**Assignment 2- Policy and practice report**

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# Introduction

Civil society organisation is one of the organisations which provide the proper range of interest and the different processes. It includes a different type of organisation that is based on the community as well as a non-governmental organisation that provides different types of policies for the organisation as well as the society. They also provide the proper monitoring of the government policies and the different factions of the government that have been taken by them. It is also engaged in the different advocates to see as well as alternative policies which can be able to enhance the well-being of the society. In this discussion, the civil society organisation that has been taken is a BPW International which is influential in an international network within the overall business processes. it provides the proper Network and business to the professional woman within the 95 countries (Empowerwomen.org, 2022). The beginning of BPW advocacy has been started by the United Nations. It is also great for the commission on the status of women and also supports the different issues of women. In this way, this module is used to explore the different development processes and the role of a policy and evaluation advisor to extend the policies of BPW International (Bpw-international.org, 2022). The assessment also provides the proper recommendation to the corporate management team of the BPW organisation and also creates the proper evidence that contributes to the social society and different public affairs.

# Develop their role as a Policy and Evaluation Advisor by writing an extended policy

On the other hand, there is a discussion about the role of policy and evaluation advisor within the organisation contacts then it has been found that the policy advice within the organisation is responsible for conducting the different advice on the different rules and regulations of the policy. They are also responsible to resolve the different policy issues that had been conducted within the organisation as well as outside of the organisation (McBryde *et al.,* 2020). In this assessment, it has been found that some of the students who are the policy and evaluation advisors for the company BPW International closely analysed the overall procedures and policies of the company.

By that, they can find that there are different types of information available within the company which can provide the proper analysis of the policy. In this way, the policy advisers spent much time together with the different types of information about the policy and the company to increase the development of proper support and implementation processes of policies within the society. If anyone tries to become a policy advisor then it has been required that they should know public administration, Foreign Affairs and the subject of political science.

As a policy and evaluation advisor of the BPW International company, they found that the company works for those different types of activities and policies for the improvement of working of women within the overall country (Robert *et al.,* 2019). They also found that the BPW is enthusiastic to take the responsibility for the economy and policies of the politics of the country. They provide the proper capacity and building of confidence in the woman by means that they can easily execute the different positions within the different organisations. In this way, they try to execute that type of policy for the women which can increase their confidence in the woman and also create different opportunities for them. The policy and evaluation advisor also found that the BPW International Organisation always tries to make privacy policies for the women who engage with their organisation.

They have different types of corporate management teams within the organisation that can process the personal data of the organisational members but with the applicable laws. In this way, it has been found that the role of the policy and evaluation advisor within the organisation is effective to implement the new policies ideas within the organisation and also resolving the different other problems of the organisation (Empowerwomen.org, 2022). While engaging in the evaluation of the BPW organisation the evaluation and policy Advisors found that some of the points that created some of the issues within the organisation are the corporate management team of the BPW organisation. In this way, they are trying to analyse the reason for different problem areas that affect the corporate management team of the BPW organisation.

# Contribution of BPW International to civil society and public affairs

The International Federation of Business and Professional Women (BPW International) is a network for women. The network promotes gender equity and holds a respectable position in the country's economic and social council. The ambition of BPW International is equal participation of men and women in power and decision making. International education aims to create opportunities for women (Mathews-Schultz, 2020). This will help the women to rise to the top executive level. The organisation believes that its performance will improve if the percentage of females at the top executive level increases.

**Contribution of BPW International to civil society**

BPW aims to take responsibility at all levels of the economy considering the civil Society and politics. The BPW collaborates with several international organisations and the United Nations to accomplish its goal. The plan aims to guide the individuals. Entrepreneur skills that are essential for starting a business are taught to the individuals. The different people who participate are the young women, people with migrant backgrounds and those who have few skills. The B plan consists of 8 modules, the first four modules help to develop new business (Simon-Kumar, 2018). The remaining modules cover exploitation of the market, management and quality planning. Another important step taken by BPW International is the development of a solution time employment problem (STEM) scheme. The scheme is developed for the uplift of civil society. The scheme focuses on the scope of programmed and youth initiatives for the dialogue component. The aim is to provide a dialogue platform (Empowerwomen.org, 2022). Through this platform, platform members can access all the project materials.

**Contribution of BPW International to public affairs**

The BPW International also has a positive impact on public affairs. Various schemes are launched by the organisation. BPW aims at working toward gender equality in the workplace as well as in all aspects of life. The social and economic empowerment of women will promote the sustainable development of a country. Sustainable development in the country will help the country to achieve a reputed place on the international stage (Özyol, 2020). The BPW International also increases awareness about equal pay for equal work. Pace to employment and assurance for a respectable life (PEARL) is a Pearl scheme developed by the organisation to increase employment opportunities for women (Bpw-international.org, 2022). The women who have no family support and do not live a proper life benefit from the system. The project offers vocational training to women. The vocational training being provided will help them to become educated citizens with self-confidence. The organisation also emphasised the need for gender equality. The types of equipment required for vocational training are also provided by BPW International. The Civil initiative Strategic Research Centre (CISRC) was also developed by BPW (Empowerwomen.org, 2022). The aim is to increase Social awareness about women's empowerment principles. A strong network is also established with NGOs that resolve social issues of gender inequality. A training program is offered by the system. The purpose of the training program is to establish the connection of HR bureaucrats with women empowerment principles.

# Main issues organisational impact on Corporate Management Team (CMT)

Before providing the proper recommendation to the BPW International Organisation about the proper management of the corporate management team within the organisation it is required to identify the different issues and different problem areas that impact the team. There are lots of policies and different types of laws and regulations that have been created by the organisation in their daily routine but it is also much required to identify by the organisation that the managerial team can fulfil the implementation process of the policy effectively or not. if the organisation does not follow this type of Analysis on the management team of the organisation that creates a lot of problems and challenges for the organisation by implementing the new policy within the society (Maesa, 2022). Many types of diverse challenges have occurred within the Civil Society organisations that can create different types of issues regarding the working rights in the country. In this way, this assessment is used to explore some of the issues of the corporate management team which can be used to analyse and resolve them according to the situation. Some of the main issues that provide the organisational impact on the corporate management team are as follows-

## Changing the different types of implementation of laws

Sometimes it has been found that many of the organisational members may not be able to understand the proper implementation of law and its different processes. In that case, it has been found that there are lots of problems for the leader of the organisation and the team to implement overall or within the society. As the changing in law can change the overall working of the society. On the other hand, it has been also found that the time the working of the corporate team members is also changed by the implementation of the law. The corporate team members of the organisation are one of the parts of the society (Dewar *et al.,* 2020). In that way, it was not surprising that they cannot be affected by the implementation of the new law. Different types of policies and laws have been made to change society. In that case, society and the management team have to adjust themselves according to the situation. For example, if the BPW organisation implemented Labour Law within the organisation as well as for the society then it also affected the managerial team. They are also thinking about their perfect wages and the proper salary for their work. In that case, it also affects the overall working site area of the company.

## Economic resources and ensure the sustainability

It is also one of the other aspects which can affect the corporate team members of the organisation. If the company does not have a proper financial status to implement the policy within the society and for the public affairs then it can create lots of problems for the organisation's team members. because it is found that they cannot easily implement the different policies within the society. The economical resources cannot create a better policy for the organisation as well as the society. In this way, it is found that the BPW company has to properly investigate their future capital needs as well as also try to create proper growth for the organisation (Thielsch *et al.*, 2021). Capital of the company is one of the aspects which not only decreases the performance of the company but also decreases the performance of the employees because they cannot find out the different types of resources that are needed to implement the proper policy within the society. In this case, it is very required for the organisation to increase its financial sustainability for a better future within the market. The economy of the BPW organisation needs to be effective in the future if they want to work harder for women 's issues and other public affairs. Economical resources and the instability of the company within the market do not provide the proper approach to the policymakers. On the other hand, it is also very critical for the organisation to hire highly skilled policymakers for the company to provide the proper guidance to make effective policy. In that way, it will create a lot of problems for the team members because they cannot understand the overall policy-making as well as cannot easily try to understand all the procedures of the policy. In this way, it is very required for the organisation to enhance the financial condition of the organisation by that they can easily implement the new policies by the policymaker and also try to increase the enhancement of providing the proper training to the team members of the organisation. By that, they can easily understand the process and implement it according to the requirements.

## Decision making and policymaking laws

It is also one of the other aspects that can create a lot of problems among the organisational members. If the leader of the organisation does not have the power to make the decision perfectly then it will create a lot of problems for the organisational member to implement the right procedure. In that way many of the time it has been found that there is no such type of policymaker available within the organisation who creates a proper and best policy for the people which can increase their well-being (Fadlallah *et al.*, 2020). On the other hand, the BPW International Organisation is working for women entrepreneurs. In this way, they have to be more concerned about the recent policymakers because it is the question of the overall opportunity of that woman (Villaronga, 2019). On the other hand, it also creates a problem for the working of the team members of the organisation because they cannot understand the overall processes of implementation of new policies.

# The strength of the evidence indicates that the organisation has had an impact on civil society and public affairs

BPW is one of the organisations which contributes its effort with the help of innovative ideas to create an influential network for the different female individuals. This organisation has taken charge of identifying the different factors that create obstacles to gender equality and affect the UN economic and social counselling. The organisation is connected with different strategic partners such as UN Women, UN Global Compact, the international trade centre, the International Organisation of Employers and Commonwealth Business Women.BPW International has taken initiative towards strongly managing all the processes whether it can be economic, political or social areas. The organisation is continuing to be concerned about its Management process to control and consider all the aspects and factors which affect the woman's development.

According to the BPW international, they have used approaches that the economic empowerment of different female individuals is one of the essential parts of the success of any business (Empowerwomen.org, 2022). There are different types of barriers and obstacles that take place in the path of women's development but this organisation will take initiative to remove all these factors and develop their business by helping women's empowerment. In this section, there is a discussion about the initiative that has been taken by the organisation to improve its effectiveness and enhance awareness of the quality of the company. When there is a discussion about the BPW Turkey initiative then there are certain points that have taken place and describe the BPW international connection with the services society.

**‌ Solution time for employment problems:** This scheme or action has been developed due to the uncertainty of the workplace, where the female candidates will face different problems, values and obstacles in their working organisation in turkey. The scheme is developed by the youth initiative for conducting the platform for civil society between the EU and Turkey Programme. According to the dialogue platform it will be provided to the different individuals to interact and serve online communication throughout Europe.

**Increasing employment:** ‌The Company also faces different barriers to increasing employment and ensuring the employees have a respectful life in a different working environment. The company has faced different problems aware of the concept of self-confidence and gender equality in the different Turkey institutes. Therefore this initiative will be taken by the organisation which only specifies the aim to increase the different opportunities for employment and support the young women who do not live with family and their need to respect life. The basic aim of the skin is to spread awareness about it and the women's empowerment principle. The BPW International has created a strong network where all stakeholders and NGO partners will be included. On the other hand, they are different NGOs that have been collected to address gender equality and the BPW initiative will take place to address social equality and spread awareness about it.

According to the analysis of the different challenges that have been faced by the civil society organisations, it is difficult to identify the decision-maker and sustain the decisions for a long period. The basic means of creating policy is to improve the effectiveness of members' and individuals' lives. It was a most common and important aspect to develop the policy with the help of policy making but it is contained with the certain steps that should be followed by the organisation for the appropriate outcomes. Civil society organisations can also identify solutions and make a list of different priorities and interests whether they should be inside or outside of the government ( Lambin and Thorlakson, 2018). The next step will be policy formation which involves the development of policy within the government and according to the priority and consideration, the policy will be formed. The decision making is the next step that follows with a leader who decides the appropriate approach and action will be taken and reserves the problem immediately. The next step is the policy implementation that is used for the implementation or applied the theory and approaches to the method and it will also take the concern with different types of changes that are included in the government tax. At least the policy evaluation will take place to understand the public policy and identify the different strengths of the system.

For better management of the organisation the system level development is one of the required elements for development should make a call to do an action for the integrated business and be sustainable for a long period. The organisation needs to change the Global climate and their priorities such as women's empowerment and women's employment. Organisations can easily illustrate the effectiveness of the selected project and according to climate change, the action should be taken and move towards sustainable development (Shneiderman, 2020). The financial crisis is one of the challenging aspects for any civil society organisation because we are not interested in giving some capital to the social organisations which have faced different challenges and obstacles due to the financial crisis. Therefore it is the responsibility of the organisation to select the appropriate investor who will invest a high amount of capital and give a contribution to the sustainable development of the women as well as a society. According to a study report, it has been found that finance is one of the important aspects of sustainable development (Gundogdu, 2018).in addition, certain government agencies continuously focus on private investments and their development by which the civil society will get the opportunity to grow and manage their business for a long period.

The following concepts to improve the management process, as well as sustainable development, are one of the most common challenges that have been faced by different organisations. But on the other hand, the organisation needs to identify the problems and issues and solve them immediately. As civil society organisations, some other different agencies and organisations are continuously focusing on improving those areas of the society which need to be developed. Nowadays, Women's empowerment and their employment are the important elements that are considered by these communities and companies. BPW is also one of them that contributed

# Conclusion

After the overall discussion, it has been concluded that the Civil Society organisation and the different evaluation policy provided does play a very important role within the organisation as well as all the implementation of the proper policy within the society. Therefore the organisation must implement the proper policy for the highly skilled professionals by ensuring that they cannot create any type of problem for the team members as well as the other aspects. It has been also found that the Civil Society organisations include the different types of volunteers, non-state and if and not profit people who are trying to spend their experiences as well as their knowledge in the social activities. When there is a discussion about the role of the Civil Society organisation within the country then Civil society organisations have multiple rows within the organisation as well as the country they are one of the important free sources which provide the information about the different citizens and government of the country. It is all in the discussion about the BPW organisation and their new strategy policies for encouraging the government professionals within the industry that haven't been discussed in the above section briefly. In this way, this assessment is used to explore the implementation of different policies about women within the society and some of the issues that may arise within the organisation's management team.

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