



EPWN

Professional
Women's
Network

Mobility of highly
skilled migrant women

A testimonial by Anne Frisch,
EPWN Board Director



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Professional Women's Network

EPWN NETWORKS

CITY NETWORKS

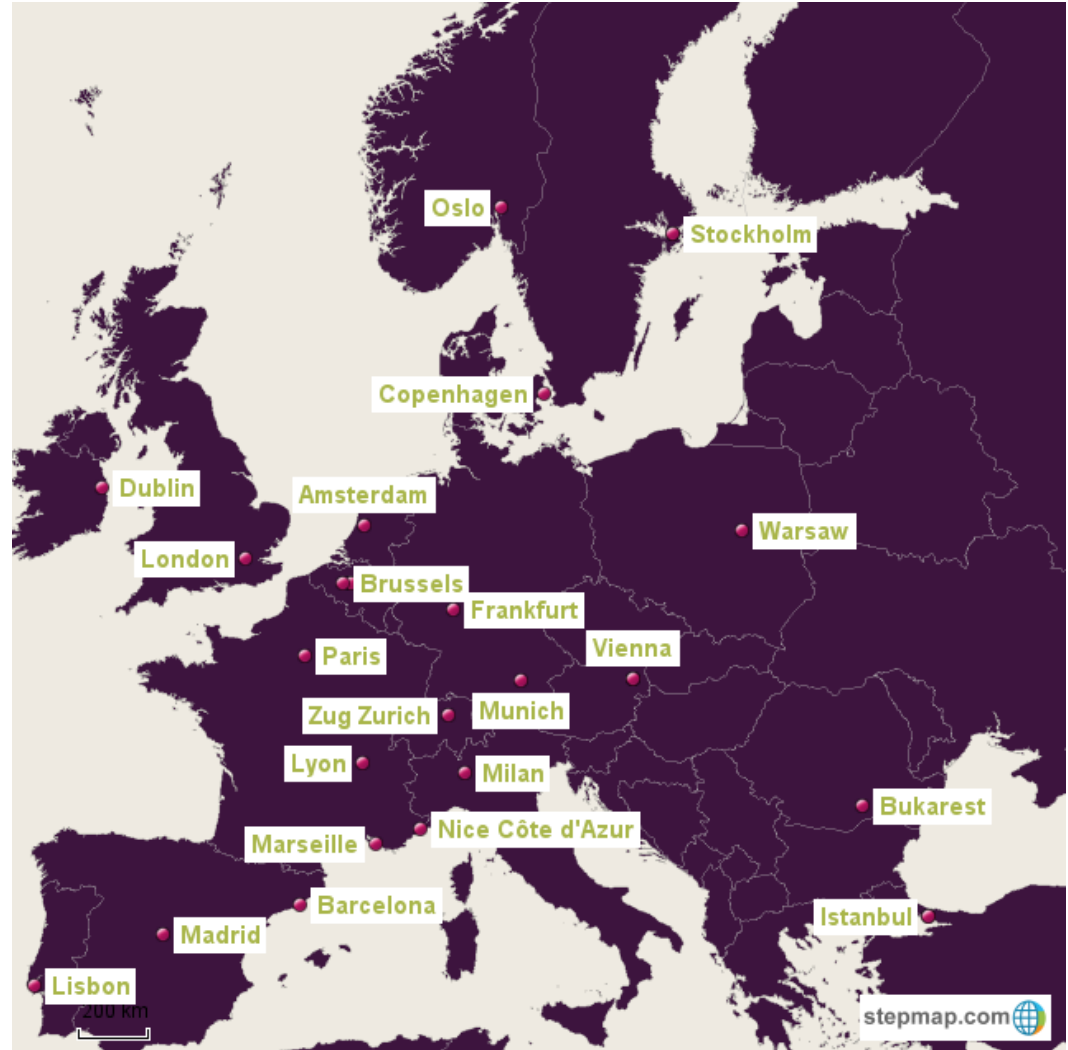
- Amsterdam
- Barcelona
- Brussels
- Bucharest
- Copenhagen
- Frankfurt/Munich
- Lisbon
- London
- Lyon
- Madrid
- Marseille
- Milan
- Nice-Côte d'Azur
- Oslo
- Paris
- Stockholm
- Vienna
- Warsaw
- Zug/Zurich

HUBS

- Dublin
- Istanbul
- Rome

This year and next

- Dubai
- Singapore
- Sao Paulo
- And beyond...





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OUR MISSION

WHAT WE STAND FOR: ADVANCING WOMEN IN LEADERSHIP. Leveraging 100% of the world's talent will result in an economically sustainable, happier society. Gender balanced decision making creates strength of character, resilience and growth. We aspire to accelerate the pace of change and to inspire our community to embrace new skills and put reforms into action.

WHO WE IMPACT: MEMBERS-women and men, their **FAMILIES**, corporate **PARTNERS**, other collaborative networks and forums. Our stakeholders openly commit to being ambassadors of gender balanced leadership, to put promises into action and to create business impact.

HOW WE IMPACT OUR COMMUNITY: Sharing KNOWLEDGE, BEST PRACTICES and TOOLS to support our members. Our mentors, development programmes and Networks help to break down the barriers to women's progress whether self imposed, organizational or cultural.

OUR COMMUNITY: COURAGEOUSLY SPEAKS UP and proudly puts our values into practice in their own organizations.



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POWERED BY.....VOLUNTEERS

Members

- Nearly 3,500 members in 23 networks across 17 countries

Volunteers Make it Happen

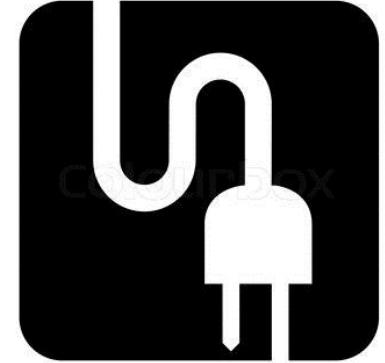
- 184 board members, 100 committee members, 57 mentors
- 74,000 volunteer hours across our networks per year

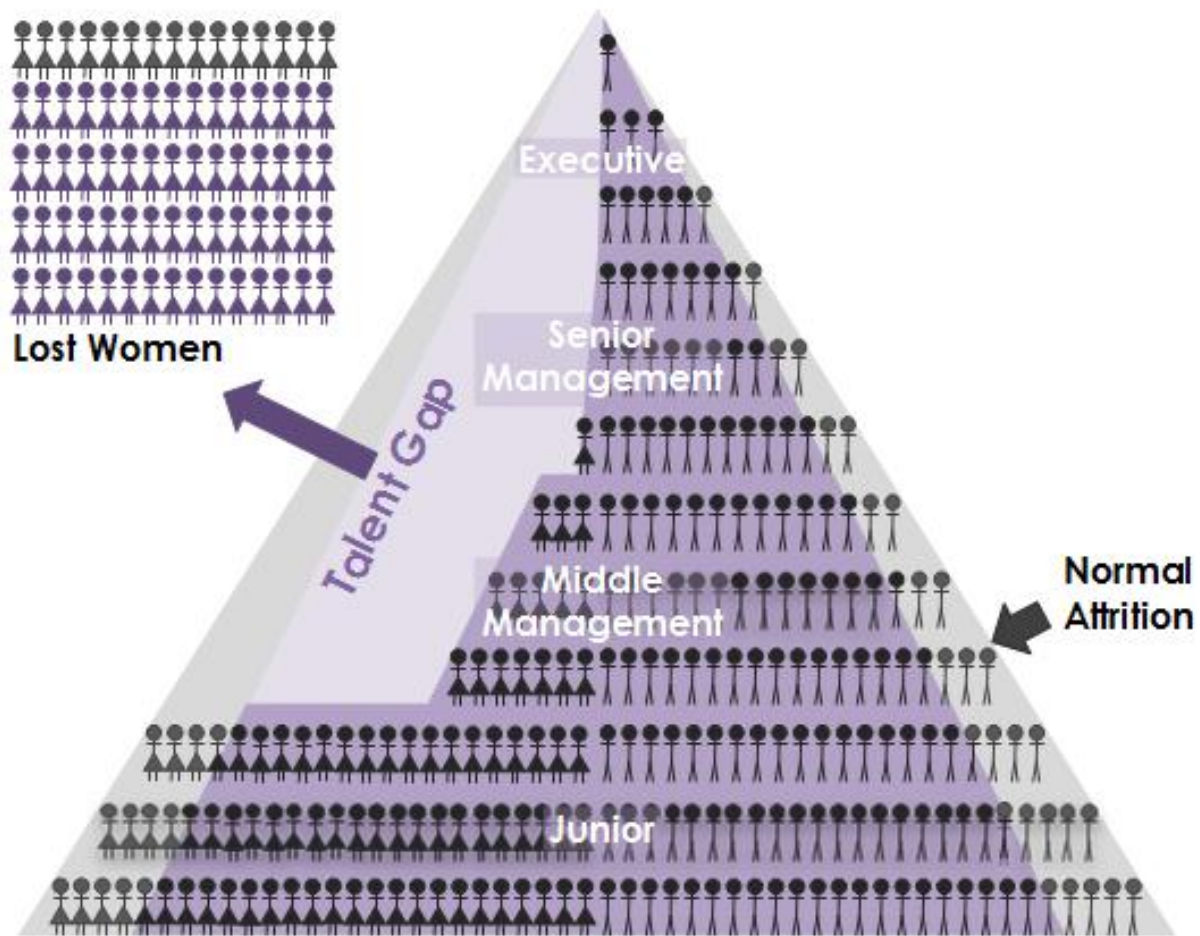
Events

- 600 yearly events
- 200+ mentoring meetings each year
- 13,000 participants at events in 2012 (including 3,000 guests)

Social Media and Strategic Communications

- 10,000+ reach on LinkedIn, Twitter, FB and rapidly growing
- Federation : newsletters and ad hoc BUZZs with a reach of over 200,000 views.
- City Network : 500,000+ views





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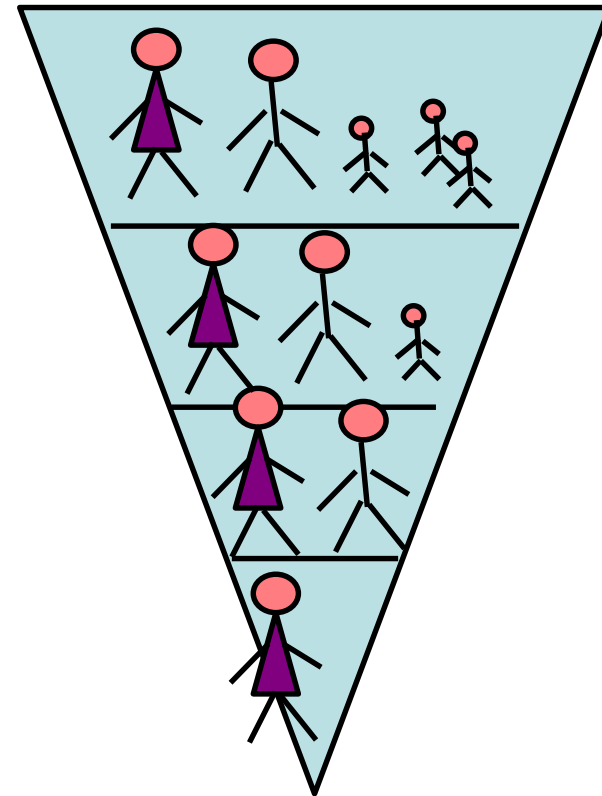
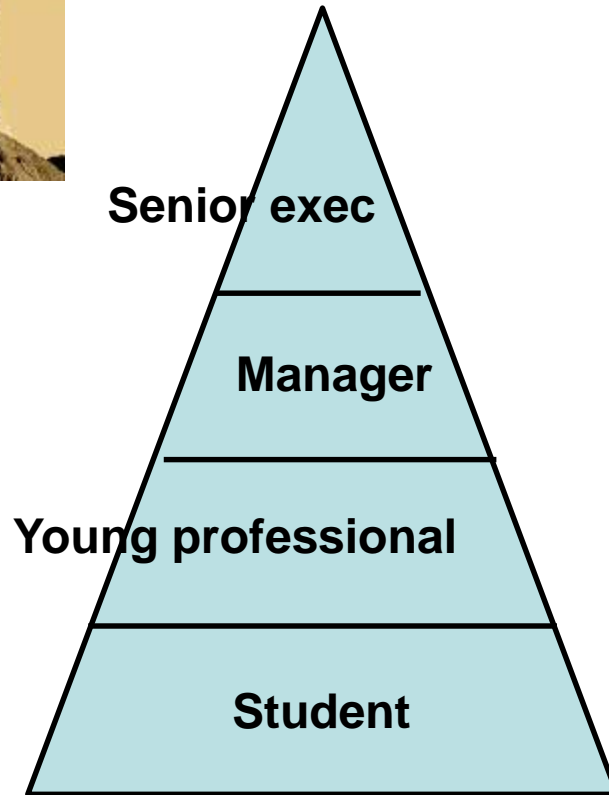
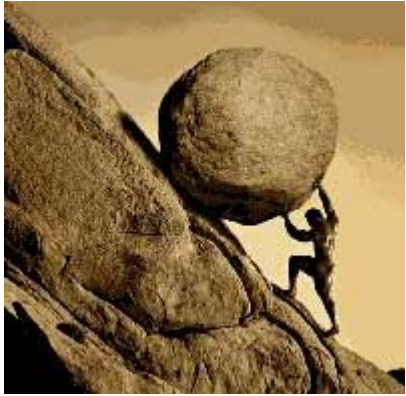
1986 / 1 year	Study year abroad	<i>Canada, Sweden</i>
1988 / 2 years	First job	<i>Switzerland</i>
1989 / 2 years	Export area manager	<i>80% travelling to Eastern Europe</i>
1998 / 1 year	Finance Director UK	<i>1 child, spouse commuting with France</i>
2006 / 1 year	Family study year in USA	<i>2+1 children, 6 months commute, 6 months maternity leave</i>
2012 / 2 years	CFO Germany	<i>3 children, spouse commuting with France/US</i>



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INVERTED PYRAMID





- Family background and spouse
- Profession : Finance
- Employer : multinational companies
- EU : mobility made easy (visa, SS, €)
- Children : International French school system
- Psychological profile : risk taker



- Glass border

„Tendency of organizations to discount women as strong candidates for international assignments“ – Worldly Women, Welsh & Kersten 2013

- Society expectations

- Spouse : fear of being a „stay at home“ dad

- Non EU : visas, health costs, currency risk

- Taxes : complexity and uncertainty



- Professional and personal
- Social life, culture
- Worldly children
- Kept me physically and mentally fit



1. The world needs expats

- Workforce skills gap (Europe, US)
- New capital cities emerging (BRICs and beyond)
- Lack of skills in the domestic workforce
- Companies want to be globally competitive

2. Women are an excellent answer

- Companies with more women have a better performance (McKinsey)
- Majority of purchasing decisions made by women
- Women represent 55% of college graduates



Currently 23% of expatriate roles are held by women *

- APAC 28%
- Europe 20%

* *Brookfield Global Relocation Report 2013*



- **Hammer the „glass border“**
 - Role models for women and men
 - Networks for women and men
 - Coaching / mentoring programs for women expats
 - Involve organizations understanding the necessity
- **Schools** : create a truly european curriculum
- **Taxes** : simplify / harmonize, create a european tax and retirement system for expats



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FOLLOW US - ADVANCE WITH US TODAY !



www.europeanpwn.net



community@epwn.net or president@epwn.net



European Professional Women's Network



EPWN Federation of Networks



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EPWN Global Growth and Sustainability
Lisbon 2013