



AFAEMME ANNUAL MEETING - 2020

Type of Organisation: Non-Profit Organisation of Businesswomen Associations

Date of foundation: July 2002

Registration Number: G - 63152185

Scope: Euro-Mediterranean Area

Headquarter: C. Provença 301 bajos; 08037 Barcelona (Spain)

Telephone: (+34) 93 200 58 51

E-mail: afaemme@afaemme.org

Website: www.afaemme.org

AFAEMME GEOGRAPHICAL SCOPE

ASSOCIATION OF ORGANISATIONS OF MEDITERRANEAN BUSINESSWOMEN



AFAEMME MEMBERS

EUROPE



ALBANIA:



AWP, Women in power Albania

President: Ms. Viola Thoma

Address: Rruda Lidhja e Prizrenit

Tel.: +91 33 26789234

Web: <https://awomaninpower.org/>



Albanian national, professional, businesswomen and crafts association (SHGPAZ)

President: Ms. Flutura Xhabija

Address: Rr. "Mujo Ulqinaku", Pall. Kristian Construction, Kati 1, Ap.9, Tirane

Web: www.shgpaz.al

BOSNIA-HERZ.:



Association of Businesswomen of Bosnia & Herzegovina (ONE)

President: Ms. Aida Zubčević

Address: Jukićeva 70, 71000 Sarajevo, Bosna I Hercegovina

Web: www.upzbih.ba

AFAEMME MEMBERS

EUROPE



BOSNIA-HERZ.:



Foundation 787

President: Ms. Dijana Duvnjak

Address: Gornja Breka 69, 71000 Sarajevo, BiH

Web: www.fondacija787.ba



Croatian Association of Businesswomen (KRUG)

President: Ms. Dragica Jerkov

Address: Ilica 5 - prolaz Oktogon, polukat • 10 000 Zagreb • Hrvatska

Web: www.krug.com.hr

AFAEMME MEMBERS

EUROPE



CROATIA:



Association of Croatian Women Entrepreneurs (WE Croatia)

President: Ms. Lili Rodic

Address: Dubašnička 12, 10 000 Zagreb

Web: www.wecroatia.com



BPW Pula Croatia

President: Ms. Alida Perkov

Address: Pod Vrh 41, 52204 Liznjan, Croatia

Web: www.bpw.hr

AFAEMME MEMBERS

EUROPE



FRANCE:



Femmes Chefs d'Entreprises (FCE)

President: Ms. Carine Rouvier

Address: 46/48 Avenue de la Grande Armée, 75017, Paris, France

Web: www.fcefrance.com



Association des Réseaux Francophones de Femmes Entrepreneurs - AREFFE

President: Ms. Asmâa Morine

Address: 10 Rue de Penthièvre 75008, Paris, France

Web: www.areffe.com

AFAEMME MEMBERS

EUROPE



GREECE:



Greek Association of Women Entrepreneurs (SEGE)

President: Ms. Tsaltampasi Apostolina

Address: 14 Olumpiou Diamanti Str., P.C. 54626, Thessaloniki, Greece

Web: www.sege.gr

ITALY:



National Confederation of Artisans and SMEs - CNA Impresa Donna

President: Ms. Maria Fermanelli

Address: Piazza M. Armellini, 9A, 00162, Roma

Web: www.cna.it



International Federation of Business and Professional Women (FIDAPA)

President: Ms. Maria Concetta Oliveri

Address: Via Piemonte, 32 - 00187 Roma

Web: www.fidapa.org

AFAEMME MEMBERS

EUROPE



ITALY:



Terziario Donna Confcommercio

President: Ms. Patrizia di Dio

Address: Piazza Giuseppe Gioachino Belli, 2. 00153 Rome

Web: www.terziariodonna-confcommercio.it



Imprenditorialità Donna (APID)

President: Ms. Brigitte Sardo

Address: Via Pianezza, 123 - 10151, Torino

Web: www.apid.to.it



Italian Women in the World (IWW)

President: Ms. Patrizia Angelini

Address: Via Oriolo Romano n°59, Roma

AFAEMME MEMBERS

EUROPE

ITALY:



Young Women Entrepreneurs Association Italy (YWEA)

President: Ms. Joanna Musialik

Address: Piazza Sicilia, 6 - 20146 Milan – Italy



Associazione Imprenditrici e Donne Dirigenti di Azienda (AIDDA)

President: Ms. Caludia Torlasco

Address: Via degli Scialoja 18, 00196 Rome

Web: www.aidda.org



Women at Work Italy (W@WITALIA)

President: Ms. Carla Fiorio

Address: Via Tripoli 17, 13900 Biella

Web: www.womenatworkitalia.it

AFAEMME MEMBERS

EUROPE



ITALY:



Associazione Italian Donne Inventrici e Innovatrici (ITWIIN)

President: Ms. Francesca Romana Grippaudo

Address: Str. Prov. Per Casamassima Km3, 70010 Valenzano (BA)

Web: www.itwiin.org



Selenita Italy

President: Ms. Elda Lettieri

Address: Corso Benedetto Croce 27/C, 10135 Torino

Web: www.selenaitaly.com

AFAEMME MEMBERS

EUROPE



MALTA:



Malta Association of Women in Business (MAWB)

President: Ms. Charlotte Gregory

Address: Keimar Bld / Level 4, Triq Giovanni Mamo, K'Kara BKR2961

Web: www.mawb.eu



Foundation for Women Entrepreneurs Malta (Non voting member)

President: Ms. Angele Giuliano

Address: Hilltop Gardens, Triq L-Inkwina, Naxar, NXR 2641 - Malta

Web: www.women.org.mt

AFAEMME MEMBERS

EUROPE



MONTENEGRO:



Business women Association of Montenegro

President: Ms. Ljubica-Bukarica

Address: Cetinjski put 36, 81000 Podgorica, Montenegro

Web: www.poslovnazena.me

PRINCIPALITY OF MONACO:



Association Femmes Chefs d'Enterprise Monaco – AFCE Monaco

President: Ms. Johanna Houdrouge

Address: 2 Boulevard Rainier III, Monaco

Web: www.afce-monaco.org

AFAEMME MEMBERS

EUROPE

SLOVENIA:



Association of Women Entrepreneurs (GIZ Podjetnost)

President: Ms. Marta Turk

Address: Dimiceva 9, Ljubljana – Slovenia

Web: www.network-mema.com

SPAIN:



Association of Businesswomen of Alicante (AFYDE)

President: Ms. Cristina de Arozamena Herrero

Address: Eslava, 7, 03201 Elche (Alicante)



Federation of Businesswomen of Andalucía (FAME)

President: Ms. Ana Alonso Lorente

Address: Garcia de Vinuesa 22, 1º B., 41001, Sevilla

AFAEMME MEMBERS

EUROPE



Association of Businesswomen of the Balearic Islands (ASEME)

President: Ms. Eva Serrano

Address: C/ Zurbarán 8, 1^a planta 28010

Web: www.aseme.es



Association of Businesswomen of Castellón (AMEC)

President: Ms. Maite Balada Gari

Web: www.empresariascastellon.com



Catalan Association of Business & Executive Women (ACEE)

Governing Body: Ms. Beatriz Fernandez-Tubau

Address: C/ Provença 301, Bajos, 08037, Barcelona, Spain

Web: www.acee.com.es

AFAEMME MEMBERS

EUROPE



Organisation of Business & Professional Women of Murcia (OMEP)

President: Mrs. Carmen Botella

Address: C/. Asciclo Diaz, 5, 4^a - 30005 Murcia

Web: www.omep.es



Association for the Development of Businesswomen of Valencia (ADE)

President: Ms. Mercedes Delgado Pino

Address: C/ Colón, 22 – 8^ºD, 46004 Valencia, Spain

PORTUGAL



APME – Associação Portuguesa de Mulheres Empresarias

Address: rua rodrigues sampaio, 19 5^ºA - 1150-278 - LISBOA

Web: www.mulherportuguesa.com/

Email: mulher@mulherportuguesa.com

AFAEMME MEMBERS

EUROPE

UNITED KINGDOM (non-voting member):



Arab International Women's Forum (AIWF)

Chairman: Ms. Haifa Fahoum Al Kaylani

Address: Berkeley Square House, Berkeley Square, London W1J 6BD, UK

Web: www.aiwfonline.com

AFAEMME MEMBERS

AFRICA

ALGERIA:



Association des Femmes Algériennes Chefs d'Entreprises (SEVE)

President: Ms. Farida Guerfi

Address: 08 Rue Hadj El Hani El Biar / Alger 16000 - Algérie

Web: www.sevedz.com

Association Des Femmes Cadres Algériennes
pour la Revalorisation et l'Élargissement de
l'Encadrement Féminin
"AFCARE"



Association des Femmes Cadres Algériennes (AFCARE)

President: Ms. Aicha Kouadri

AFAEMME MEMBERS

AFRICA

ALGERIA:



Association Algerienne des Femmes Managers et Entrepreneurs (AME)

President: Ms. Khedidja Louisa Belhadi

Address: Cité 444 Logts Bt B3 N11 Said Hamdine , Bir Mourad Rais, 16078

Web: www.ame-dz.org



Association des Femmes en Economie - Verte (AFEV)

President: Ms. Karima Bergheul

Address: Salle des sports, cité Soumam-Bab Ezzouar, Algérie

Web: www.afev-alger.dz

AFAEMME MEMBERS

AFRICA



ALGERIA:



Réseau Algerienne des Femmes d'Affaires (RAFA)

President: Ms. Samira Hadjdjilani

Address: Cité 444 Logts Bt B3 N11 Said Hamdine , Bir Mourad Rais, 16078

Web: [facebook.com/rafadz.org](https://www.facebook.com/rafadz.org)



Women In Business Of Algeria (WIBA)

President: Fairouz Habache

Address : Sétif, 19000 ,Algeria

Telephone : 0553324062

Adress email : fairouz_habache@live.fr

Website : <https://www.facebook.com/WIBA-Community-405002403178676/>

AFAEMME MEMBERS

AFRICA



LYBIA:



Libyan Women Forum (LWF)

President: Ms. Shahrazad Magrabi

Web: www.libyanwomenforum.com



The Lybian Network to Support & Empower Women

President: Mrs.

Address: Tripoli, 218 ,Libya. Tel.: 218922278931

Web: facebook page

Email: libyannet.women@gmail.com

MOROCCO:



Association of Businesswomen of Morocco (AFEM)

President: Mrs. Saloua Karkri Belkeziz

Address: Technopark, route de Nouaceur N°132, Casablanca – Maroc

Web: www.afem.ma

AFAEMME MEMBERS

AFRICA



TUNISIA:



Chambre Nationale de Femmes Chefs d'Entreprises (CNFCE)

President: Ms. Leila Belkhiria Jaber

Address: Rue Ferjani Bel Haj Ammar Cité El khadhra 1003 Tunis, Tunisie

Web: www.cnfce.org



Femmes & Leadership

President: Ms. Sana Ghenima

Address: Residence le Colisée, Amma, Bloc B, appt 44, Avenue Tahar Ben Achour, Tunisia

AFAEMME MEMBERS

AFRICA

TUNISIA:



International Women Entrepreneur Council - (CIFE)

President: Rachida Jebnoun

Address: 93 Rue de Palestine, 1002 Tunis



Tunisian Forum of Maghreb Women Leaders - FTLM

President: Mrs. Raoudha Lakhel Ben Saber

Address: 18 Rue John Keynes Zone Industrielle Chotrana 2083 la petite Ariana, Tunisia

Tel: +216 70 68 58 25 **Fax:** +216 70 687 446

Web: www.ftlm.org.tn

AFAEMME MEMBERS

MIDDLE EAST



CYPRUS:



Business and Professional Women Cyprus

President: Ms. Mary Papadopoulou

Address: P.O. Box 23407, 1683 Nicosia, Cyprus

Web: www.bpwcyprus.org.cy

EGYPT:



Association for Women's Total Advancement & Development (AWTAD)

Chairperson: Ms. Shereen Allam

Address: 19 151 St Maadi, Cairo, Egypt

Web: www.awtad-egypt.org

AFAEMME MEMBERS

MIDDLE EAST

EGYPT:



Egyptian Business Women Association (EBWA)

President: Dr. Amany Asfour

Address: 14 Syria St, Mohandeseen, Cairo - Egypt



Businesswomen of Egypt Association - BWE21

President: Ms. Yomna El Sheridy

Address: 5, Zaki Osman st., Dokki – Giza

Web: www.bwe21.com

AFAEMME MEMBERS

MIDDLE EAST



JORDAN:



Jordan Forum for Business and Professional Women (JFBPW)

President: Ms. Taghrid Nafeisi

Address: P.O Box 910415, Amman 1191

Web: www.bpwa.org.jo



Jordan Women Industrial Community Association

Chairperson: Ms. Katya Abbasi

Web: www.jwicjo.com

AFAEMME MEMBERS

MIDDLE EAST



LEBANON:



Lebanese Businesswomen Association (LBWA)

President: Ms. Leila Karami

Address: Pox 278, Tripoli



Lebanese League for Women in Business (LLWB)

President: Ms. Yusr Sabra

Address: Beirut, Sin EL Fil area, Aramex Building, Floor 2

Web: www.llwb.org

AFAEMME MEMBERS

MIDDLE EAST



PALESTINE:



Business and Professional Women Palestine (BPW-Ramallah)

President: Ms. Hilda Awwad

Address: Al Basteen Street, Ramallah -Palestine

Business Woman Forum (BWF)

President: Shurar Bitar

Address: Palestine, Ramallah, Al-Balou' area, Al-Fare' Bldg, 2nd floor

Web: www.bwf.ps



SYRIA:



Modernizing & Activating Women's Role in Eco.Development (MAWRED)

President: Ms. Bedour Taha

Address: Rawda, Ziad bin Abi Soufian St., Kabakibi Bldg. No. 6 - Ground floor. P.O.Box - 36055, Damascus

AFAEMME MEMBERS

MIDDLE EAST



TURKEY:



Women Entrepreneurs Association of Turkey (KAGIDER)

President: Ms. Ermine Erdem

Address: Büyükdere Caddesi, No: 199, Şişli-Istanbul

Web: www.kagider.org



Association of Businesswomen in Antalya (ANTIKAD)

President: Ms. Fatma Kotanak

Address: Elmalı Mah. 13 Sok., Yüksel İş Hanı Bina, No:13 Daire:102,
Muratpaşa/ Antalya

Web: www.antikad.org.tr



Ankara Businesswomen, Entrepreneurs & Enhancement Ass. (ANGIKAD)

President: Mrs. Hande Ozturk

Address: 2007 Sokak Vadikent90 sitesi No:41 Beysukent Ankara

Web: www.angikad.org.tr

AFAEMME MEMBERS

MIDDLE EAST



Association of Business Women in Izmir (IZIKAD)

President: Ms. Betül Sezgin

Address: Şair Eşref Bulvarı Elif Apt. No:67 D:8 Alsancak - Konak / İZMİR

Web: www.izikad.org



Kadın Economic Platform Bursa (KEP Bursa)

President: Ms. Gülşen Şentürk

Address: Konak Mahallesi, Dernekler Yerleşkesi 100, 16100, Beşevler/Bursa

Web: www.kepbursa.org

AFAEMME MEMBERS

MIDDLE EAST



YOZGAT

Producer Women Solidarity Association (YOZGAT)

President: Ms. Hacer Güçlü

Address: Medrese mah. Kultur sok. No:3; Merkez, Yozgat



Bursa Business Women and Administrators Association (BUİKAD)

President: Oya Eroglu

Address: Ahmet Yesevi Mh. Bahçe Sk. No:11, Geçit Premium İş Merkezi,
B Blok Kat:1 Daire:2.

Web: www.buikad.org

BOARD OF DIRECTORS

2019 - 2020



PRESIDENT

Ms. Maria Helena de Felipe

VICE PRESIDENTS

Mrs. Nanaa Ouanani

Mrs. Apostolina Tsaltampasi

Mrs. Amany Asfour

Mrs. Charlotte Gregory

Mrs. Aicha Amrani

Mrs. Mercedes Delgado Pino

TREASURER

Ms. Flutura Xhabija

BOARD OF DIRECTORS

2019 - 2020



VOTING MEMBERS

Mrs. Leila Belkhiria
Mrs. Claudia Torlasco
Mrs. Gordana Restovic
Mrs. Hilda Awwad
Mrs. Brigitte Sardo
Mrs. Anne-Shopie Panseri
Mrs. Ermine Erdem
Mrs. Maite Balada
Mrs. Joana Pons

BOARD OF DIRECTORS

2019 - 2020



VOTING MEMBERS

Mrs. Maha Abu Shousheh	Mrs. Khedidja Louisa Belhadi
Mrs. Lili Rodic	Mrs. Rita Assogna
Mrs. Samira Hadjdjilani	Mrs. Patrizia di Dio
Mrs. Caterina Mazella	Mrs. Marta Turk
Ms. Karima Bergheul	Mrs. Cristina de Arozamena Herrero
Dr. Yomna El Sheridy	Mrs. Raoudha Ben Saber
Mrs. Ipec Yalçin	Mrs. Asmahan Zein
Mrs. Milosava Zugic	Ms. Yasmine Ben Salem
Mrs. Leman Sedef Tuna	Mrs. Maria Fermanelli
Mrs. Samia El-Solh	Mrs. Maria Teresa d'Avila
Mrs. Yesim Belli	Mrs. Shereen Allam
Mrs. Katya Abbasi	Mrs. Aïcha Kouadri
Mrs. Patrizia di Dio	Mrs. Joanna Musialik
Mrs. Elda Lettieri	Mrs. Ana Alonso Lorente
Mrs. Dijana Duvnjak	Mrs. Bedour Taha
Mrs. Hacer Güçlü	Mrs. Ipec Yalçin
Mrs. Gülsen Sentürk	Mrs. Doris Sammut
Mrs. Betul Sezgin	Mrs. Manuela Marín Gómez
Mrs. Carla Fiorio	Mrs. Shahrazad Magrabi
Mrs. Patrizia Angelini	Mrs. Aida Zubcevic
	Mrs. Joëlle Baccialon

NON-VOTING MEMBERS

Ms. Angele Giuliano
Ms. Haifa Fahoum

MEMBERS

CURRENT REQUEST



61 CURRENT MEMBERS

2 MEMBERSHIP REQUESTS



| THE EGYPTIAN SOCIAL DEVELOPMENT & BUSINESS IMPACT ORGANIZATION
EL CAIRO (EGYPT).



| WOMEN WIN WIN
PORTUGAL

COLLABORATORS

CURRENT REQUEST

4 COLLABORATORS REQUESTS



I WOMEN ENTREPRENEURS FINANCE INITIATIVE
USA



I ICC WOMEN
GREECE



I QATARI BUSINESSWOMEN ASSOCIATION
DOHA/ QATAR



I WOMEN IN BUSINESS ALBANIA
ALBANIA

OBJECTIVES

AFAEMME ORGANISATION

PROMOTE

THE PRINCIPLE OF EQUAL OPPORTUNITIES IN THE LABOR MARKET

IMPROVE

THE SOCIOECONOMIC CONDITIONS OF WOMEN BY ELIMINATING GENDER DISCRIMINATION

EXERCISE

INFLUENCE ON THE PUBLIC OPINION THROUGH EVENTS, CAMPAIGNS AND LOBBYING TO AUTHORITIES IN ORDER TO STRENGTHEN THE LEGAL, SOCIAL AND ECONOMIC CONDITIONS OF WOMEN

SUPPORT

THE DEVELOPMENT OF RELATIONS AMONG WOMEN ENTREPRENEURS OF THE REGION BY PROMOTING BUSINESS AND TRAINING OPPORTUNITIES

CONTRIBUTE

TO THE ACCESS OF WOMEN TO DECISION-MAKING POSITIONS IN THE ECONOMY BY ENHANCING THEIR BUSINESS AND MANAGEMENT ABILITIES



ROLES

AFAEMME ORGANISATION



**LARGEST FEDERATION
OF BUSINESSWOMEN
ASSOCIATIONS IN THE
MEDITERRANEAN AREA**

**A COORDINATOR OF EUROPEAN
AND MEDITERRANEAN
BUSINESS, GENDER PROJECTS AND
GROUND-BREAKING RESEARCH**



**A NETWORKING PLATFORM
FOR WOMEN
ENTREPRENEURS**

**EURO-MEDITERRANEAN LOBBY
ORGANISATION WHICH
ADVOCATES FOR A BETTER
ACCESS OF WOMEN TO
ECONOMIC DECISION-MAKING
POSITIONS.**

PROJECTS

ACTIVITIES 2020

PROJECTS

2020



❖ SUPPORTING WOMEN'S NETWORKS

OVERALL PROJECT VALUE: 8.770,70 €

DATE: 1.01.2020- 31.12.2020

SCALE OF THE INVESTIGATIONS: Spain

CONTRACT NO: 20199900047920

DONER: Spanish Women's Institute for equal opportunities



PROJECTS

2020



❖ SUPPORTING WOMEN'S NETWORKS

OVERALL PROJECT VALUE: 15.672 €

DATE: 1.01.2020- 31.12.2020

SCALE OF THE INVESTIGATIONS: Spain

DONER: Spanish Women's Institute for equal opportunities



MEETINGS AND CONFERENCES

ACTIVITIES 2020

MEETINGS AND CONFERENCES

2020

❖ **Afaemme and Izikad partnership in the project “Increasing the Woman’s Status in Business Life”** Barcelona, 3rd February



MEETINGS AND CONFERENCES

2020

❖ **Afaemme and Izikad partnership in the project "Increasing the Women's Status in Business Life"** Barcelona, 3rd February



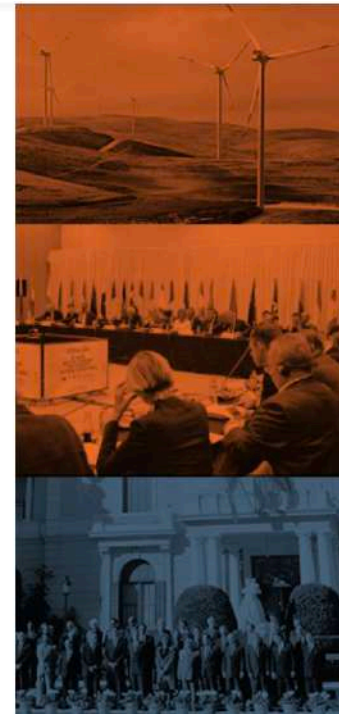
MEETINGS AND CONFERENCES

2020

- ❖ Union for the Mediterranean commemorates the 25th anniversary of the Barcelona Process 5th May



25 YEARS 1995 - 2020
BARCELONA
PROCESS
#25BCNProcess



Union for the Mediterranean
Union pour la Méditerranée
الإتحاد من أجل المتوسط

MEETINGS AND CONFERENCES

2020

❖ Afaemme's President elected Advisory Board in EMEA 6th May



MEETINGS AND CONFERENCES

2020

❖ Afaemme's participation at UFM Annual Report 2019 28th July

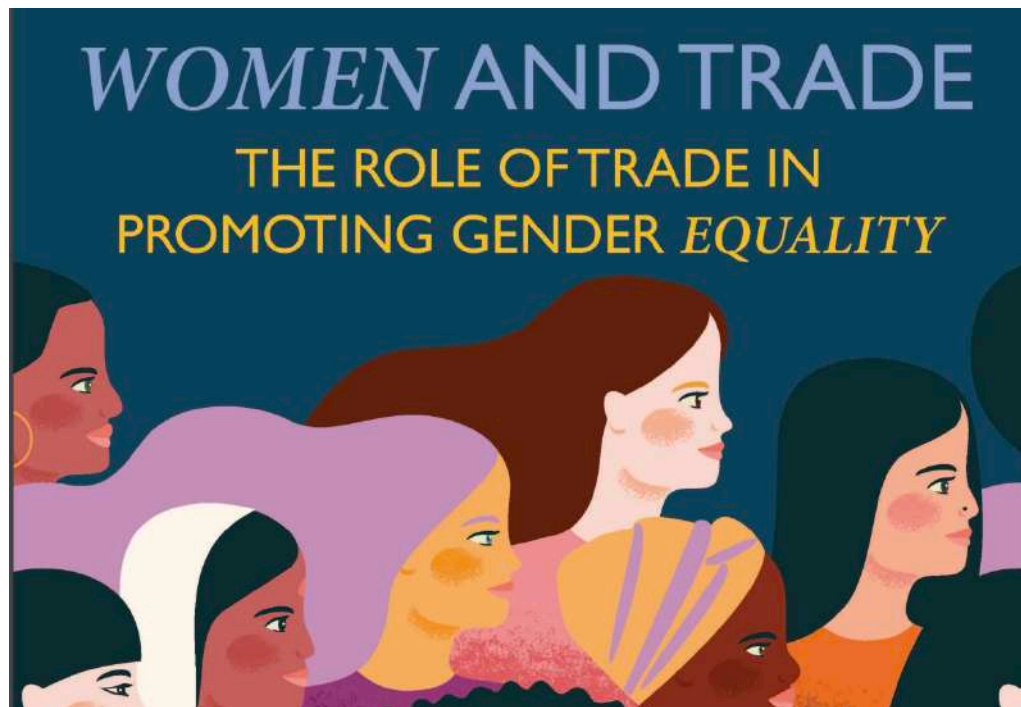


Union for the Mediterranean
Union pour la Méditerranée
الإتحاد من أجل المتوسط

MEETINGS AND CONFERENCES

2020

❖ New Publication "Women and Trade: The role of trade in promoting gender equality" from the WTO 1st September



MEETINGS AND CONFERENCES

2020

❖ New Report from World Bank Group "Women, Business and the Law 2020"

1st September



MEETINGS AND CONFERENCES

2020

❖ Spanish King Felipe VI receives Afaemme's President, Maria Helena de Felipe

Madrid, 10th September



MEETINGS AND CONFERENCES

2020

❖ Afaemme participates in a Workshop organized by International Trade Center

10th October



"Members come first, whatever it is that they need - is the main objective of the association. BSOs must therefore pay special attention to the very specific needs according to the different types of members."

**MARÍA HELENA DE FELIPE
LEHTONEN**

PRESIDENT | FEDERATION OF BUSINESSWOMEN
ORGANIZATIONS IN THE EUROMEDITERRANEAN
(AFAEMME)

MEETINGS AND CONFERENCES

2020

❖ XII MedaWomen Entrepreneur Forum on virtual meeting

Barcelona, 20th November



Cambra de Comerç
de Barcelona



ascame



Union for the Mediterranean
Union pour la Méditerranée
الاتحاد من أجل المتوسط

IE Med.
European Institute of the Mediterranean



Co-funded by:

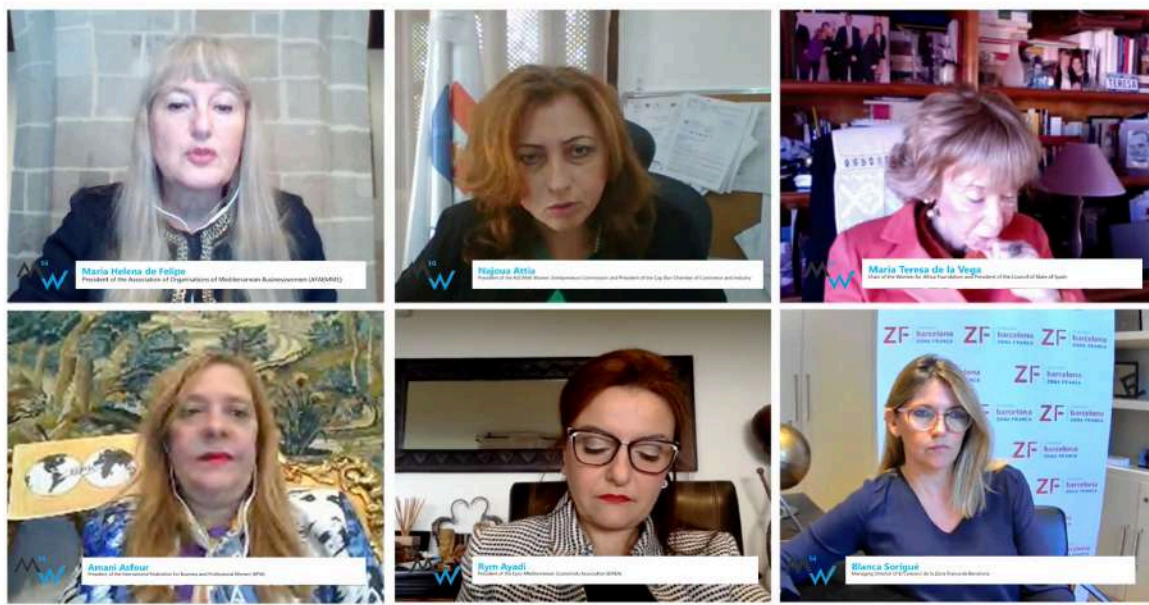


MEETINGS AND CONFERENCES

2020

❖ XII MedaWomen Entrepreneur Forum on virtual meeting

Barcelona, 20th November



MEETINGS AND CONFERENCES

2020

❖ XII MedaWomen Entrepreneur Forum on virtual meeting

Barcelona, 20th November



MEETINGS AND CONFERENCES

2020

❖ General Meeting AFAEMME

Barcelona, 20th November



MEETINGS AND CONFERENCES

2020

❖ EMEA organizes the Conference "What Pillars for Resilience of the Socio-Economic Models Post COVID-19 Pandemic in the Mediterranean?" Afaemme's Presidents participated 20th December

17-18 DECEMBER 2020 – 2PM CET

EMNES VIRTUAL ANNUAL CONFERENCE 2020:

"WHAT PILLARS FOR RESILIENCE OF THE
SOCIO-ECONOMIC MODELS POST COVID-19
PANDEMIC IN THE MEDITERRANEAN?"



EURO-MEDITERRANEAN
NETWORK FOR ECONOMIC STUDIES
الجمعية الأوروبية لدراسات الاقتصاديات



PUBLICATIONS

ACTIVITIES 2020

ACCOUNTS 2020

ACCOUNTS 2020

ANNUAL COMPARISON

2019

2020

TOTAL INCOME

65.398,17 €

19.650,11 €

❖ Net Income (Revenue)

23.032,13 €

2.990,00 €

❖ Grants (TOTAL):

42.366,04 €

16.660,11 €

▪ Spanish Women Institute

7.246,48 €

15.672,11 €

▪ Ministry of Health, Social Policies & Equality

35.000,00 €

▪ Catalan Women Institute

119,56 €

988,00 €

ACCOUNTS 2020

ANNUAL COMPARISON

TOTAL EXPENSES

❖ Staff Expenses

❖ Other Expenses:

- Office and computing equipment (tf)

- Insurances

- Banking services (commissions)

- Banking interest

- Advertising and translations

- Travel expenses

- Fees

- Professional services & partners payments

- Other expenses (web hosting)

- Taxes

2019
65.335,10 €

41.809,00 €

23.526,10 €

3.728,15 €

643,83 €

253,60 €

0,00 €

2.096,38 €

2.873,43 €

9.715,88 €

4.017,57 €

197,26 €

2020
19.596,16 €

5.455,43 €

14.140,73 €

2.854,98 €

823,88 €

938,60 €

1.257,01 €

171,54 €

39,10 €

500,00 €

3.467,61 €

3.621,96 €

466,05 €

=====

PROFIT

68,66 €

53,95 €

PRESIDENCE DEBTS

(12.695,45 €)

(19.112,88)

BANK LOAN

(27.083,51 €)

BUDGET – INCOME & EXPENSES 2021

Incomes

Own financing	3.000 €
Grants	52.000 €
TOTAL INCOMES	55.000 €

Expenses

Staff	30.000 €
Other expenses	25.000 €
TOTAL EXPESES	55.000 €

RESULTS **0 €**

ACTIVITIES 2020 & SUGGESTIONS FOR THE FUTURE

PROGRAM OF ACTIVITIES 2020

Regular Activities of the Association:

- Meetings with Member Organisations to analyze new project opportunities and apply for funding
- Integration of new members to AFAEMME
- Promotion of Gender Equality
- Support women entrepreneurs, businesswomen and professionals; and businesswomen organizations
- Lobbying for greater gender equality in the economy (women's access to decision-making)
- Dissemination of the association's projects and activities
- Application to international Calls for Proposals (Grant Application)
- Exploration of sponsorship opportunities
- Organization of related activities

SUGGESTION 1: PROMOTION OF WOMEN IN DECISION-MAKING POSITIONS

As our Member and Association which is involved in promoting gender equality,

in order to Promote Women in Boards of Directors

WE ASK EACH OF YOU TO GIVE US:

Several names of women in your country to take part as
Speakers in International Forums and Conferences

Several names of women in your country to be appointed as
Company's Board Members

SUGGESTION 1: **PROMOTION DES FEMMES DANS LES POSITIONS DE PRISE DE DÉCISION**

Notre membre et association qui est impliqué dans la promotion de l'égalité des sexes, afin de promouvoir les femmes dans les conseils d'administration

NOUS DEMANDONS À CHACUN DE VOUS DONNER:

Plusieurs noms de femmes dans votre pays pour participer
Intervenants dans les forums et conférences internationaux

Plusieurs noms de femmes dans votre pays sont
Membres du conseil d'administration de la société

SUGGESTION 2:

AFAEMME SHOULD BE REPRESENTED ON THE WEBSITE OF ITS MEMBER ASSOCIATIONS

- SHGPAZ - Albania – www.shgpaz.al
- AWP - Albania – <https://awomaninpower.org/>
- WIBA - Algeria – <http://facebook.com/WIBA-Community>
- SEVE - Algeria - cdahech.wix.com/seve
- AME - Algeria – www.ame-dz.org
- AFCARE - Algeria - NO WEBSITE
- RAFA - Algeria – <http://facebook.com/rafadz.org>
- AFEV - Algeria - <http://www.afev-alger.dz/>
- ONE B&H - Bosnia – www.upzbih.ba
- FOUNDATION 787 Bosnia - www.fondacija787.ba
- KRUG - Croatia- www.krug.com.hr
- WE - Croatia- www.wecroatia.com
- BPW - Croatia- www.bpw.hr
- BPW - Cyprus - <http://www.bpwcyprus.org.cy/>
- EBWA - Egypt - NO WEBSITE
- AWTAD - Egypt - www.awtad-egypt.org
- BWE21 - Egypt – www.bwe21.com
- FCE - France- www.fcefrance.fr
- AREFFE - France - www.fcefrance.com
- SEGE - Greece - www.sege.gr

- AIDDA - Italy – www.aidda.org
- IWW - Italy – www.womenatworkitalia.it
- YWEA - Italy – NO WEBSITE
- FIDAPA - Italy - www.fidapa.org
- TERZIARIO DONNA CONFCOMMERCIO - Italy - www.confcommercio.it
- CNA Donna Impresa - Italy - www.cna.it
- APID - Italy - www.apid.to.it
- SELENA - Italy – <http://www.selenaitaly.com/en>
- ITWIIN - Italy - www.itwiin.org
- JORDAN WOMEN INDUSTRIAL COMMUNITY ASS. – NO WEBSITE
- JFBPW - Jordan - www.bpwa.org.jo
- LBWA - Lebanon - NO WEBSITE
- LLWB - Lebanon - <http://www.llwb.org/>
- LIBYAN WOMEN FORUM – www.libyanwomenforum.com
- LIBYA NETWORK TO SUPPORT & EMPOWER WOMEN - Facebook.com
- MAWB - Malta - www.mawb.eu
- FOUNDATION FOR WOMEN ENTREPRENEUR - Malta - www.women.org.mt
- POSLOVA ZENA – www.poslovnazena.me
- AFEM Morocco - www.afem.ma
- BUSINESS WOMEN FORUM PALESTINE – (BWF) – www.bwf.ps
- BPW RAMALLAH - Palestine- NO WEBSITE
- APME - Portugal – www.mulherportuguesa.com
- AFCE - Monaco - www.afce-monaco.org

- GIZ PODJETNOST - Slovenia- <http://network-mema.com/>
- MAWRED - Syria - NO WEBSITE
- AFYDE - Spain - NO WEBSITE
- FAME - Spain - www.empresariasandaluzas.es
- ASEME - Balears Spain - NO WEBSITE
- AMEC - Spain - www.empresariascastellon.com
- ACCE - Spain - NO WEBSITE
- OMEP - Spain - www.omep.es
- ADE Spain – NO WEBSITE
- MAWRED - Syria – NO WEBSITE
- CNFCE - Tunisia - www.cnfce.org
- FEMMES & LEADERSHIP - Tunisia – No Website
- CIFE – Tunisia – [facebook.Com](https://www.facebook.com/cife.tn)
- FTLM – Tunisia - www.Ftln.Org
- IZIKAD - Turkey – www.izikad.org
- KEP BURSA – Turkey – www.kadinekonomiplatform.org
- ANGIKAD - Turkey - www.antikad.org.tr
- YOZGAT - Turkey - No Website
- BUIKAK - Turkey – [www. Buikad.org.tr](http://www.Buikad.org.tr)
- ANTIKAD - Turkey – www.antikad.org.tr
- KAGIDER - Turkey – www.kagider.org
- ARAB INTERNATIONAL WOMEN'S FORUM - www.aiwfonline.com

SUGGESTION 3: PUBLISH THE PROFILES OF ALL THE MEMBERS OF AFAEMME's BOARD

At www.afaemme.org/boardofdirectors.php we publish the profiles of our Board Members:

MEMBER PROFILE

THE ASSOCIATION

Ms Hilda Awwad, *President, Business & Professional Women, Ramallah Club, Palestine*, holds a Master's Degree in Social Science from Birzeit University. Working in international and multicultural environments has provided her with a global perspective, a large and diversified international network, and a good understanding of similarities and differences between different cultures. I started my career as a President of BPW Ramallah Club since 2011. I obtained certificates in different fields, project management, how to be a good mentor, Public Relation, writing proposals..etc) .

Business and Professional Women Ramallah Club is a not-for-profit business but for serving Palestinian professional women and increasing their contribution to developing and empowering business and professional women. The Club is dedicated to achieve its objectives through technical and professional support, advocacy, networking and fostering constructive dialogues and actions that empower businesswomen nationally.

The Club was set out to achieve positive changes for Palestinian women by working on issues within the framework of human rights with a legislative focus. It encourages women in Palestine who are ready to make great strides towards owning and running their own businesses. I believe that it is right now the time for women to participate and contribute to create a new world where we can all have a safe and happy life, develop our talents and enjoy liberty and independence.

Contact:Ms Hilda Awwad
Telephone:+9702954430
Mobile:+970599839992
Address:Ramallah



Mrs. Hilda Awwad

- Position: President of Business and Professional Women Ramallah Club (BPW-Palestine)
- Nationality: Palestinian
- Country of residence: Palestine



SUGGESTION 3: PUBLIER LES PROFILES DE TOUS LES MEMBRES DU CONSEIL D'AFEMME

Au site web www.afaemme.org/boardofdirectors.php on fait publique le profil des membres du Conseil:

MEMBER PROFILE

THE ASSOCIATION

Ms Hilda Awwad, President, Business & Professional Women, Ramallah Club, Palestine, holds a Master's Degree in Social Science from Birzeit University. Working in international and multicultural environments has provided her with a global perspective, a large and diversified international network, and a good understanding of similarities and differences between different cultures. I started my career as a President of BPW Ramallah Club since 2011. I obtained certificates in different fields, project management, how to be a good mentor, Public Relation, writing proposals..etc) .

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Mrs. Hilda Awwad

- Position: President of Business and Professional Women Ramallah Club (BPW-Palestine)
- Nationality: Palestinian
- Country of residence: Palestine



The following profiles/Cvs of our Board Members should be in our website:

- Mrs. Mercedes Delgado
- Mrs. Aicha Kouadri
- Mrs. Joëlle Baccialon
- Mrs.Laila Doukkali
- Karima Bergheul
- Mrs. Cristina de Arozamena Herrero
- Mrs. Claudia Torlasco
- Mrs. Khedidja Louisa Belhadi
- Mrs. Maite Balada
- Mrs. Hande Ozturk
- Dr. Aynur Dogan
- Mrs. Brigitte Sardo
- Mrs. Haifa Fahoum Al Kaylani
- Mrs. Asmaa Morine
- Mrs. Joana Pons
- Mrs. Shireen Allam
- Mrs. Oya EROĞLU
- Mrs. Hilda Awwad
- Mrs. Alida Perkov
- Mrs. Mary Papadopoulou
- Ms. Shuar Bitar
- Mrs. Ljubica Kostic-Bukarica
- Dr. Yomna El Sheridy
- Mrs.Leila Belkhiria Jaber
- Mrs. Rachida Jebnoun
- Mrs. Maria Fermanelli
- Dr. Amany Asfour
- Mrs. Ana Alonso
- Mrs. Anne-Sophie Panseri
- Mrs. Sana Ghenima
- Mrs. Maria Concetta Oliveri

The following profiles/Cvs of our Board Members should be in our website:

- Mrs. Dijana Duvnjak
- Mrs. Angele Giuliano
- Mrs. Raoudha Lakhal Ben Saber
- Mrs. Marta Turk
- Mrs. Giovanna Avellis
- Mrs. Patrizia Angelini
- Mrs. Betül Sezgin
- Mrs. Taghrid Nafeisi
- Mrs. Katya Abbasi
- Mrs. Ermine Erdem
- Mrs. Gülsen Sentürk
- Mrs. Dragica Jerkov
- Mrs. Leila Karami
- Mrs. Shahrazad Magrabi
- Mrs. Cynthia Abou Khater
- Mrs. Charlotte Gregory
- Mrs. Bedour Taha
- Mrs. Carmen Botella
- Mrs. Aida Zubcevic
- Mrs. Samira Hadjdjilani
- Mrs. Tsaltampasi Apostolina
- Mrs. Elda Lettieri/Cristina Visconti (IR)
- Mrs. Farida Guerfi
- Mrs. Flutura Xhabija
- Mrs. Patrizia Di Dio
- Mrs. Carla Fiorio
- Mrs. Lili Rodic
- Mrs. Fairouz Habache
- Mrs. Hacer Güçlü
- Mrs. Joanna Musialik

SUGGESTION 4: PROJECT SHARING SCHEME

OBJECTIVE

→ To share successful projects and duplicate them in other regions or countries, by applying for relevant funding, only for AFAEMME members.

METHOD

- Send:
- * The project title
 - * A short description
 - * The amount of funding received
 - * Contact details for further information

SUGÉRANCE 4: **SYSTÈME DE RÉPARTITION ET PARTAGEMENT DE PROJETS**

OBJÉCTIF

→ Partager les projets réussis et les reproduire dans d'autres régions ou pays, en faisant une demande de financement pertinente, uniquement pour les membres AFAEMME.

MÉTHODE

→ Envoyer:

- * Titre du projet
- * Une brève description
- * Le montant du financement reçu
- * Données de contact pour recevoir plus d'information



BACKGROUND

DIRECTIVE 2006/54/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL, on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, 5 July 2006.

NEED

To implement Equal Opportunities in business organisations by means of :

1. Complying with each country's international, European and national legislation
2. Establishing an Equality Management System through the International Standards for Gender Equality



MAIN OBJECTIVE

To establish the **International Standards for Gender Equality** in Europe as a differentiating element for organisations that promote and support in their internal functioning Equal Opportunities between women and men, and the NON-discrimination of women in the work environment.

OBJECTIVES

To establish a consulting and certification network to achieve the main objective.



WHAT HAVE WE ACHIEVED?

To approve AFAEMME as a certifying body for the SGI Standards on Gender Equality in organisations.





WHAT DO WE PROPOSE?

The approval of our partners as reference consultancy organisations for the implementation of the standards of Gender Equality in each country.





WHAT WILL WE ACHIEVE?

Mainstreaming in the achievement of Real and Effective Equality

Our partners' regulatory compliance

Promoting Equality and Diversity

Effectively combating sexual and gender-based harassment

A recurring business line in consulting

Talent retention



EQUAL OPPORTUNITIES CONSULTANCY

To develop the Equality Consultancy, a special accreditation issued by SGI STANDARDS will be required.

1st Phase: Equality diagnosis, Equality Plan, Remuneration register (pay gap), Protocol for sexual and/or gender-based harassment and complaints channel.

2nd Phase: Equality Management System according to SGI 20.10; implementation of equal pay criteria, harassment and diversity management; development and implementation of proceedings and records.

3rd Phase: Training as Corporate Equality Officer, training of the organisation's staff, internal audit and preparation for certification audit.

EQUAL OPPORTUNITIES CERTIFICATION

A special accreditation issued by SGI STANDARDS will be required for the certification process.

- SGI 20.10 Audit
- SGI A-20 Audit
- SGI R-20 Audit
- SGI D-20 Audit



A partnership agreement is proposed



Technical assistance to AFAEMME. Issue of seals. Approval of organisations.

Certifying authority for clients provided by AFAEMME.

AFAEMME's partner organisations will carry out consulting work. Likewise, the partners will be able to establish guidelines in each country for the development and implementation of the standards.

NEXT GENERAL MEETING PROCHAINE ASSEMBLÉE GÉNÉRALE



**THANK YOU VERY MUCH
FOR YOUR ATTENTION
LOOKING FORWARD TO SEE YOU SOON!!**

