
“When women do well, so do economy and business”

BPWI International Standing Committee on Health

Action Plan 2011-2014

Luisa Monini Brunelli
Health Committee Chairperson 2011-2014
BPW International
Mobile: +39-339.6881307
Fax: +39-030-3387595
E-mail: monini.luisa@gmail.com



Empowered Women Leading Business

Italy Presentation Oct 2011 - no builds.pdf - Adobe Reader

File Edit View Window Help

3 / 34 64.1%


Comment

B P W International

International Federation of Business & Professional Women

- ▶ Founded in 1930
- ▶ An influential international network of 30,000 business and professional women
- ▶ Affiliates in 96 countries across 5 continents
- ▶ Consultative Status at ECOSOC/United Nations since 1947

Empowered Women Leading Business
FROM THE TOP | AT ALL LEVELS | IN THE COMMUNITY

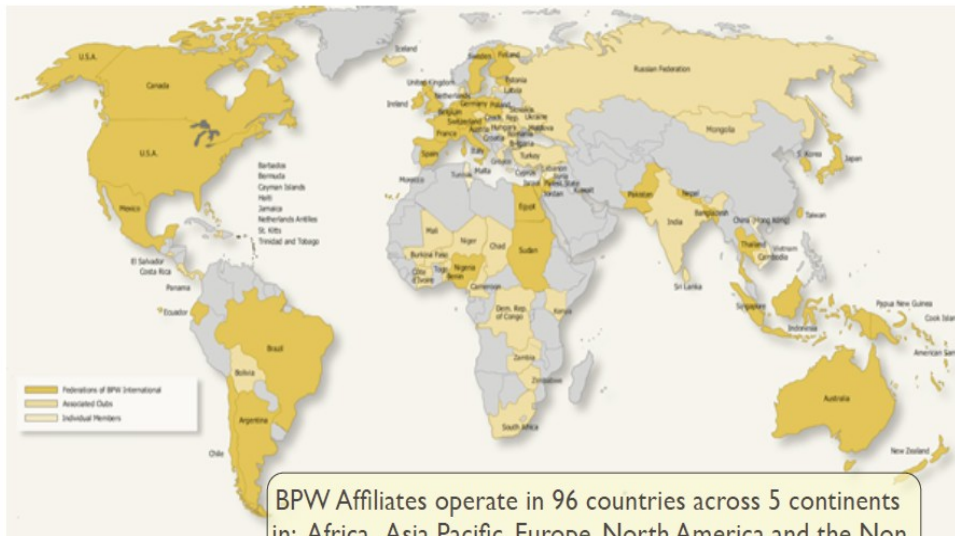


Monday, 10 October 2011

14:24 16/11/2011

Empowered Women Leading Business

BPW World Map



BPW Affiliates operate in 96 countries across 5 continents in: Africa, Asia Pacific, Europe, North America and the Non Spanish Countries in Caribbean, and Latin America and the Spanish Countries in Caribbean

Empowered Women Leading Business
 FROM THE TOP | AT ALL LEVELS | IN THE COMMUNITY



Monday, 10 October 2011

INDEX

- Empowered women leading business
- Wellness Objective 2 (WEP's 2)
- Wellness Objective 3 (WEP's 3)
- Wellness Objective 4 (WEP's 4)

INDEX

· Empowered women leading business

- Golden Goals & Rationale
- WEP's
- Overall Strategies
- Action Plans
- KPI's
- Target dates

Empowered women leading business

GOLDEN GOALS

FREDA MIRIKLIS

Support the BPW International President and Vice President - UN Status of Women in “The common purpose of building a stronger, more meaningful and more prosperous international society based on the women’s improvement”

RATIONALE

- *“If we believe that human rights are women’s rights and that women’s rights are human rights then we cannot accept the ongoing marginalization of half the world population. We cannot accept it morally, politically, socially or economically”
Let us build together and see what we can make (Freda Miriklis)*
- The Commission on the Status of Women (CSW), established in 1946, is the United Nations highest forum on women’s issues. CSW works to achieve equal rights for women and men; CSW also purposes resolutions on promoting women’s rights in political economic, social, civil and educational fields

INTERNATIONAL FOCUS

Empowered women leading business

WEP's

To reach these **goals** we must work on **WOMEN'S EMPOWERMENT PRINCIPLES (WEP's)**

WEP's 2 □ WELLNESS OBJECTIVE 2

Treat all women and men fairly at work- respect and support human rights and non discrimination

WEP's 3 □ WELLNESS OBJECTIVE 3

Ensure the health, safety and well-being of all women and men workers

WEP's 4 □ WELLNESS OBJECTIVE 4

Promote education, training and professional development for women

INTERNATIONAL FOCUS

Empowered women leading business

OVERALL STRATEGIES

- Representative from each Region to lead the Regional Health Network and coordinate regional activities
- Network in each Region of BPW Members who will actively promote the implementation of the strategies attached to health related BPW International resolutions passed at Congress
- Provide the Vice President-UN/5 tatus of women with information and reports as requested
- Maintain our representative status at the WHO
- The objective of World Health Day is to raise global awareness of a specific health theme to highlight a priority area of concern for the World Health Organization (WHO). The Day serves as a launch for a long-term advocacy program for which activities will be undertaken and resources provided well beyond 7 April

INTERNATIONAL FOCUS

Empowered women leading business

ACTION PLANS

- Confirm and activate the Health Standing Committee and Focal Points network.
- Regional Health Committee members to develop the Focal Points network in their Region and encourage local Federations and Affiliates to action the implementation strategies of BPW Health Policies.
- Develop and maintain active on going communication with Michele Gerber, the BPWI Permanent Representative at the WHO, and provide information / reports as required.
- Develop communication with Freda Miriklis and provide information / reports as required. Support BPWI organization review process as called for by the BPW International President.
- Encourage all affiliates to undertake an activity that observes and promotes the annual theme of the World Health Day on April 7th each year. The theme for 2012 is the ‘Healthy Ageing’ (follow the proposed collaborative projects: WEP’s 2 / WEP’s 3).

INTERNATIONAL FOCUS

Empowered women leading business

KPI's

Health Committee and Action Group members are confirmed and received the following information:

- Membership List and contact details
- Standing Committee and Task Force Guidelines
- Draft Health Committee Strategic Plan
- *WHO-BPW Collaboration Plan between WHO Department of Gender, Women and Health, and International Federation of Business and Professional Women 2011-2014 sent to Health Committee and Action Group
- Reports / information provided by requested dates
- Respond to requests by due dates
- Triennial Report to WHO by August 2013
- Respond to requests by due dates
- Notify Health Committee and affiliates of the annual theme in February each year
- At least 50% of affiliates will report an activity to observe World Health Day each year

INTERNATIONAL FOCUS

Empowered women leading business

TARGET DATES

- Interest Group formed (*number of members TBD*)
- Awaiting Committee member appointments
- 31/3/2012
- As requested
- 7th April annually

INDEX

- Empowered women leading business

- **Wellness Objective 2 (WEP's 2)**

- Project A: Prevention of work-related stress
- Project B: Prevention on the work place against the “harassment”
- Project C: Work-related violence

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project A: Prevention of work-related stress

Rationale

The changing world of work is increasing demands on workers, though downsizing and outsourcing, the greater need for flexibility in term of function and skills, increasing use of temporary contracts, increasing job insecurity and work intensification (with higher workload and more pressure), and poor work-life balance stress in the workplace is now widely recognized as a major problem facing a growing number of companies all over the world. Stress at work affect anyone at any level. Protracted stress becomes a risk to safety and health.

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project A: Prevention of work-related stress

Strategies

Work in collaboration and synergy with:

- The UN liaison, our vice-President Huguette Akplogan, the BPWI representative to the Commission on the Status of Women (CSW)
- The WHO liaison, through Michelle Gerber, the BPW International representative to the WHO.
- In order to reach BPW goals of women's health in the world, it would be useful to seek solutions and establish synergies with
 - UN Special Agencies as: UNIFEM, UNGC, FAO, ILO, UNESCO, UNICEF, UNAIDS, WHO, DPI, Government departments and study groups and encourage Affiliates to press for change in legislation where necessary.
 - UN Regional Offices as: UNECE, ECLAC, ESCAP, ESCWA

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project A: Prevention of work-related stress

Action Plan

- Promote prevention and health at work
- Prevent absenteeism , turnover, disciplinary actions related to stress at work
- Inform about stress psycho-somatic reactions (back problems, headaches, weakened immunity, heart problems, hypertension, depression...)

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project A: Prevention of work-related stress

KPI's (Performance Indicators)

1. A) At least 80% of affiliates Clubs must prepare information campaigns (leaflet, calendars, gadgets, commercials, posters) for the people to spread the women's health and wellbeing in the work place
2. A) At least 30% must organize eye-to eye meetings with experts
3. A) At least 30% of affiliate must ask Institutions to publish data concerning the well being in the work place and plans of organizational risks
4. A) At least 50% of Clubs must propose the appointment for a "diversity manager" in every Company or Consortium
5. A) At least 80% of affiliate must promote appropriate work settings within Companies (lights, spaces, noises, loads, temperature, distances etc) and ask for spaces and routes of physical well-being
6. A) Almost 80% of Clubs must encourage days for training and single and group health prevention at the Companies

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project A: Prevention of work-related stress

Target Dates

1.	A	Annual Report	[insert deadline]
2.	A	Annual Report	[insert deadline]
3.	A	Biennial Report	[insert deadline]
4.	A	Biennial Report	[insert deadline]
5.	A	Biennial Report	[insert deadline]
6.	A	Annual Report	[insert deadline]

INDEX

- Empowered women leading business

- **Wellness Objective 2 (WEP's 2)**

- **Project A: Prevention of work-related stress**
- **Project B: Prevention on the work place against the “harassment”**
- **Project C: Work-related violence**

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project B: Prevention on the work place against the “harassment”

Rationale

Harrasment (also known as bullying, mobbing, or psychological violence) refers to repeated, unreasonable behavior directed towards an employee, or group of employees, aimed at victimizing, humiliating, undermining or threatening harassed person

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project B: Prevention on the work place against the “harassment”

Strategies

Work in collaboration and synergy with:

- The UN liaison, our vice-President Huguette Akplogan, the BPWI representative to the Commission on the Status of Women (CSW)
- The WHO liaison, through Michelle Gerber, the BPW International representative to the WHO.
- In order to reach BPW goals of women's health in the world, it would be useful to seek solutions and establish synergies with
 - UN Special Agencies as: UNIFEM, UNGC , FAO , ILO , UNESCO , UNICEF , UNAIDS , WHO , DPI, Government departments and study groups and encourage Affiliates to press for change in legislation where necessary.
 - UN Regional Offices as: UNECE , ECLAC , ESCAP , ESCWA

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project B: Prevention on the work place against the “harassment”

Action plan

- Promote social and corporate culture of prevention from harassment.
- Spread a participating leadership favouring individual's worth and organizational well-being (Health, and quality of life in health care settings are issues of increasing interest for nurse managers. It is important in health care setting to evaluate organizational health of nurses with a method of active listening that will bring out the perception they have about their own organization. Researching in their field of organizational health, managers can analyze their context and define actions that take into account the suggestions of their staff.)
- Raise awareness of Organizations and Institutions in setting up the taking of responsibility for harassment victims as well as their assistance

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project B: Prevention on the work place against the “harassment”

KPI's (Performance Indicators)

- 1 B) At least 80% of affiliate Clubs must organize events and information campaigns (leaflets, commercials, posters), making also use of the mass media
- 2 B) At least 50% of Clubs must ask for the arrangement and the spreading of the Company's ethical documents (website/wall spaces, etc)
- 3 B) At least 80% of Clubs must ask Companies to arrange projects for organizations free from violence in the work place
- 4 B) 100% of Clubs must set up the BPW international “Violence Free Work Award “for best manager and best Company
- 5 B) At least 80% of Clubs must urge Companies and Institutions to open centres for counselling and legal actions for the victims of violence at work

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project B: Prevention on the work place against the “harassment”

Target Dates

1.	B	Annual Report	[insert deadline]
2.	B	Biennial Report	[insert deadline]
3.	B	Biennial Report	[insert deadline]
4.	B	Biennial Report	[insert deadline]
5.	B	Biennial Report	[insert deadline]

INDEX

- Empowered women leading business

- **Wellness Objective 2 (WEP's 2)**

- **Project A: Prevention of work-related stress**
- **Project B: Prevention on the work place against the “harassment”**
- **Project C: Work-related violence**

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

Rationale C.1 (Physical violence)

Physical violence is one of the most serious occupational hazards, it covers insults, threats or physical aggression, the consequences of violent incidents, which include injury, post-traumatic stress disorder, sickness absence and poor job performance, can be extremely serious for both individuals and Organizations

Rationale C.2 (New technologies)

New technologies (including mobile telephony, wireless media devices and on-line space such as the world wide web) and the applications they make available (social networking sites such as facebook and myspace, twitter, you tube and other interactive media) provide unparalleled opportunities for people across the world, especially young people, to break down barriers that isolate and separate them sadly, as technology advances, becoming cheaper and more accessible, and as children and young people grow in skills and familiarity and move out of the protection nets once provided by their families and other adult carers, there is an urgent need to take action in this area. This action should be complementary to the action of Government and law enforcement, and should focus on using the social outreach and privileged position of BPWI in the community. (Resolution 2 Helsinki 2011)

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

Strategies (under rationale C.1 & C.2)

Work in collaboration and synergy with:

- The UN liaison, our vice-President Huguette Akplogan, the BPWI representative to the Commission on the Status of Women (CSW)
- The WHO liaison, through Michelle Gerber, the BPW International representative to the WHO.
- In order to reach BPW goals of women's health in the world, it would be useful to seek solutions and establish synergies with
 - UN Special Agencies as: UNIFEM, UNGC, FAO, ILO, UNESCO, UNICEF, UNAIDS, WHO, DPI, Government departments and study groups and encourage Affiliates to press for change in legislation where necessary.
 - UN Regional Offices as: UNECE, ECLAC, ESCAP, ESCWA

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

- Action Plan (under rationale C.1 - *Physical violence*)

- Propagate the “culture” of safety in the workplace- working with the public, handling money, working alone - (including journeys to and from work and at home)
- Prepare positive actions for the prevention of abuse, sexual and non sexual violence in workplaces, at home and in social spaces
- Drive Governments to prepare regulations for the protection of women in the workplace, at home and in social spaces

- Action Plan (under rationale C.2 - *New technologies*)

- Train women to use and exploit “networks and cloud services ”
- Eradicate the inappropriate use of technology against violence on women and girls (Resolution 2)
- Develop a social opportunity and healthcare model using the principles of Cloud Services
- Improve the quality of life of elderly people and their carers and relatives
- Help to personalise Health and social care
- Raise awareness and building consensus via the cooperation of stakeholders and the establishment of a best practices internet portal for smart homes and independent applications

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

KPI's (Performance Indicators under rationale C.1 - *Physical violence*)

1. C.1) At least 80% of affiliates Clubs must prepare information campaigns (leaflet, calendars, gadgets, commercials, posters) for the people to spread the women's health and wellbeing in the work place
2. C.1) At least 30% must organize eye-to eye meetings with experts
3. C.1) At least 30% of affiliate must ask Institutions to publish data concerning the well being in the work place and plans of organizational risks
4. C.1) At least 50% of Clubs must propose the appointment for a "diversity manager" in every Company or Consortium
5. C.1) At least 80% of affiliate must promote appropriate work settings within Companies (lights, spaces, noises, loads, temperature, distances etc) and ask for spaces and routes of physical well-being
6. C.1) Almost 80% of Clubs must encourage days for training and single and group health prevention at the Companies

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

KPI's (Performance Indicators under rationale C.2 - New Technologies)

1. C.2) At least 80% of affiliate Clubs must organize information Campaigns (leaflet, calendars, gadget, commercials, posters) against the misuse of technology for the end of violence against women and girls, as a standard requirement of educational and workplace safety
1. C.2) At least 50% of Clubs must work through the system of UN Representatives to promote the inclusion of "sexual violence and modern technology" in UN debates and resolutions on violence against women and girls, and to monitor responses to the problem through the UN system.

(Resolution 2, submitted from BPW Australia at the XXVII BPW International Congress Helsinki 2011)

WEP's 2

Treat all women and men fairly at work-respect and support human rights and non discrimination

Wellness Objective 2:

- Project C: Work-related violence

Target Dates

1. C.1)	Annual Report	[insert deadline]
2. C.1)	Annual Report	[insert deadline]
3. C.1)	Annual Report	[insert deadline]
4. C.1)	Biennial Report	[insert deadline]
5. C.1)	Annual Report	[insert deadline]
6. C.1)	Annual Report	[insert deadline]
1. C.2)	Annual Report	[insert deadline]
2. C.2)	Annual Report	[insert deadline]

INDEX

- Empowered women leading business
- Wellness Objective 2 (WEP's 2)
- **Wellness Objective 3 (WEP's 3)**
- Wellness Objective 4 (WEP's 4)

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- Project A: Promote women's health by means of: information, training, education, prevention, cure and care

Rationale

"Women's rights are human rights" this was the main message sent from the Beijing action platform in 1995 shared by all the Governments of the World. Such message was reaffirmed at the meeting held in New-York in March 2005, at the UN building, during the fifth World Conference on Women "Beijing + 10".

At the next meeting in 2015, still in Beijing, the Governments of the whole World will have to fully undertake turning those commitments into reality in order to assert women's human rights. First of all the right of global health intended as physical, psychic and social condition.

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- Project A: Promote women's health by means of: information, training, education, prevention, cure and care

Strategies

Work in collaboration and synergy with:

- The UN liaison, our vice-President Huguette Akplogan, the BPWI representative to the Commission on the Status of Women (CSW)
- The WHO liaison, through Michelle Gerber, the BPW International representative to the WHO.
- In order to reach BPW goals of women's health in the world, it would be useful to seek solutions and establish synergies with
 - UN Special Agencies as: UNIFEM, UNGC, FAO, ILO, UNESCO, UNICEF, UNAIDS, WHO, DPI, Government departments and study groups and encourage Affiliates to press for change in legislation where necessary.
 - UN Regional Offices as: UNECE, ECLAC, ESCAP, ESCWA

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- **Project A: Promote women's health by means of: information, training, education, prevention, cure and care**

Action Plan

1. **Inform** women on the appropriate diet in terms of: quantity, quality, safety, eco sustainability and profitability, using all available MASS-MEDIA.
2. **Educate** women in how to fight malnutrition due to both too rich or too poor diet, in different Countries. (Mediterranean diet, vegetarian diet ...).
3. **Promote** the culture of living and not of mere survival among women: emergency situations, disasters, crises, conflicts and poverty.
4. **Help** women to combat infectious diseases (HIV, malaria, TBC) and chronic-degenerative diseases (Non Communicable Diseases: obesity, diabetes, hypertension, stroke, heart attack, neurodegenerative diseases, arthritis, osteoporosis) and other disabilities (para and tetraplegia).
5. **Guide** women towards right physical activities, even by means of dance and music, for the control of neurodegenerative diseases (Parkinson, Alzheimer), Osteoporosis (posture control, falling prevention) and endocrine-metabolic diseases (diabetes, obesity etc...).
6. **Prepare** itineraries of "cure "and "care "for women suffering from: breast, uterine, colorectal cancer; diabetes, obesity, osteoporosis, hypertension, heart and circulation diseases, neurodegenerative diseases, dementias, depression, anxiety, drugs abuse syndrome etc.
7. **Establish** women's services for sick women's treatment (special openings at week-ends and in the late evening).

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- Project A: Promote women's health by means of: information, training, education, prevention, cure and care

KPI's (Performance Indicators - slide 1 of 2)

1. At least 80% of Affiliate Clubs must prepare open networks for interactive information-education on women's health
 2. At least 50% of Affiliates must prepare information campaigns (leaflets, calendars, gadgets, commercials, posters) at least 30% must organize eye-to-eye meetings with Experts
 3. At least 100% of Clubs must raise awareness and help Countries prepare survival emergency plans; at least 30% must contribute to disseminate and train women in survival emergency plans
- 3 bis) Clubs must prepare a favourable setting to women's income sources and micro-businesses, also using microcredit as a tool
- 3 ter) At least 80% of Clubs must promote events devoted to the values of life: "Life is Beautiful" (cosmetic treatments, fashion, spa treatments, cultural and music meetings, relaxation techniques, indoor/outdoor physical exercise, good sexual activity, good food ...)

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- Project A: Promote women's health by means of: information, training, education, prevention, cure and care

KPI's (Performance Indicators - slide 2 of 2)

- At least 70% of Affiliates must work closely with Politicians, operating Institutions and NGOs, for the prevention of infectious diseases, 50% of whom must prepare meetings and discussions with Experts.
 - 4 bis) At least 50% of Clubs must raise awareness of Institutions for the setting up of information campaigns on personal hygiene and protection of skin and mucous membranes.
 - 4 ter) At least 50% of Clubs must raise the awareness of Government and private Institutions for "Gender research on health and social life".
- At least 70% of Affiliates shall organize dancing, local culture and ritual nights, dancing courses; at least 50% must prepare meetings and discussions with Experts.
- At least 70% of Affiliates must work closely with Politicians, operating Institutions and NGOs, in promoting and disseminating cure and care programmes, at least 50% must prepare meetings and discussions with Experts.
 - 6 bis) In developing Countries, Clubs must promote education and vocational training of healthcare workers (nurses, midwives)
- At least 30% of Clubs must prepare agreements with Institutions and Healthcare Organizations to open "Women's Day Services".

WEP's 3

Ensure the health, safety and well-being of all women and men workers

Wellness Objective 3:

- Project A: Promote women's health by means of: information, training, education, prevention, cure and care

Target dates

1.	Annual Report	[insert deadline]
2.	Annual Report	[insert deadline]
3.	Annual Report	[insert deadline]
4.	Annual Report	[insert deadline]
5.	Biennial Report	[insert deadline]
6.	Biennial Report	[insert deadline]
7.	Biennial Report	[insert deadline]

INDEX

- Empowered women leading business
- Wellness Objective 2 (WEP's 2)
- Wellness Objective 3 (WEP's 3)
- Wellness Objective 4 (WEP's 4)

- Project A: Promote Health Education
- Project B: Promote Training and Professional Development

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project A: Promote Health Education
- Project B: Promote Training and Professional Development

Rationale

Empowered women leading business

Primary education is the key to achieve the Millennium Development Goals by 2015. Still today, however, there are more than 70 million children out of school, half of whom live in sub-Saharan Africa and are mostly girls. Education for thousands of girls means salvation from everything that lack of which means lack of awareness of themselves, of their own rights, of access to care, of safeguard of their own children, of becoming an integral part of their own country's social-economic life and, in the end, of becoming real citizens of the world.

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project A: Promote Health Education
- Project B: Promote Training and Professional Development

Strategies

Work in collaboration and synergy with:

- The UN liaison, our vice-President Huguette Akplogan, the BPWI representative to the Commission on the Status of Women (CSW)
- The WHO liaison, through Michelle Gerber, the BPW International representative to the WHO.
- In order to reach BPW goals of women's health in the world, it would be useful to seek solutions and establish synergies with
 - UN Special Agencies as: UNIFEM, UNGC, FAO, ILO, UNESCO, UNICEF, UNAIDS, WHO, DPI, Government departments and study groups and encourage Affiliates to press for change in legislation where necessary.
 - UN Regional Offices as: UNECE, ECLAC, ESCAP, ESCWA

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project A: Promote Health Education

Action Plan

1. Ensure attendance facilities for Instruction and Education
2. Set up educational plans for Health education
3. Educate girls and women in the personal hygiene
4. Improve hygiene in food and nutrition
5. Improve the teaching of the reproductive path, especially among young women
6. Spread the “culture” of healthy lifestyles
7. Promote the “culture “ of ‘Friendly “Countries “ for all women, especially for disabled and elder ones

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project A: Promote Health Education

KPI's (Performance Indicators for Project A)

- 1_2 At least 70% of affiliated Clubs must push and urge Governments, Private and Public Institutions and NGOs, to ensure instruction and education by means of appropriate facilities and dedicated personnel, especially in health care. At least 50% of them must organize meetings and public discussions with experts, especially in emerging Countries
3. At least 80% of Clubs must set up information campaigns to spread the importance of personal hygiene to prevent STDs (sexually transmitted diseases) and their consequences in the sexual and reproductive life
4. At least 70% of Clubs must push Governments, Public and Private Institutions, and NGO's to increase resources, strengthen facilities and build effective partnerships, to make sure that all the people living in low- and middle-income countries can access and use healthy, affordable and high-quality food supplies to ensure a healthier and safer nutrition
5. At least 70% of affiliates must set up awareness policies (organize meetings, promote events) aimed at the health staff dealing with the "reproductive path", in order to detect those patients who are carriers of anxiety, fears, panic attacks during birth delivery training courses or during their admittance in hospital
6. At least 80% of affiliates must prepare information campaigns (leaflets, calendars, gadgets, commercials, posters) on healthy lifestyles, guiding women towards right physical activities and appropriate diets
7. At least 70% of affiliates must organize information meetings on urban areas for elderly and disabled women with the involvement of health and wellness stakeholders. At least 50% of those must orient Governments towards the development of building plans that envisage the use of home automation and telematics when building homes for elderly and disabled people (smart houses)

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project A: Promote Health Education

Target date

1_2	Annual Report	[insert deadline]
3.	Every six months Report	[insert deadline]
4.	Annual Report	[insert deadline]
5.	Annual Report	[insert deadline]
6.	Annual Report	[insert deadline]
7.	Annual Report	[insert deadline]

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project B: Promote Training and Professional Development

Action Plan

- Invest in education and training of health staff
- Implement "core competence" in the health sector
- Invest in Science and Technology
- Promote entrepreneurship and employment in the health sector
- Promote longlife learning program

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project B: Promote Training and Professional Development

KPI's (Performance Indicators for Project B)

1. At least 80% of Clubs must push the Governments, Private and Public Hospitals to invest in education and training health personnel by organizing meetings and public discussions with Experts, especially in emerging countries.
2. At least 50% of Clubs must work closely with private and public hospitals and NGO's organizing meetings and conferences to promote the adoption of public health "core competencies" among public health professionals, and by organizations training and employment projects for public health professionals.
3. At least 50% of Clubs must urge the Governments to invest in scientific and technological research and encourage the Universities to offer the students of scientific and economic faculties a basic training in terms of intellectual property and transfer of technologies in order to put together scientific research and industry.
4. At least 50% of Clubs must promote positive actions to facilitate and strengthen small and medium businesses run by women in health and social services aiming at creating jobs.
5. At least 50% of Clubs must organize conferences to stimulate women at all stages of their lives to take part in learning experiences, as well as helping to develop the education and training sector across different Countries.

WEP's 4

Promote education, training and professional development for women

Wellness Objective 4:

- Project B: Promote Training and Professional Development

Target date

- | | | |
|----|-----------------|-------------------|
| 1. | Biennial Report | [insert deadline] |
| 2. | Biennial Report | [insert deadline] |
| 3. | Biennial Report | [insert deadline] |
| 4. | Biennial Report | [insert deadline] |
| 5. | Biennial Report | [insert deadline] |