis was very talkative. BNP Paribas uses best practices cases, Business cases, quota, communication and creativity. It is also the commitment of the CEO and a Business language replying to Business. The Diversity Plan was composed of 5 objectives:

- Avoid the risk of discrimination
- Diversity of clients
- Recruitment of diverse talents
- Mix team at all level
- Upgrade glace ceiling

To reach this objectives they have launched a successful internal network opened to all staff (men and women) and a back to professional life launches for women coming back to work after maternity with a motto 'Maternity was leading you to leadership experience as mother you are the boss of a company'. They also are referring to McKinsey 2010 study on 'Women Matter'. The speakers were all in agreement that women should not change their attitude and life in balancing their work/career and their family due to society but made the mentality and society changed for men and women to have the possibility to choose. Peter Sørlien, Councillor for equality, Mission of Norway to the EU, explained that in Norway the legislation was integrated into the companies rules. For Norway legislation is building self regulation. The Norwegian had a very pragmatic view which is calling for worldwide talented women who increase their economic growth as well as responding to women and men choice of living. Norway is going to increase its timing of father leave for parental leave. Gender equality was seen as competitive assets in Norway, it is common ground for companies and government, replying to less 3% of unemployment in Norway. This event was the opportunity for Miette Dechelle, Young BPW Europe Representative with the BPW Brussels President, Amélie Leclercq and Vice-President, Susana Binder to build up network at European and Brussels level.

14 March 2012: BPW Belgium candle light ceremony, with the participation of more than 160 Members from all BPW clubs from BPW Belgium: Antwerpen, Brussel, Gent, Vlaamse Ardennen, Knokke, Kortrijk, Oostende, Waregem.

24 March 2012: BPW Lille, France, candle light ceremony with special guests from all Europe as Gabriella Canonica.

26 March 2012: BPW Belgium Equal Pay Day took place in the Holiday inn Express in Gent. There was 80 participants at the meeting, the room was completely booked. It started with a light buffet to gather and network before the conference. The conference speakers were: Christine Dujardin - BPW Belgium Past President introduced the event; Myriam Martens - BPW Belgium President presented Equal Pay Day in Europe; Céline Frémault - Céline Fremault (députée bruxelloise CDH) - presented her book « Egaux ? Pièges et réussites de l'égalité hommes – femmes »; Sabine de Béthune - présidente du groupe CD&V (Sénat) - présidente du Sénat - talked about her experience, politics in Belgium. The meeting was concluded by Myriam Martens. At the end of the meeting all ladies received a red purse symbolising Equal Pay Day!

Goals for next 6 months:

- Update Young BPW Europe data from names of representatives to number of Young in Europe as well as Best Practices' documents
- Create a Young BPW Europe Page on facebook to exchange with Young BPW Members via Social Media (most used)
- Support ECC work, activities and events as Presidents' meeting

- Support Young BPW International Representative's actions, programmes and Young BPW International Standing Committees' work
- Support Young BPW National Representatives and Presidents in Europe on Young BPW activities and events
- Work on Lobbying issue (WEPs 4 and 6) – launch of a brief survey on Lobbying
- Finalise Young BPW History at International and European level
- Promote Campaigns and Programmes as Equal Pay Day, WEPs, Active Ageing Year activities, Mentoring and 2KeysAchievements
- Promotion of the coming events such as Young BPW International Congress and European Congress in Sorrento

Upcoming events:

- 13-14 April: BPW Lille – Visit of the Council of the Notariat of the European Commission with debate on Women's building Europe, of the European Parliament with Marc Tarabella, MEP and Marie Ramot, her assistant who will sign her book *European Women Lobby*, of the European Commission
- 14 April 2012: Workshop on Mentoring in France, with the participation of *Marianne Plattner et Doris Reust, BPW Basel, Switzerland*
- 4-6 May 2012: DACH (D/Germany – A/Austria – CH/Switzerland) Meeting in Lindau, Germany
- 11 May: Training Day for BPW Members in Europe in Brussels, Belgium, organised by the ECC with a visit of the European Commission in the morning and training in the afternoon on the European Council and Lobbying
- 12-13 May: BPW Europe Presidents' Meeting and aisbl Meeting
- 26-27 May: Visit Young BPW in Cyprus
- 29-30 June: BPW Italy Delegates Assembly, including a Young Workshop
- 28-30 Sept. 2012: Young BPW International Congress in Sorrento
- 23 Nov. 2012: 7. BPW Danube Net Forum

Nov. 2012: Estonian Women of the Year & Young Women of the Year, BPW Estonia

News from the Region:

8 March 2012: Celebration of the International Women's Day 2012
European Interparliamentary Committee Meeting on the theme of
"Equal Pay for Work of Equal Value"

5 Aprils 2012: South Eastern Europe Cooperation for Women's Leadership in
Business, (Serbia, Croatia, Albania, Bulgaria, Romania, Cyprus,
Greece, Montenegro and Macedonia)
BPW Turkey (More information on BPW Europe Event Page)

7 April 2012: BPW Cyprus Conference on "Women's Emporwement towards
Equality", Nicosia, Cyprus (programme, leaflet and invitation on BPW
Europe page)