



XXXI BPW International Congress

17 – 21 November 2024

Resolutions



6. Resolutions

6.1. Proposed External Resolutions

Resolution	Title	Page No
6.1	Proposed External Resolutions	2
6.1.1.	Accessible, Affordable, Flexible and High Quality Childcare	2
6.1.2.	Action on Pay Discrimination	3
6.1.3.	Addressing Modern Trends in Human Mobility	5
6.1.4.	Addressing Modern Slavery	6
6.1.5.	Action on Climate Change	8
6.1.6.	Health Services and Technology	10
6.1.7.	Ending Online Harm	12
6.1.8.	Care Workers – Underpaid, Undervalued, Under-resourced	14

6.2. Proposed Internal Resolutions

Resolution	Title	Page No
6.2		16
6.2.1.	Digital Project Tools	16
6.2.2.	Digital Business & Services Directory	17
6.2.3.	Together for a Green and Sustainable World	18
6.2.4.	Encourage Young People to Join BPW International	20
6.2.5.	Re-investment to Support Federation and Club Projects	21
6.2.6.	International Ethics Council	22
6.2.7	Non-discrimination Statement	24
6.2.8.	External Representation Policy for BPW International	26



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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-



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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;



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

- 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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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
Secounded 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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

6.1.5. External Resolution: Action on Climate Change

Title of proposed resolution	Action on Climate Change
Proposed by	BPW New Zealand
Seconded by	To be confirmed
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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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
<p>MOTION:</p> <p>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.</p> <p>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.</p> <p>Recognizing BPW International’s commitment to fulfilling the SDGs, including SDG 3, 4, 5, 9, 17 and the UN Women CSW67, March 2023. <i>Technology and the Digital Gender Divide Agreed Conclusions.</i></p> <p>Acknowledging that a significant portion of the global population still lacks access to vital healthcare services.</p> <p>Be it Resolved:</p> <p>That all BPW International Affiliates urge their governments to:</p> <ol style="list-style-type: none"> advance gender equality by promoting a healthy society and promote health, education, protection, and well-being in all communities; 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; increase investment in health systems and infrastructure for health education and services and advocate for sustainable funding for that implementation; 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; create a national information and communication technology (ICT) framework that facilitates alignment between the health and ICT sectors, and which can build globally; 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 ensure access to education regarding digital and portable electronic device literacy to facilitate the advancement of these goals 	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

6.1 7. External Resolution: Ending Online Harm

Title of proposed resolution	Ending Online Harm
Proposed by	BPW New Zealand
Seconded by	To be confirmed
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;



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

- 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 whistleblower) 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-traumatizing 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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

IMPLEMENTATION:

BPW International and its Affiliates:

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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
<p>MOTION:</p> <p>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.</p> <p>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.</p> <p>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).</p> <p>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.</p> <p>Be it Resolved:</p> <p>That all Affiliates urge their governments to:</p> <ol style="list-style-type: none"> ensure that laws and policies for care workers in both the informal and formal sectors (inclusive of family carers), include social protections, such as workplace safety, benefits (e.g., health care), and pay equity; develop high quality standards for staffing, staff education and training to drive better outcomes; recognise the value of care workers by ensuring equal pay for work of equal value; develop policies based on the 5R approach (recognising, reducing and redistributing unpaid care work and rewarding and representing paid care work); and establish standards and benchmarks with targets, measures, and national reporting. 	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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	<p>Projects Administrator 1500 Euros / year Webmaster 1500 Euros / year Software maintenance 500 Euros / year</p> <p>Income from advertising opportunities to further develop the tools must be clarified.</p>

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:

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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	<p>Directory Webmaster (Ursula Schmid) inclusive software maintenance, operation & development: 2000 Euros/year Directory Administrator (Daniela Rigassi): 1000 Euros/year</p> <p>Following adoption of this resolution the proposed funding needs to be considered as part of the BPW International operational budget.</p>
<p>MOTION:</p> <p>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.</p> <p>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.</p> <p>Be it Resolved: That</p> <ol style="list-style-type: none"> the "BPW International Business & Services Directory" becomes an official networking tool of BPW International; the use of the tool be free of charge to members; and the software, maintenance and administration of the tool be funded 	
<p>RATIONALE FOR THE RESOLUTION:</p> <p>As an international organisation with networking as one of its goals, today, a digital networking tool is indispensable, it's a must.</p>	
<p>IMPLEMENTATION:</p> <p>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.</p>	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.
<p>MOTION:</p> <p>Mindful that environmental sustainability is essential for the future of our planet.</p> <p>Aware that the world we live in is constantly and rapidly changing causing irrevocable damage to our environment</p> <p>Recognising that international co-operation is needed to raise awareness and motivate actions to be taken to stop these changes.</p> <p>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 referring to? Explain this. We are following: SDG3 Good health and well-being, SDG5 Gender equality, SDG13 Climate action, SDG 15 Life on land</p> <p>Recognising that women have a fundamental opportunity in the home, in the workplace and society generally to make a difference.</p> <p>Be it Resolved: That BPW International Affiliates</p> <ol style="list-style-type: none"> 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. 	
<p>RATIONALE FOR THE RESOLUTION:</p> <p>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.</p> <p>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</p>	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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/14QTGLijmTn-554BjI52CMS1zACgBqnr9>



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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
<p>MOTION:</p> <p>Acknowledging that BPW International through its Federations and Clubs supports women, enhancing their skills and promoting the improvement of working and social life.</p> <p>Mindful that economic funds are needed to support such initiatives</p> <p>Be it Resolved:</p> <p>That at least 15% of the membership fees paid to BPW International be:</p> <ol style="list-style-type: none"> 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. 	
<p>RATIONALE FOR THE RESOLUTION:</p> <p>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.</p> <p>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.</p>	
<p>IMPLEMENTATION:</p> <p>Our proposal is to have a practical and fair action plan to be implemented by BPW International and its affiliates.</p> <p>The new system to come into force after this General Assembly.</p>	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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	<p>There is no direct financial impact.</p> <p>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.</p>
<p>MOTION:</p> <p>Whereas:</p> <ul style="list-style-type: none"> • 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. <p>Be it Resolved:</p> <p>That, BPW International establishes a working taskforce to investigate, research and propose an ethics, conduct and complaints <u>framework</u> for BPW International; and the taskforce will:</p> <ol style="list-style-type: none"> 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. 	



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

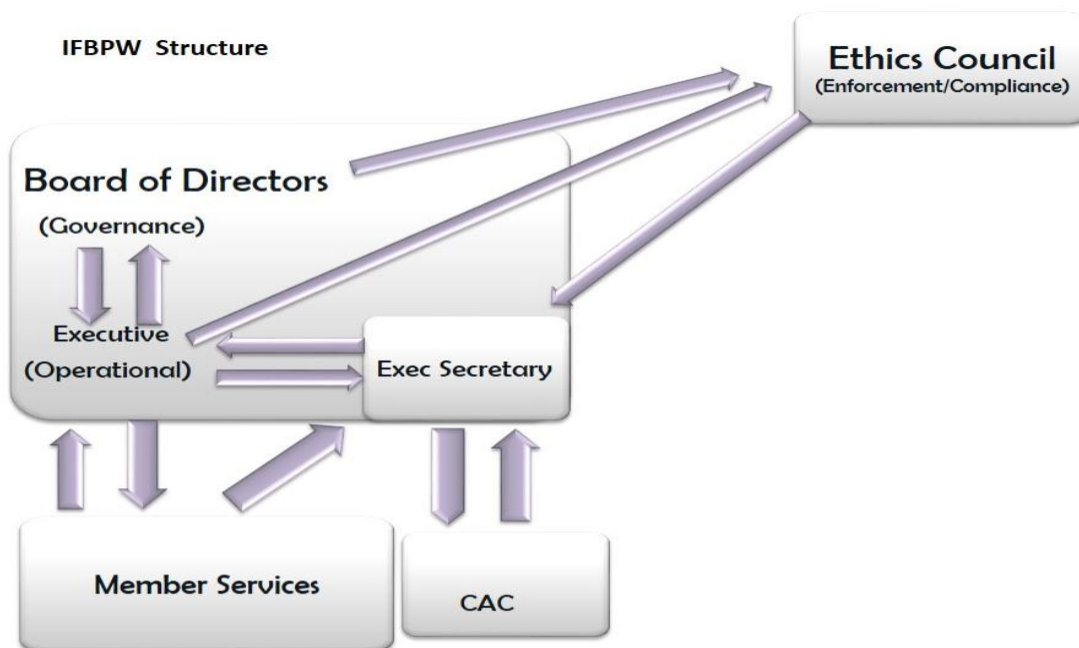
RATIONALE FOR THE RESOLUTION:

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



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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.



XXXI BPW International Congress

17 – 21 November 2024

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.



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

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	To be confirmed
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



XXXI BPW International Congress

17 – 21 November 2024

Resolutions

the UN events) to gain valuable development but also demonstrate the quality and advocacy of our membership.

IMPLEMENTATION:

For effective implementation utilise existing tools such as the BPW Directory and BPW Projects.

To ensure a comprehensive and inclusive policy, use a collaborative approach to consult Standing Committees, including Membership and Young BPWs, to identify specific skills and experts.