

# Young Career Women Newsletter

## MESSAGE FROM YCW CHAIR

**H**appy New Year members, I wish all of you another great year 1999!! It seems that quite a time has passed since I last wrote here. 1998 was an eventful year for me - we had our first international meeting in March, at Acapulco, I attended the BPW regional meeting in June, at Singapore, and below you can see how I enjoyed the latter half of the year:

Last summer I had the pleasure of visiting England and Sweden. During my short stay in London (only one day) I could go and see the headquarters, and could meet First Vice President Pat Harrison, Director Tamara Martinez, computer specialist Zita Dew, and other people working there. People were busy preparing for the Global Summit for Women which was to be held the next week in London, and I appreciate the warm welcome I received although everybody had a tight working schedule. Lynn Everson, YCW member of UK, called me at the office and we enjoyed talking on the phone for a while. After meeting other friends at a local pub and enjoying local food and beer there, I flew off to Sweden.

In Vasteras, Sweden, our former chairperson Fabiola Kun and her fiance Per-Otto Lekare had a beautiful wedding. The ceremony was at a gorgeous cathedral, and later there was a reception at a nice restaurant. Past International President Tuulikki Juusela, YCW Germany Chairperson Christine Heinze, of course YCW members among the large group from Mexico, and I and my family were present as BPW. Fabiola was lovely in her wedding dress, and all the guests had a good time with the food and wine, talking with newly-met friends and enjoying speeches and performances. There were several other guests coming from abroad and it was quite an international event!

Leaving Vasteras on the next day, my family drove to Marstrand, a small island on the west coast of Sweden. There I had the joy to meet another past YCW chairperson Susanna Engberg and her husband Thomas Berndtsson, together with their little son and daughter. Nagoya Congress was the last time we saw each other, and I was so happy to realize that despite the past five years our friendship has not changed a bit. We talked a lot about family, BPW/YCW, work, etc, and



we went through BPW and YCW home pages together on Susanna's computer. It was really a happy time for us, enjoying great food (all Swedish home made!) and touring around the town.

The funny thing was that talking on the net after I came back home, Susanna mailed me, saying: "I did not know you were the current chairperson, Jun!!! I noticed it after you left!" - and I, as committee chair, was all the time trying to report our activities to our former chairperson. What a joke.

I shall not forget to mention that we were again invited to the Futurama Zurich, a 24-hour-business symposium, organized by Ms Rosmarie Michel and Dr Monique Siegel, both well known Swiss BPW members and great supporters of YCW. Selection of members was done through an essay contest, just as the previous years, and the following five members were the lucky ones to win the invitation to attend the symposium:

- Gill Flower, from Zimbabwe
  - Claire Niala, from UK
  - Rie Masaki, from Japan
  - Concepcion Mendoza, from Mexico
  - Heike Sommerfeld, from Germany (expenses partially waved)
- I am most grateful for Rosmarie and

Monique to have given our members once again the opportunity to attend such an exciting event. I also thank the other members who worked hard on applying for this chance, and BPW members who cooperated to encourage YCWs to apply.

We had our regular electronic meeting in November, however I could not be on the channel then, due to some problems with the server. Seven members were on the channel and they had a good time, mainly talking about our activities at Vancouver. Y called for another chat in December, so that beginners could make tests in connecting, and I had a fun time talking with Susanna.

So we had a quite active year in 1998 and I am sure this year will be an even greater one - as we are going to have the Vancouver Congress in September! Please note that there are important information in this issue, concerning our program in Vancouver. We will always keep you updated on this topic through our newsletter and mailing list, as well as BPW International information tools. Once again may I wish you a very happy new year.

Jun Sawada  
YCW Committee Chair/BPW International



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## From the Editor

**T**he end of a year invite us always to reflection. 1998 was great I must say, my work is more interesting, my brother is getting married so is living home ! I am more in love to my boyfriend and First YCW Meeting in Acapulco, II BPW Latinoamerica Congress in Tijuana and Futurama Zurich were experiences I will never forget.

I did more friends and have better life. I wish you happiness but most of all health. If we have health we have everything to face this world and make it better for us. All my love and best wishes for 1999 !

Conchita  
YCW Mexico

## From the International President

I hope you will have seen my October message on the BPW International home page and also on the sparklist. It concerns the possible future of BPW International and how we might change the organisation to meet the challenges of the changing live styles and the new century. I have invited and would welcome comments on this skeleton proposal - and particularly from you as the younger members of BPW and our backbone for the future.

You will perhaps have noticed that there is no mention of YCW and that is deliberate. As I have traveled around and made contact with YCWs and young women not in our organisation I have been observing and discussing with them, what it is that women want or need from an organisation like ours.

How can we fit their aspirations and attract them to BPW International ?

Well the floor is yours - send me your thoughts as soon as possible on fax 44 117 9571446 or e-mail:

S\_G\_PERRY@compuserve.com

We have reason to be very proud of the success of our young members. Four of them , Gillian Flower, Rie Maska, Concepcion Mendoza and Claire Niala have been selected to take part in Futurama Zurich at the end of October.

Good luck to them and our thanks to Rosemary Michel and Monique Seigel who have given them this opportunity.

Claire Niala was the young member on our BPW International delegation to the UNESCO World Conference on Higher Education in Paris last week. Claire is preparing her own report of her participation and a full report of the conference will appear in the BPW News International in November. However, let me just tell you how proud the rest of the delegation were when Claire performed very competently in a panel on Young Entrepreneurs. In a conference, which again was overwhelmingly dominated by men, Claire and the very few other female members of this panel made quite an impact.

Next month, I will tell you about my Asia and Australia trip and the very good rapport with young members in all the countries I visited.

Kind regards

Sylvia G Perry  
President, BPW International

*[I want to apologize myself, this message was written by Ms. Perry for September's issue. I have to skipped that issue due to personal reasons but here it is on December/s issue. ]*

## Success Comes with Consistency

by Caterina Rando

Water heated to 111 degrees is only hot water. Water heated to 112 degrees turns into steam, steam creates enough constant momentum to move almost anything. As a business success speaker, coach and writer I spend a lot of time observing, hearing about and reading all about what it takes to create ongoing long term success. In our professional lives employing the principle of consistency will create enough momentum to provide us with whatever results we are looking for. Be convinced, consistency in character and action will surely result in more success in your personal and professional life.

Consistency in Character

Mary Caroline Richards an American poet and potter said " To have character is to be big enough to take life on." Take on your life, be the kind of person people come to know as trustworthy, professional and dependable. Gaining a reputation for these traits is easy to explain and harder to do, be consistently count-on-able. In four simple syllables, BE YOUR WORD, if you can consistently live by this credo, success is only the beginning. Consistency of

character brings another intangible yet rich, rewarding and precious gift you will gain in the golden gift of self respect. There is a confidence, a sense of personal pride a person gains when every time they say they will do something, get back to you, find something, take care of something, they themselves know it will happen because they know their own track record. Ask yourself if this sounds like you. Do you say you are going to fax the agreement right over and then have it sent out the next morning? Have you ever RSVPed for an event you never arrive at? Did you say you would do some committee work and never go back to the committee? From the start not agreeing to do what you can not is as important as doing what you have agreed to. Refrain from taking on more than you have the time and resources to accomplish. If you have unexpected changes preventing you from keeping an agreement do everything in your power to get the job done any way you can. This means holding yourself to a high standard. If it sounds challenging know that the more you do it the easier it gets. When all your efforts fail it is ok to re negotiate an agreement. Start by acknowledging your short fall, apologize, state you are aware you made the agreement and ask for a new deadline or a different way of accomplishing the same task. You will find most people are happy to accommodate your request because they appreciate you acknowledging your agreement.

Recognize that if you are not your word, people and opportunities do not continue to come your way. Have you ever had a friend you stopped inviting because they always said they would show up yet never did and always failed to call. Even if you enjoy their company eventually you feel it is just is not worth the effort. BE YOUR WORD and watch great people and opportunities come your way.

#### Consistency in Action

Do over and over those things you are convinced will bring you the results you want. Whatever that is, a new account, a satisfied customer, a new book chapter written. You have been to a hundred seminars, heard a hundred experts tell you how to improve whatever it is you want to improve. Knowledge of the what to do is easy to acquire. The challenge is implementing that expert advice consistently, making changes and repeatedly doing them over and over everyday even when the positive results you are seeking continue to elude you. Consistency is the answer. Simple action often repeated, like being in the office by 8:30, booking a new potential client presentation every week, responding to your phone calls within 24 hours, if done over and over will bring you success.

With that in mind take a look at your life. Every aspect of your life. Where do you need to bring in some consistent action? Is it

in the area of health, do you need to get consistent about exercise? Is it in the area of finance? Do you need to consistently invest a certain amount of money every month? Is it in the area of relationships? Do you need to tell your significant that you love them, everyday, or calendar in a call to your mother in Florida every Sunday? Each priority area of your life needs consistent action to support you in getting the results you desire in your life. Initially it can be more challenging to bring in change and keep acting on it consistently, know the more you do something the easier it gets to do it. Another benefit of consistent action is that it contributes to you having a great day today.

Think about what would be your ideal day and then begin make the necessary changes to begin to live like that. Recognize consistency of character and action will contribute to your quality of life and isn't that the bottom line? Success does not happen in an instant, it does not happen from luck it comes from consistency in character and action. Look and see where you could be more consistent in your life, make changes and watch your success soar.

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## Ethnic Discrimination in jobs

We, of Japanese, historically have less ethnic problems than the other foreign people. When we mention such discrimination, it's usually about Korean people. And there're also such tendency that Japanese people give their better treatment to Western people than to Asian people, though Japanese are also included in Asian. However, under the recent internationalization in Japan, it's seemed that young people come not to discriminate against alien people like before. Further, depending on the areas, there're some differences. For example, in Nagasaki where I live, Korea and China are our good neighboring countries and in deep relationships on lots of affairs with us. Therefore, we don't feel such ethnic discrimination in usual life. "Japanese way of nursing ; to make children tolerable and not to let them commit a crime easily"

BPW Nagasaki, Japan will invite Ms. Hisako Cunningham (communication therapist, the president of SPEAC; parental associates for children's clinical education) again and have our third lecture meeting on Oct. 23.

Ms. Cunningham was born in Nagasaki, went to NY to study the clinical psychology and returns home in Nagasaki every year. Mainly she believes in "three-year-old myth". So her standpoint is that mothers should care their children by herself until "three-year-old" in order to have tolerable and good children. On the other hand, most members of BPW Nagasaki hate this myth and rather regard it as the thought interrupting the progress of working mothers. I, personally, consider each merit and demerit and will choose the best way for my case as a mother of "three-year-old" boy.

Now I'm very happy, because YCW member in Nagasaki will be two soon! Thank you very much for your newsletter arrangements.

Rie Masaki  
BPW&YCW Nagasaki

## Mentoring

"My dream for the woman of tomorrow is not for her to be like the male, but to influence the future with her own mind, her words and visions"

Women throughout the world are becoming an increasingly powerful voice saying that they are NOT a problem for the economy and society, on the contrary! The solutions for many challenges depend on enhancing womens active role in society, in business and in politics. More women need to feel comfortable with power getting it, having it and keeping it!

Speaking about power, You either have it or not, it comes from Yourself not from others. That I have learned in my years of experience. I will quote Lao Tsu: "change your wish of power for your thirst of happiness" and "the more you use the power, the less you have it and when you abuse it, you loose it". Therefore facilitating the empowerment of other women is very important for the future.

It has often been introduced typical attitudes of women by following terms: to make oneself small, to wait, to appear helpless, to offer oneself by helping, to be modest, to place the need for security on the foreground, to avoid competition, to hide feelings of power. Can all these statements to be used on positive way? Yes is my answer.

MENTORING has become "the word" also for women. It means, that somebody is acting as a role model, teacher and also as friend to somebody else. It also means that "elder" professionals educate the next generation opening doors, providing

contacts, ideas and directions and giving "younger" increasing self-confidence and self-esteem. A good mentor is supporting you through difficulty and difficult times. She helps you to find your personal motives, roles and goals.

As one female manager put it: "my personal definition of mentors are the people, men or women, who gave me a one-shot piece of advice or a lot of good advice, who helped me think things through or made me reconsider my own ideas".

Mentor-specific skills  
 active listening  
 empathy  
 counselling  
 negotiation  
 coaching  
 advocacy  
 problem solving  
 decision making  
 reflection and review  
 constructive feedback  
 interpersonal skills  
 verbal and non-verbal communication

Managers in many organisations realise that they must do more to develop and retain the talent available in an increasingly diverse workforce. Managers are more and more trained to become emotional supporters and coaches. Managers have in the future more in common with a "MOTHER" than the macho manager of yesterday.

A good mentor helps her colleague in understanding the possible career obstacles and problems, personal motives, roles and goals. The mentor can also offer constructive criticism. A good mentor is willing to engage in honest cooperation, she trains and supports, shares her experiences, knowledge and skills and listens. Chance to talk to someone who understands the problems in the particular field and can lend a sympathetic ear, if not always a practical word of advice, is a fundamental power. In mentoring you always get chance and stimulus for development based on relevant feedback.

As a female entrepreneur from Cameroon put it " To help others walk along a path that they (mentors) have already cleared. But, it is easier if You can begin your journey on a cleared path!"

Starting the programme of mentoring who the mentors will be, and why they have been selected what purpose mentoring will serve in the organization/training course what the potential benefits to all parties involved are how pairing of mentors and mentees (actors) will occur the responsibilities of both the mentor and mentee should be clearly outlined the length of the relationship, including guidelines for termination the potential problems involved

Many women in the past have not recognised or used a mentor to guide and support them through difficult and even successful career growth or work positions. Many of us has been assisted by other women or men, in "breaking the glass ceiling". Have we women been carrying out this role without giving it a name? Have we just called it, for example "support", "respect" or "mutual trust"?

Kate Kent, an Australian manager has said "I endeavour to say something positive, whenever the opportunity arises, about other women to a senior manager. It sounds a small thing, but it is actually a powerful concept"

For my opinion, this is a good model of mentoring", also. We shall be ambassadors for each other! Many do not realize that they have abilities, actual or potential. Mentors can tell it to them! If we can get our colleague to develop, to move on from where she might be stuck, then we get more energy added to our activity - be it changing the world and/or developing our businesses and professions.

Women as Role Models are a good part of mentoring. Interesting individuals with unconventional pioneering careers can show the way for many young women. Role Models can provide different perspectives, wider views and thus help to overcome traditional barriers. In learning from a role model, we should not ask "what was her career?" Instead we should explore how did she identify the choices that were open to her, how did she build on what assets she had? Most of all, how did she maintain her motivation?

Some small advice to women starting a management career:

- dont cry - research
- be confident in Yourself - You are good enough!
- Remember You will learn and grow during the voyage
- dont be afraid to ask, ask for help and use it, receive help
- look for support and figure out where it is

I found in BPW Young Career Women Program Guidelines a good quotation of Sugar Han, Korea: "Stop talking the talk, and start walking a walk"

MEN ARE LIKE WOMEN BUT DIFFERENT - TRY TO UNDERSTAND: MEN ARE NOT GOOD FEMALES - ALL HUMAN BEINGS ARE EQUAL, SOMETIMES INADEQUATE, BUT EQUAL - YOU NEVER GET A SECOND CHANCE TO MAKE A GOOD FIRST IMPRESSION - women should not be ashamed of being women

Jane White: A Few Good Women - Breaking the Barriers to Top Management, London

1992 David Megginson & David Clutterbuck: Mentoring in action, London 1995

Terveisin Tuulikki Juusela  
 Med vnligaste hlsningar Tuulikki Juusela

Best regards Tuulikki Juusela

Viele Grsse Tuulikki Juusela

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## Futurama Zurich Report

How was Futurama Zuerich?

By Heike Sommerfield  
 YCW Germany

As I first heard about the chance of YCWs being invited to the Futurama Zuerich I did not intend to participate in the essay contest. It was so much work to think about the future of cities and write a paper about this futuristic topic...but finally I did it and it was worth it so much!

On the way to Zuerich, which is about 5 hours by train away from where I live I got to know a very nervous woman who just left her husband and her home. She told me that she was seriously ill and that there was no chance of recovering. So she had no future she could look forward to. I tried to comfort her and I started thinking about my own future.

In this time I was thinking about changing my job - and this event actually helped me to think about what is really important for me, my personal and professional life and to decide what to do.

In the morning of the 23rd of October I met the other YCWs having breakfast together at our hotel in Zuerich. There were Claire from Kenia (who lives in London), Gill from Zimbabwe, Rie from Japan, Conchita from Mexico and me, Heike, from Germany. It is really thrilling to meet people from other parts of the world. But it is still more exciting to meet young career women because they are so sympathetic, friendly and kind and have lots of ideas, visions and attitudes I can share so easily! During the whole weekend we got to know each other better and we talked a lot about BPW/YCW, our different cultures and countries, the situation about women in our countries and so on.

Arriving at Zuerich-Pfaeffikon where the 24-hour-nonstop business event took place we first met Rosmarie Michel and Dr. Monique Siegel who gave us a very warm welcome. The event started at 5 to 12 on Friday and was under the motto "Changes, Chances, Challenges in your Future: Re-thinking your

Private and Professional Spaces". It was not what one expect from a conference because there were no speeches from experts but interviews with Mrs. Siegel. The event was not structured in the way that everybody has to see the same future like the experts - in contrary! They just gave some background information and the inspiration to start thinking about what oneself imagine as future.

At first there was an opening of Dr. Siegel and Mrs. Michel and, of course, of the virtual host called "Trendy". What they wanted us to consider was "The future will take place - if need be without you!". After that was a recreation phase where one got to know the surroundings in the conference center and the people (my estimation is that about 150 people attended the congress). Shortly after that the experts and workshop-moderators were presented and everybody has to decide what workshop she/he will attend.

There were different topics to work on:

1. preventive, future-oriented medicine
2. open spaces: new spaces for future-dreams
3. What do the consumers of tomorrow want in the future?
4. What Kind of Future for the Living and Working Environment "City"
5. Welcome to the Communications Experience of the 21st Century!

As there were two workshops in english (4+5) some of us participated in communication and others in future of cities. I attended the workshop communications. The main question we discussed was "Communication or Alienation?" What chances and risks are we exposed through the Internet? We agreed that communication and information is becoming much easier and faster through the net but that there is a big risk to become really isolated. The personal communication is very important and will remain important.

After a wonderful diner at 10 p.m. with food from all over the world we started again discussing about our presentation on the next day. During the workshop we actually had very controversial discussions but in the end we agreed on a really nice presentation in the morning.

At midnight we listened to some fascinating futuristic music with really unusual instruments like ice slices, water dripping on metal, etc. At 1 a.m. we joined Dr. Monique Siegel in "telling stories". Telling stories was seen as a convincing means of human communication. One can see this in every meeting when the speaker begins with a story like "...what happened to me the other day". After these introductory words the speaker can be sure to have the full interest of the audience. So we told each other "almost-stories", stories, that almost happened to oneself if not.

Action was decided by 2 a.m. - disco and dancing! After that there were only a few

people for a nonstop-business event... I spent my next hour in the internet-cafe - looking at different homepages (e.g. bpw-intl.org).

After a snack and a hot soup there was a film of the architect Max Dudler at 5 a.m. Then there was wellness on the schedule - and last but not least breakfast at 7.30 a.m. At 8.30 the presentations started of what we did in our workshops. We YCWs of the communication workshop did show how easy modern communication could be and acted on the stage like in one of our internet-meetings. All groups acted or presented their workshop results and it was exciting to see what was done there!

The last topic of the event was an interview with Michaela Walsh who conceptualized and developed Women's World Banking. At the end I was very tired but somehow excited at the same time. And very surprised how well my body worked without any sleep in the last more than 24 hours! But on my way back in the train I felt asleep a thousand times...

Finally I would like to thank Dr. Monique Siegel and Rosmarie Michel for the great opportunity to participate in the Futurama 1998 and I hope that there will be another chance for YCW to attend next year again.



## Special Coming Events

### YCW program at the Vancouver Congress 1999

XXIII Congress of BPW International will be held at Vancouver, Canada, 19-24 September 1999. The congress brochure together with the registration form and the hotel booking form has already been sent out to federations.

A brief outline of the congress program:

- Saturday Sept 18** Briefing sessions for congress committees and volunteers  
**Sunday Sept 19** Morning and afternoon workshops and observer's seminar Pre congress board meeting Regional meetings  
**Monday Sept 20** Opening of BPW world fair Morning workshops Official opening, followed by President's reception  
**Tuesday Sept 21 Morning** and afternoon business sessions Friends and fellows event  
**Wednesday Sept 22** Morning and afternoon business sessions Banquet

**Thursday Sept 23** Morning and afternoon business sessions Free evening  
**Friday Sept 24** Morning and afternoon business sessions Post congress board meeting. Farewell party

General information can be found at the BPW International website:  
<http://www.bpwintl.com>. The overall theme being "Empowering Women for the 21st Century", YCW is also going to have its own program under the same theme. We are now in the planning phase and we hope to have as many ideas/suggestions/proposals as possible. My current thoughts are:

1) To have luncheon meetings to discuss topics in the business sessions Remember that I have one vote to represent your opinions at the business sessions. I wish to review the topics with members and talk about how we can implement the YCW concept into BPW more effectively. I am asking for a separate room for us so that we can use the room throughout the congress dates as an "YCW drop-in center", in which you can find friends and information concerning YCW.

2) To have a committee meeting to discuss YCW programs in each region and country, open for anyone who wishes to join. There will be a date during the congress for committee chairpersons to hold their own committee meetings. More information will follow in later issues of our newsletter.

3) To have social events such as get-together-party I have asked Canadian members to arrange this and they are planning and also looking for sponsors to have a nice party. The date is not yet decided, but it will possibly be on the 19 or 20 September.

In order to have a fruitful discussion at the congress, we plan to collect proposals and suggestions in advance. Also this action will help us to have a more accurate idea on how many members will come. Darla Campbell, our North American committee member, is getting ready for this. We also plan to ask data for the YCW databank, so that we can update them and prepare to have a new version at the congress.

Finally, we plan to call members to stay at YWCA. Hotel information can be found at the BPW International website. Among them is YWCA, which seems to be the most inexpensive accomodation. We think it is nice to stay at the same place, so that we can get together and share information easily.

More information will be published in the newsletters and electronic mailing lists. Hope to see many of you at Vancouver!!

## News

© our dear Fabiola Kun got married last July, you can find her wedding photos at: <http://www.compuswede.com/boda>, also you will find a photo of Fabiola & Per-Otto on this issue. **Happiness forever !**

© **Congratulations** to Patricia Prez from Canada, she have given birth to her first baby boy Andrew Patrick Rossit last April. He weighted 7 lbs. 14 oz. or 3573 grams. He is beautiful and he has brought a lot of joy to her life. Also she was rewarded in May the Community Service Award from HomeLife Canada (a national Real Estate Company) for her outstanding support and service to her community !

© on September 9, 1998. Chonchanok Viravan YCW Thailand was accepting the award "1998 Ladies of the Year" for "IT executive and professional". The awards are given yearly to women in various line of work that have outstanding contributions to Thai society. There are 69 ladies accepting the awards this year. The person who hands out the award this year is one of the King's advisor (we called "Ongkamontri") Jeerayu.  
**Congratulations Nok !**

© on November 23, 1998, one of the valued BPW CANADA member's, HELEN GHENT from the BPW Sudbury Club, received the prestigious 'Paul Harris Fellow' Award from the Rotary Club - one of the Rotary's highest honors. The Rotary is an international organization of over one million business and professional people who provide humanitarian service, encourage high ethical standards in all vocations and help build goodwill and peace in the world. **Congratulations !**

## From Finland

A weekend trip to Saint Petersburg 29-30.08.1998

The business and professional women's club of Jarvenpaa had a splendid weekend in St. Petersburg. The group of sixteen members traveling by bus saw Carelian woods and country side on the way to the Russian Venice, where they had planned to meet the local group while having dinner at a Russian restaurant called "Sudainja". The visit included also a tour around the city, a visit to the Heritage and shopping at Vyborgs market place. The Russian evening, organised by Jelena Voloshenko and Irina Krylova, members of the local young carrier, was a success: we enjoyed Ukranian

Cossack music and a delicious Russian traditional dinner. We really got to know something about Russian culture while we were singing and dancing all night long. We had also an opportunity to enjoy the maritime view over the Baltic from our windows in the hotel "Pribaltiskaja", which proved itself to be a very high standard hotel. All of us had a good time and we really fell in love with Saint Petersburg's beautiful buildings, bridges and its special atmosphere. New plans for future co-operation were discussed, therefore new meetings in Russia and guests coming to Finland can be expected quite soon.

Riikka Peltoranta  
Bpw Club of Jrvenp, Finland.

## From Thailand

**Chairing a Workshop on "Addressing the Current Economic Crisis and its impact on Women and Women's Businesses" at 1998 Women Leaders' Network Meeting**

By Chonchanok Viravan

On 1-2 September 1998, I have a chance to attend 1998 Women Leaders' Network Meeting in Kuala Lumpur, Malaysia. I would have been just another participants of the two hundreds, had it not been for Ms. Mallica Vajrathon, managing director of Women of Asia (an on-line magazine). She nominated me to become the chair of workshop V: "Addressing the Current Economic Crisis and its impact on Women and Women's Business".

So for one afternoon and one morning, I was "Madam Chair" to about 50 participants from APEC economies.<sup>1</sup> What's important about this workshop is that it is not just "talk". We supposed to raise issues and recommendations to be put forward at the upcoming APEC Ministerial Meeting on Women in Manila on 14-15 October 1998. The outcomes were so interesting that I thought I would share it with all BPW members.

The workshop began with presentations from 4 speakers. Dr. Vivien Wee, Director of ENGENDER from Singapore who presented the lead paper on "Women Coping strategies in the Financial Crisis: Partnership for community Livelihood." The other 3 discussants were from Philippines, Indonesia, and Thailand. The speakers jointly reinforced the issues that the crisis had major impact on women in the informal sectors. The collapse of SME led to the high unemployment rate, especially for women.

<sup>1</sup> APEC is Asia Pacific Economic Cooperation. Women Leader Network (WLN) is a lobby group "from APEC economies". Using the term "economies" instead of "country" is quite special. It enables both Chinese Taipei and People Republic of China to be recognized within WLN.

The social and economic repercussion greatly effected the women and the family.

The workshop participants actively identified numerous issues, covering five major areas: information, policy, strategies, people, and accountability.

Information issues include the lack of transparency, the lack of awareness at grass-root level, and the lack of understanding of actual causes of the problem.

Policy issues include the tendency to adopt existing solution out-of-context, gender-bias policy, the on-going implementation of international policy despite its negative impact on Asian financial crisis. Also, policy makers do not view women as a part of the solution.

Strategy issues include the lack of proactive actions from the government to identify the real problem and provide safety net for women. Money is not channeled to the area of the greatest need.

People issues include currency speculators and people in power who are still trying to take advantage of the situation, and also the lack of women advocacy.

Accountability issues include the lack of accountability by the government and the lack of regulatory mechanism that monitor governments at international levels.

We actually came up with a long list of recommendations. However, we prioritized and carefully worded them into four recommendations. I presented them in the Second Planetary session on 2 September 1998 as the following measures:

*Ensure and expand social safety nets for women, by taking actions such as*

*Promoting access to credit and alternative methods of financing women's SMEs and micro-enterprises in both informal and formal sectors.*

*Promoting women's awareness of the crisis and the effects of trade liberalization and globalization.*

*Initiating alternative strategies for improving women's livelihoods in the informal sector - a sector which should be revalued as a potential energy sector, not a sector of last resort.*

*This measure is in response to the strategy issues. The list of actions can go on to address specific needs like the emergency food relief, etc.*

*Develop a gender-responsive framework for stabilizing financial flows by reviewing existing international financial practices and policies, and assessing their impact on people in the region, especially women and other vulnerable groups.*

This measure is in response to people and accountability issues – in recognition that this financial crisis is a regional one. If practices such as the buying of currency at the amount larger than some countries national reserve are not regulated, the crisis can spread into a global ones.

*Ensure equitable and effective representation of women at all levels in all APEC processes and activities.*

This measure is in response the lack of women advocacy issue. The meaning hidden under the word “effective” is critical. The government should not just appoint any one as representatives.

*Support efforts and policies to gather sex-disaggregated data and analyses of women in the economic crisis, particularly women at the grassroots.*

This measure is in response to the information issues. Without it, policy makers have no way of seeing the problem in proper perspectives. In turn, they adopt existing solution out-of-context, just because “it worked in another country”. It’s like taking the same medicine for different kinds of illness!

One of the participants raised the issue that the analyses should be of “both men and women”, not just women. Men can get sensitive about women special treatment. Care should taken to ensure them that sex-disaggregated data and analyses is needed to help differentiate the characteristics of problems, so policy makers can derive better solutions for men and women – not just one or the other.

The meeting endorsed all four recommendations. It’s really uplifting to see the power of women in action. The success should be credited to all women advocates who made the comments and suggestions. So I like to tell to them – where ever you are in the world:

It’s women like you who make the world a better place.

## From Ghana

### The trend of events of the YCW Ghana.

As regards the global summit for women 3 YCWs from Ghana attended. The young ladies of the mother clubs are striving to attain recognition. They attended meetings with their mother club as well as have inter personal relationships with their own members.

Over the years YCW Ghana have been organising activities to empower their members, create membership opportunities for others as well as to enjoy whatever they are doing.

Seminars like business setup fundamentals, business management and other income generating activities have been organised to better their a lot. They have joined their sister clubs also to benefit from their programs. They have undertaken snail, mushroom and sunflower farming methods, fabric production - Batik, Tudy, etc. Flower confection business management and enterprise creation workshops flower arrangements, interior decoration, etc. These are just a brush up of educational activities which the ladies have organised or benefited from. The members are students and ladies who work in establishment for others and few ladies who are self employed. Some of the ladies through the educative programs have managed to set up their own businesses. However lack of finance due to poverty in some cases, inability to acquire loans because of high interest rates or collateral demands and also to some extent pressure from new marital family slow down the progress of these determined women. If is hoped however that with determination and perseverance they will had their way out of the tunnel and se the light ahead to YCW International. I would said thank you for your newsletters we always receive and for constantly keeping in touch. Your help is most welcome and we look forward to hearing more from you. We definitely would like to be in the databank and we will keep in touch. CIAO.

Nanra Yaa Tamaklo

YCW Founder and First President Ghana.

## UNESCO

### Conference in Paris, October 4-9. world conference on higher education

By Claire Niala

The UNESCO world conference on higher education was held in Paris from the 4 - 9 of October. I formed part of the IFBPW delegation along with our President Mrs. Sylvia Perry, our treasurer Mrs. Sharon Selkirk, our UNESCO representative in Paris Mme. Ellen Bartsch Saouli and another French BPW member Mme. Delahaye.

Details of the papers presented at the conference are available at the UNESCO website: <http://www.education.unesco.org> So, this report will concentrate on things that you will not find on the website. I also wrote a brief paper on The New Entrepreneurial Graduate which UNESCO are going to publish next year but I can send to you if you e-mail me on: [jcniala@mcm.com](mailto:jcniala@mcm.com)

I would like to start the report by encouraging fellow YCW's to actively participate wherever possible at these international events. All throughout the conference I met many young women who did not realise that there was a place for them in an organisation such as

BPW and we should hopefully have women from Sweden and Malta joining us soon. These conferences are a good place to recruit new members and interact with other energetic and vibrant young people from all over the world.

The conference day was divided into two parts - the commissions on issues of higher education in the morning and panel - led debates in the afternoon. I sat in the commission on quality in higher education and it led to very interesting questions such as the definition of quality in higher education, what quality should encompass and the ways in which ideas about quality can be translated practically into higher education. In the end it was decided that although there can be a universal definition on quality the practicalities had to be worked out at a state level. Each country deciding for itself the most useful way to implement the ideas on quality. Everyone agreed that there was a basic right to a quality education which encompassed things like: computer literacy, access to information and the Internet as well as small class groups with open access to lecturers and tutors.

The debates were however the far more exciting and interactive part of the day. Many people held strong views on the issues in the debates they were attending and had spent up to two yeas preparing for the conference so sometimes passions ran high. This was particularly true for the student debate (I was sitting on the graduate entrepreneurs panel) where many students felt it was finally their turn to air their grievances on higher education. For them, access was a central theme and this ranged from a lack of discrimination upon entry to institutes of higher education to the right to free education. My panel came two hours into the discussion and unfortunately many students left before it as they felt that they had aired their views and the panel was now not relevant to them. This is unfortunate, as many of the people I met on the panel had valuable experiences to share about the graduate world which is relevant to students who are going to graduate sooner or later.

Other than the structured events, these conferences are a good place to network. It is a good idea to take as much literature with you as possible on IFBPW and YCW as well as your own business cards (if you have them). If you were not too busy reading all the literature, the relatively free evenings were a good time to discover Paris by night. It was a full and eventful 5 days that led to an unforgettable experience .

Next issue's topic is Mentoring, how's mentoring in your country ?  
in your BPW Club ?  
Deadline for contributions is **March 15th, 1998**



*Faby & Per-Otto  
July 1998  
Happiness Forever !*

We hope you have had great Holidays, we wish you a Happy New Year! Full of success, dreams, achievements and unforgettable moments.

1996-1999 YCW Committee

*Third call:* Two years and a half from Venice, time to make **TWINNING REPORTS !**

Please twin responsibly, make sure you send the editor a brief report of your twinning activities before March 15th.

It is very important you contribute, reports will be included on March's issue !

#### Young Career Women Newsletter

The aim of the Young Career Women Newsletter is to make an international network between all the Young Career Women of the International Federation of Business and Professional Women.

Please send your contributions, suggestions and information to: Concepcion Mendoza, PO BOX 189003, Suite 151. Coronado, CA. 92178-9003 USA. Fax number: +52 61 72 47 95, email address: [comedi@cicese.mx](mailto:comedi@cicese.mx).