



BPW Europe

Business and Professional Women

14th Edition, December 2025

2025 Year-End Newsletter



2025 Christmas Greetings from BPW Europe

Dear BPW Europe Members,

As we close 2025, on behalf of myself and the Executive Council, I wish to extend our sincere appreciation to all members for your continued commitment to BPW Europe and its mission. Across the Region, your engagement has ensured that our shared values of inclusion, innovation, and inspiration were not only upheld—but actively advanced.

We wish to thank the Presidents of the European Region for their leadership and collaboration throughout the year. Presidents' meetings continued to serve as a cornerstone for dialogue and alignment, enabling strong coordination between Federations, Clubs, and the BPW Europe Executive Council. Through your leadership, key messages and initiatives reached members across Europe and beyond.

2025: A Year of Visibility, Leadership, and Global Engagement

2025 was marked by a robust program of high-impact events and international representation, reinforcing BPW Europe's role as a dynamic and influential regional network inside BPW

International.

- The 18th BPW European Regional Conference and 12th Young BPW Symposium in Malta
- Face-to-face Presidents' Meeting in Malta, including the meetings held online
- Active participation in CSW69 and the BPW International Leaders' Summit in New York
- Ongoing involvement in international advocacy on European Level – European Parliament, European Commission, Council of Europe
- Ongoing involvement in international advocacy through United Nations–related forums and BPW International committees

These highlighted initiatives reflect a year focused not only on activity, but on strategic presence, leadership visibility, and meaningful contribution at both European and International levels.

We also want to acknowledge the great work and commitment being done by the Chairs and the members of the Working Groups of BPW Europe and Networks, Representatives in EWL, EIGE, Council of Europe.

Looking Ahead

As we move into the coming year, we do so with clarity and momentum. Our priorities remain focused on strengthening collaboration across the European Region, supporting women's leadership and economic empowerment, and ensuring BPW Europe remains a strong and influential voice in Europe and internationally.

As the festive season approaches, we wish you and your loved one's joy, peace, and renewed energy for the opportunities to come.

Warm Regards,

Anu Viks and Executive Council Carmen Taheny, Mariane Pontone, Mariella Camilleri, Anna Zimmermann

Season's Greetings from the BPW International President



Dear Members, Leaders, and Friends of BPW International,

As the year draws to a close, I would like to extend my warmest Season's Greetings to each of you, wherever you may be in the world.

This moment of transition invites us to pause, to reflect, and to acknowledge what we have accomplished together as a global community of business and professional women. In a year marked by complexity and uncertainty in many parts of the world, BPW International has continued to stand as a space of dialogue, solidarity, and constructive action.

Throughout this year, we have strengthened our governance, reinforced transparency and accountability, and advanced important structural and financial work to ensure the sustainability of our Federation. We have deepened our engagement at international level, maintained our strong presence within the United Nations system, and continued to raise the voice of women in key global conversations on equality, decent work, education, entrepreneurship, and leadership.

We have also taken meaningful steps toward shaping the vision of this triennium: placing peace, economic empowerment, ethical leadership, and intergenerational collaboration at the heart of our work. The launch of new Task Forces, renewed partnerships, and innovative programs reflects our shared commitment to ensure that BPW remains relevant, impactful, and responsive to the realities faced by women across regions and cultures.

None of this would be possible without the dedication, professionalism, and generosity of time shown by the members of the International Executive, Board members, Task Force leaders, Standing Committees, Regional Coordinators, and, above all, our members. Your commitment—often carried out quietly and voluntarily—is the true strength of BPW International.

As we look ahead to the coming year, may this season offer each of you a moment of rest, renewal, and connection with what truly matters. May it also renew our collective determination to continue working together—across differences, across borders, and across generations—to build a more just, inclusive, and peaceful world.

With my sincere appreciation and best wishes for a meaningful end of year and a hopeful beginning to the new one.

With our kindest regards,

Diana Barragán
President
BPW International

**BPW EUROPE - FACE TO FACE PRESIDENTS'
MEETING**

Presidents' Meeting - Malta, 23rd May 2025



BPW Europe Presidents' Meeting – Highlights

Malta | 23 May 2025

BPW Europe Presidents, Delegates, and International Executive members met in Malta, with quorum achieved and all statutory business successfully completed. Regional Coordinator **Anu Viks** opened the meeting, thanking **BPW Malta** and President **Mariella Camilleri** for hosting the meeting and European Conference.

The agenda and statutory reports for 2024–2025 were adopted, highlighting BPW Europe's strong advocacy work at European level. Key updates included progress on **Women on Boards**, **Gender Equality Index 2024**, sustainability initiatives led by the Green Working Group, and leadership development through the Leadership and Lifelong Learning Taskforce.

Best Practices from European Federations and Clubs were shared during the Leaders' Summit, with **BPW Liechtenstein** receiving the **Best Practice Award 2023/2024**.

Several key appointments and elections were confirmed, including new representatives to the **European Women's Lobby**, a new **Chair of the Equal Pay Day Working Group**, and elections for the **BPW Europe Communications Officer**.

During the meeting a new Working Group was set up: **Advocacy and Agenda Setting**. The Working Group Chair is Mariane Pontone.

The meeting reinforced BPW Europe's continued commitment to advancing gender equality, women's leadership, and sustainable progress across Europe.

**18th BPW European Regional Conference & 12th BPW Young Symposium
Valletta, Malta - 23rd to 25th May 2025**



Breaking Barriers: Drive Your Own Success

Key Takeaways from the 18th BPW European Regional Conference

The high impact **18th BPW European Regional Conference & 12th BPW Young Symposium** brought together leaders, policymakers, entrepreneurs, and professionals from across Europe and beyond to address one central question: How do women lead, thrive, and influence in a world undergoing profound transformation?

Built around four clearly defined pillars, the conference programme delivered both strategic insight and practical direction—reflected not only in the sessions themselves, but also in the strong engagement and commentary across social media platforms.

Future Focus – The Workplace of Tomorrow

This pillar explored how economic shifts, workforce evolution, and leadership expectations are reshaping the future of work. Speakers including Jonathan Spiteri, Yasmin Degiorgio, and Joana Torres challenged delegates to think beyond traditional employment models and to prepare for careers defined by adaptability, continuous learning, and resilience.

Digitalisation – The Tools You Need Tomorrow, Today

Digitalisation featured prominently across panels and fireside discussions. Contributions from Maria Elenia Farrugia (MDIA), Donna Avellana Kunzler, and Angelika Sharygina reinforced the importance of women engaging proactively with digital tools, data, and AI.

Globalisation – Global Empowerment of Female Leaders

Under the Globalisation pillar, speakers examined leadership in an interconnected world. Panelists such as Graziella Galdes (FinanceMalta), Adrienne McCarthy, and Claire Cassar shared insights on navigating international markets and leveraging global networks.

Celebrate Our Superpowers – Unleash What Lies Within

This pillar focused on confidence, resilience, and authenticity. Intergenerational discussions moderated by Sass Woods, with contributions from Nadia Pace, highlighted shared aspirations across generations.

Speakers

A Powerful Lineup of Highly Recognisable Speakers Includes:

- Lina Galvez Munoz, Chair, Women's Rights and Gender Equality Committee, European Parliament
- Nicole Buffett – Acclaimed international artist, business strategist, and granddaughter of Warren Buffett
- Helen Chorley – Investor and global advocate for women in leadership
- A number of Presidents from various BPW Federations and Clubs from around Europe including Julia Claussen and Marina Gerth, BPW Germany, Yasmin Knight BPW UK, Larisa Miller BPW USA & UK, Joana Torres BPW Liechtenstein and Andrea Tryfonidu from BPW Cyprus
- Elaine Bowers & Eric Pall – Leaders in cross-border business and global collaboration
- Josianne Cutajar (ex-MEP) – Champion for women in technology and public policy
- Jonathan Spiteri – Economist addressing economic shifts and workforce transformation
- Donna Avellana Kunzler, Angelika Sharygina, Claire Cassar, Sameer Somal, and many more local and international trailblazers

Conclusion

Anchored by its four pillars, the conference moved decisively from awareness to action, reaffirming BPW's role as a platform for leadership and impact.

Invest in what matters – The Future of the EU Budget



Are we truly investing in what matters for Europe's future?

This was the central question driving the high-level event “Invest in what matters – The Future of the EU Budget”, organised by the European Parliament on 3–4 November. BPW Europe took part as a pan-European civil society partner, bringing women's voices and perspectives into the discussion on how Europe's long-term budget can deliver real impact.

The EU's long-term budget — officially known as the Multiannual Financial Framework (MFF) — sets out the Union's spending priorities and limits over seven years. It determines how Europe

invests in areas that shape our collective future: from sustainability and innovation to equality, security, and the protection of European values.

During the World Café sessions, participants explored how to engage citizens more effectively in the EU budget debate and make this important topic more transparent and accessible. Philipp Schulmeister, Director for Outreach, presented the Parliament's communication campaign and highlighted ways for civil society to join forces in this effort.

In the afternoon, the high-level debate brought together key European leaders — including Siegfried Mureşan and Carla Tavares (EP co-rapporteurs), EP Vice-President Sabine Verheyen, EESC ECO President Elena Calistru, and CoR rapporteur Sari Rautio — who all emphasised the importance of a long-term EU budget that is ambitious, reliable, and truly connected to citizens' needs.

At BPW Europe, we believe that investing in what matters means investing in people — and ensuring women's perspectives are central to building Europe's sustainable and inclusive future. More infos: <https://eubudget.europarl.europa.eu/en/>

Womens' Rights and Equality Activism



The EU Roadmap for Women's Rights: a renewed push for gender equality

The European Commission is reinforcing its commitment to gender equality, with a long-term vision for progress. With the new Roadmap for Women's Rights, the Commission plans to further pave the way towards:

- freedom from gender-based violence
- the highest standards of health
- equal pay and economic empowerment
- work-life balance and care
- equal employment opportunities and adequate working conditions
- quality and inclusive education
- political participation and equal representation
- institutional mechanisms that deliver on women's rights



The Roadmap aims to build on the significant progress achieved under the Gender Equality Strategy 2020-2025. Thanks to this strategy, historic progress has been made in the EU over the past five years, with rules on pay transparency, gender balance on company boards, and on combating violence against women. The 2025 Report on Gender Equality in the EU - which was also published today – provides a more detailed overview of this progress and where more action is needed.

On 23rd July 2025, Anu Viks, Chair communicated to all Presidents that BPW Europe has endorsed the European Commission's Roadmap for Women's Rights. Copy of said declaration can be found at this link: [Ares\(2025\)5952794 \(1\)](https://ares(2025)5952794(1)).

This is the communication sent out:

Dear Presidents,

BPW Europe received the letter from the Head of Just D3 Department of European Commission Ms. Karen VANDEKERCKHOVE.

BPW Europe will endorse the Roadmap on Women's Rights. Please read the attached letter and the Roadmap https://commission.europa.eu/news-and-media/news/eu-roadmap-womens-rights-renewed-push-gender-equality-2025-03-07_en

Anu Viks

15 July 2025

Simplification of pay transparency directive to facilitate compliance – Letter from Markus J. Beyrer to Ursula von der Leyen

Documents

Simplification of pay transparency directive to facilitate compliance – Letter from Markus J. Beyrer to Ursula von der Leyen

Better regulation and burden reduction Social policy

Diversity and equal opportunities

Industrial relations and EU labour law

Answer to BusinessEurope's call for simplification of the Pay Transparency Directive

BPW Germany communicated information about the initiative by BusinessEurope (the European employers' association) that aims to soften the EU Pay Transparency Directive. Since Equal Pay is one of our key priorities, we decided to respond and make our position clear against any attempt to weaken the directive or render it ineffective.

on the 4th December 2025, Anu Viks Chair BPW Europe Executive Committee sent the following communication to the President of the European Commission the following communication with the Letter on Pay Transparency. Copy of the letter can be viewed here: [2025_12_04 Letter to President von der Leyen on Pay Transparency_EN](#)

Dear President Von Der Leyen,

Business and Professional Women Europe (BPW Europe) is addressing the European Commission concerning the "**simplification**" of the **Pay Transparency Directive**. BPW Europe is one of the five regions of BPW International, BPW International is one of the world's oldest women's networks dedicated to advancing gender equality in the workplace and fostering women's financial independence.

BPW Europe is urging the European Commission to uphold the directive's core provisions. Instead of narrowing its scope, priority should go to investing in digital support tools that enable companies—especially SMEs—to meet transparency requirements efficiently. Weakening the directive's foundations would risk entrenching pay inequality for yet another generation.

This directive is a critical chance to finally make good on the promise of equal pay for equal work and work of equal value.

We trust in your commitment to gender equality and thank you for your continued leadership on this critical issue.

Anu Viks
Chair Executive Council BPW Europe
Regional Coordinator BPW Europe
regional.coordinator@bpw-europe.org
<https://www.bpw-europe.org>

Face to Face Presidents' Meeting, Munich - April 2026



SAVE THE DATE

F2F PRESIDENTS MEETING & 13TH YOUNG BPW SYMPOSIUM

24-25 APRIL 2026

An exceptional event is
coming to
Munich, Germany

24th - 25th April 2026 is the date for the next BPW Europe's Face to Face Presidents' Meeting.

Plans for the next Face to Face Presidents's Meeting are already in progress. Once again it has been decided that the Meeting will be open to all the Presidents and the members of their clubseing planned. A number of activities are being planned not only by the Chair and the Executive team, but also by BPW Munich who are doing their utmost to provide a unique experience and visibility into their Club as well as the city of Munich. The full itinerary for the president's meeting, including the information on the president's dinner on Friday and the gala dinner on Saturday, we follow in January.

Concurrently the 13th Young BPW Symposium is also being organised.

Accomodation

As mentioned earlier, the President's meeting is open to all members, so please make sure your members get this information on the accommodation. Please carefully read the information on how to book your room. The booking form is attached. This is the only way that the hotel will accept the reservations.

Hotel reservation

BPW Europe has contracted guest rooms at discounted pricing on a first come, first served basis at the conference venue Novotel Munich City.

Reserve your accommodations early for the best chance of getting a room. Bookings should be done directly to the hotel with the booking code „BPW2026“ and the Reservation Form which can be downloaded here: [Novotel ResForm BPW2026 23-26.04.26 \(1\)](#). This should be sent to: H3280@accor.com

Novotel Munich City
Hochstrasse 11
81669 Munich

The nearest station is S-Bahn Rosenheimer Platz.

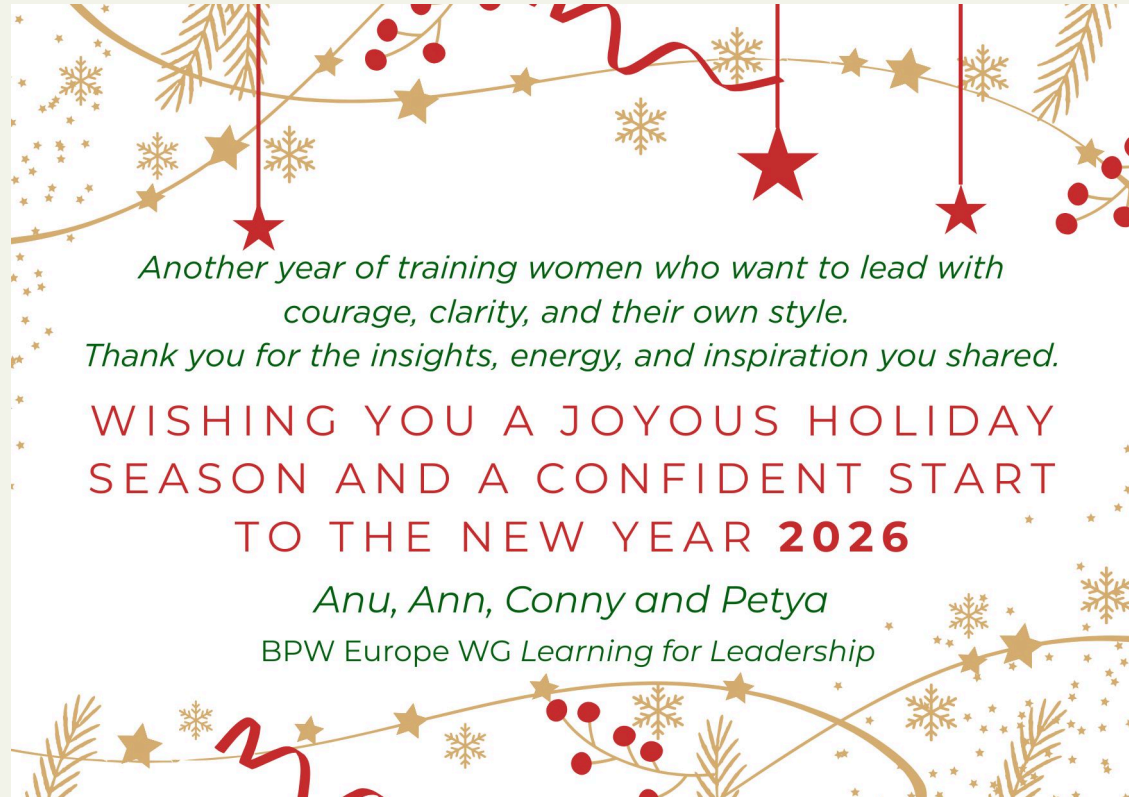
Special rates:

144€ Single room
172€ Double room
Prices include breakfast, wifi and VAT.

Available dates: 23-26 April 2026 (you do not need to book all nights, only the ones you need)

Room block available until 24 Feb 2026 (first come, first served)
Cancellation policy: Free cancellation until 2nd April 2026.

Leaders' Summit



CSW70 and BPW International Leaders Summit in New York

Save the Date! BPW International Leaders Summit is being held on the 5 -6th March 2026 at the Harmony Club

Silvia Grace Perry Honorary Award

Silvia Grace Perry Honorary Award

In 2025 BPW Europe and to commemorate the commitment and significant contribution that the late Silvia Grace Perry made to BPW International created the Silvia Grace Perry Award which is awarded to individuals who show significant advocacy and support for women in times of crisis.

This year the Honorary Award for advocating for peace and support of women in zone of crises was awarded to:

Jo Kinsey

For the for the unwavering support and assistance to the Chernihiv club in Ukraine

Silvia Grace Perry

One of BPW International most esteemed Past Presidents, Sylvia G. Perry, a woman whose visionary leadership and deep dedication left an enduring mark on our global community. Serving as International President from 1996 to 1999, Sylvia championed the empowerment of women with courage, grace, and unwavering resolve.

Her influence continues to resonate through the countless initiatives she led, the lives she touched, and the generations of women she mentored.

May she rest in peace, and may her legacy continue to inspire us all.



In loving memory of



Sylvia G. Perry

25 May 1935 - 11 April 2025



Outlook Calendar 2026

BPW Europe Upcoming Events



- 30 January –Seminar in EIGE by BPW Vilnius Chamber Club
- 20 –21 February –Women on Board Working Group meeting in Milan Italy
- 5 –6 March BPW International Leaders Summit in New York
- 9 –20 March CSW70 in UN New York
- 13, 20, 27 March -Leadership Training by Learning for Leadership WG –online
- 24 -25 April –BPW Europe Presidents meeting in Munich and Young BPW Symposium
- 15 May - BPW Galway Summer Luncheon celebrating 40th Anniversary
- 23-25 August 2025 –North America and Caribbean Regional Conference Niagara Falls Canada
- 25 –27 September –DACHLiNetwork meeting in Bregenz Austria
- 21 -22 November -8th Mediterranean Symposium by BPW Cyprus -Nicosia

Your event missing on this overview? Add @BPW.Europe as a co-host on your Facebook Event or tag @BPW Europe on your LinkedIn Post

BPW European
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