



International Fiscal Association

THE 2022 REPORT OF THE WOMEN OF IFA NETWORK COMMITTEE

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Executive summary

This year, 2022, saw a continued increase in the number of women joining as a member of IFA in addition to an increase in the number of women participating, actively in the scientific work of IFA, its boards and committees.

2022 accomplishments

Building on the accomplishments of 2021, the WIN Committee is pleased to report that:

- a. the female membership of IFA has grown to more than 2,000 members globally and women now represent 15% of the global IFA membership.
- b. 98% of IFA Branches, worldwide, have identified (and / or appointed) a WIN representative of their Branch. In most, but not in all cases, the WIN representative is a member of the executive body of the local IFA branch concerned.
- c. Women are increasingly participating in and attending annual and regional congresses as well as participating in organising committees, governance and scientific panels at those congresses.
- d. WIN members, in each region and all over the globe, have led or participated as panellists in face to face, hybrid and virtual seminars and more than 30 social and networking events have taken place worldwide.

- e. The WIN Committee supported and led its second WIN panel at the 2021 Virtual IFA Programme, considering the global tax agreement, in practice – aspects of implementation, coordination and tax certainty.
- f. IFA Committees and its Branches saw an increased number of women having the opportunity to participate in the scientific activities of IFA with WIN panels being included in Regional Conferences and women increasingly being included in the governance structures of IFA, including the Supervisory Board and local Branch executive committees.
- g. Women, globally, developed a greater desire to participate in cross-border activities and to leverage IFA’s global organization to expand their professional network.

Furthermore, – the WIN Committee is pleased to report that the number of women considered for appointment as committee members of the various central governance boards and committees will increase the total number of women on those bodies, as follows:

	2021/22	2022/23
Executive Board	0	1
Supervisory Board	6	6
Permanent Scientific Committee	3	5

The WIN Committee are pleased both to observe an increase in the number of women in IFA seeking to participate in the governance and leadership of IFA but also the increasing gender diversity amongst those considered by the Nominations Committee and put forward to the General Assembly for appointment.

Goals and next steps in the development of WIN in 2022/23 and beyond

The WIN Committee set the following goals for 2022/23:

- a) Provide leadership and support to women at the Regional and local branch level of IFA.
- b) Interface and participate with other bodies in IFA in managerial and technical matters to support its mission.

Regional goals

Further, each regional lead, in consultation with the WIN Committee, developed tailored regional goals to further the scientific and networking opportunities of WIN Members in their respective regions and further developing the capability, breadth and depth of WIN in the local IFA Branches.

- 1. Communicate and be a resource to the WIN representatives in the local IFA Branches.
- 2. Assist branches in problem solving.
- 3. Develop/participate in cross-border programming and networking.
- 4. Promote and generate opportunities for female members.
- 5. Develop and propose a slate of Candidates for both the WIN Committee and for consideration by the WIN Committee Chair for the IFA Nominating Committee.

Goals for local IFA Branch WIN representatives

The following ongoing goals were developed by the WIN Committee for WIN Representatives of the local IFA Branches. In doing so, the WIN Committee recognises that each local IFA Branch is unique and such goals are to be carried out within the purposes, strategy and objectives of the respective Branch. The local WIN Representative goals are to organize/manage a local WIN sub-committee within the local IFA Branch to:

1. Build an active community of international tax professionals who will join the local IFA Branches.
2. Determine the needs and interest of the WIN community and develop relevant programming (technical/social/networking).
3. Engage and participate with all members of the local branch including YIN.
4. Work with the WIN Regional lead, WIN Representatives in other countries and the WIN Committee to generate cross-border opportunities.
5. Generate a slate of female candidates for both the WIN Committee and for leadership roles in IFA, locally, regionally and globally.

In conclusion

It is clear from the continuing activities of the WIN Committee and the local WIN representatives and members of WIN that initiatives carried led by WIN are making an impact in the number of women who are joining as members of their local WIN branches and the work of the Women of IFA Network continues to see an increase in the number of women participating in all aspects of IFA.

As Chair of the WIN Committee I thank, Delphine Bessot of France, leading the Francophone Women's network, Birgit Fassbender and Gabriele Rautenstrauch of Germany, leading the WIN initiatives for the Berlin Congress, each of our regional leads Cher Hui Lim of Singapore for the APAC region, Lolade Ososami of Nigeria for the African region, Odile Courjon of France for the European region, Ana-Claudia Utumi of Brazil for the South America region and Fabiola Diaz Prado of Mexico (who stepped into the shoes of Tonya James of the USA) for the North American region for their hard work and leadership they have provided worldwide. In addition, I would like to recognize and thank Sarah Blakelock (of the Australian and United Kingdom branch) for her tireless efforts and her exceptional dedication to the leadership of WIN. Further, the WIN Committee members thank the local WIN branch representatives for their perseverance, creativity and initiative.

We are continually thankful for the Chief Operating Officer of IFA, Cecile Riphagen, and her team at the Secretariat for their ongoing support and guidance as well extending our appreciate to ALL IFA Members and IFA Branch executives for their encouragement and support for the WIN initiative both locally and also, globally.

Sincerely yours,



Jeanne P. Goulet
Chair, WIN Committee