33rd Triennial General Assembly
Programme & Documentation

Geneva 2019
The printed documentation includes only the documents listed in the Table of Contents. All other triennial reports may be found either on the website, in the Members Corner, or in print format in the delegate bags.

An electronic copy of all reports and other General Assembly documentation, together with the General Assembly minutes, will be put into PDF format and posted on the website at: www.graduatewomen.org/33rd-triennial-centenary-conference/.

1 The printed documentation includes only the documents listed in the Table of Contents. All other triennial reports may be found either on the website, in the Members Corner, or in print format in the delegate bags.
# TABLE OF CONTENTS

- Index of all Resolutions ................................................................. 4
- Agenda of the 33rd GWI General Assembly ........................................ 5
- Programme of the 33rd GWI General Assembly, Conference, and GWI Day *(Speakers and panelists may be subject to change)* ......................................................... 7
- Rules of Procedure for Face-To-Face Meetings of the GWI General Assembly 11
- Candidates for the GWI Board of Officers 2019-2022 ................................ 16
- Candidates for the GWI Committees 2019-2022 .................................. 16
- Report on the Strategic Plan 2016-2019 ................................................. 19
- Letter from the Auditor 2016 ............................................................... 30
- Letter from the Auditor 2017 ............................................................... 30
- Letter from the Auditor 2018 & Audited Report 2018 .............................. 32
- Finance Committee Report by the Canadian Assistant Treasurer .................. 42
- Internal Resolution 1 Approval of the Audited Accounts for 2016-2018 .......... 45
- Internal Resolution 2 Confirmation of Auditor and Audit Type ....................... 45
- GWI Executive Director’s Report ......................................................... 46
- Triennial Financial Planning 2020 - 2022 ............................................ 51
- Internal Resolution 3 The Rate of Annual Dues Payable to GWI by the National Federations and Associations ................................................................. 54
- Internal Resolution 4 Approval of Triennial Financial Budgets 2020-2022 .... 55
- Internal Resolution 5 Place and Dates of the 34th GWI General Assembly and Conference .......................... 55
- Proposed Policy Resolutions ............................................................. 56
- Constitutional Resolution 1 Restricted Funds ........................................... 70
- Constitutional Resolution 2 Joint Country Membership ............................. 71
- Constitutional Resolution 3 Loss of Membership if Annual Dues Not Fully Paid Up 72
- Connecting the Power of GWI Young Members ..................................... 73
- PEACE THROUGH EDUCATION Conference .................................... 76
- UNI MAIL MAPS ............................................................................ 83
- Swiss Culture Night cruise on Lake Leman ............................................. 86
- Emergency Information ....................................................................... 86
- Notes .................................................................................................. 87
Index of all Resolutions

Internal Resolutions

Internal Resolution 1 Approval of the Audited Accounts for 2016-2018
Internal Resolution 2 Confirmation of Auditor and Audit Type
Internal Resolution 3 The Rate of Annual Dues Payable to GWI by the National Federations and Associations
Internal Resolution 4 Approval of Triennial Financial Budgets 2020-2022
Internal Resolution 5 Place and Dates of the 34th GWI General Assembly and Conference

Policy Resolutions

Proposed Policy Resolutions

Constitutional Resolutions

Constitutional Resolution 1 Restricted Funds
Constitutional Resolution 2 Joint Country Membership
Constitutional Resolution 3 Loss of Membership if Annual Dues Not Fully Paid Up
33rd Triennial GWI General Assembly

Agenda of the 33rd GWI General Assembly

Mornings: 09.00 - 12.30 (Refreshment break 11.00 - 11.30)
Afternoons: 14.00 - 17.30 (Refreshment break 15.30 - 16.00)

DAY 1  THURSDAY 25 JULY 2019

09.00 - 10.15  Formal Opening
  1. Welcome from the GWI President
  2. Welcome from the Swiss NFA President and Chair of the Local Arrangements Committee
  3. Welcome from Lisa Mazzone, member of the Swiss National Council, Geneva
  4. Keynote Speeches on Peace through Education

10.15 - 11.00  Business Session 1
  5. Introduction of delegates and other General Assembly members
  6. Introduction of General Assembly functionaries and staff
  7. Apologies
  8. Confirmation from the Credentials Committee of a quorum
  9. Adoption of the Agenda
 10. Adoption of the Rules of Procedure
 11. Minutes of the 32nd Assembly
 12. Welcoming of new affiliates
 13. Introduction of candidates for the GWI Board of Officers
 14. Introduction of candidates for GWI standing committees
 15. Emergency resolutions from the floor (if needed)

11.30 - 12.30  Business Session 2
  17. Overview of GWI’s financial situation
     b. Report of the Finance Committee by the Canadian Assistant Treasurer
     c. Motion to approve audited accounts for 2016, 2017 and 2018
     d. Motion to confirm Auditor and Type

14.00 - 15.30  Business Session 3
  18. Report of Board of Officers
  19. Report of Executive Director
 20. Report of the Nominations Committee
 21. Report of the Membership Committee
 22. Report of the Education Committee
 23. Report of the Committee for the Award of International Fellowships
 24. Report of the Special Committee on Project Development
 25. Report of the Special Committee for the Hegg Hoffet Fund
 26. Report of the Resolutions Committee

13.15 - 13.45  Voting for the President & Treasurer
27. Reports of GWI Representatives to the UN and Specialised Agencies
   a. Representatives to ECOSOC and ILO in Geneva
   b. Representatives to ECOSOC in New York
   c. Representatives to ECOSOC in Vienna
   d. Representatives to UNESCO in Paris


DAY 2      FRIDAY 26 JULY 2019

9.00 - 10.00  Keynote Discussion on *Development in a Global Economy*

10.00 - 11.00  Business Session 4
   29. Results of elections for President, Vice Presidents and Treasurer
   30. Presentation of Proposed Budget for 2020 - 2022
   31. Presentation of Proposed Dues Resolution
   32. Discussion and vote on Proposed Dues Resolution
   33. Discussion and vote on Proposed Budget Resolution
   34. Discussion and vote on Date and Place for the 34th GWI GA and Conference

11.30 - 12.30  Business Session 4 (Cont.)
   35. Introduction of Policy Resolutions
   36. Discussion and vote on the Policy Resolutions 1 - 4

14.00 - 15.30  Business Session 5
   37. Introduction of Constitutional Resolutions
   38. Discussion and vote on Constitutional Resolutions
   39. Results of elections and appointments for GWI Committees

16.00 - 17.30  Business Session 5 (Cont.)
   40. Discussion and vote on the Policy Resolutions 5 - 8

DAY 4      SUNDAY 28 JULY 2019

15.30 - 16.30  Business Session 6
   41. Unfinished business
   42. Opening of the 34th Triennium and presentation of new Board and Committee Members
   43. Closing of the 33rd Triennium
### ARRIVAL DAY  
**WEDNESDAY 24 JULY 2019**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.00 - 18.00</td>
<td>Members Registrations open / Tour Desk available</td>
<td>MR150</td>
</tr>
<tr>
<td>09.00 - 12.00</td>
<td>Board meeting (M5020), set up Back office and Hegg Hoffet sale items</td>
<td></td>
</tr>
<tr>
<td>16.00 - 17.00</td>
<td>Membership Committee credentials meeting</td>
<td>M1150</td>
</tr>
<tr>
<td>16.00 - 17.30</td>
<td>Orientation for first time Conference Attendees</td>
<td>M2170</td>
</tr>
<tr>
<td>16.00 - 17.30</td>
<td>Panel, Seminar and Workshop Convenors and Presenters training session</td>
<td>TBD</td>
</tr>
<tr>
<td>Evening</td>
<td>Free</td>
<td></td>
</tr>
</tbody>
</table>

### DAY 1  
**THURSDAY 25 JULY 2019, GENERAL ASSEMBLY**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>07.30 - 10.00</td>
<td>Registration</td>
<td>MR150</td>
</tr>
<tr>
<td>09.00 - 09.15</td>
<td><strong>Official Opening</strong> Welcome by <strong>GWI President Geeta Desai</strong> Greetings from <strong>Doris Boscardin</strong>, President, SVA/ASFDU and Chair of Local Arrangements Committee Welcome remarks from <strong>Lisa Mazzone</strong>, member of the Swiss National Council</td>
<td>MR080</td>
</tr>
<tr>
<td>09.15 - 10.15</td>
<td>“<strong>Linkages between Education and Peace</strong>” Welcome by <strong>Madame Saniye Gulser Corat</strong>, Director, Division for Gender Equality, UNESCO on UNESCO’s vision and framework of action on Education and Peace “<strong>Education: “A Tool Against Misogyny</strong>” Welcome by <strong>Brigitte Mantilleri</strong>, Director Gender Equality, University of Geneva</td>
<td>MR080</td>
</tr>
<tr>
<td>10.15 - 11.00</td>
<td>Business Session 1</td>
<td>MR080</td>
</tr>
<tr>
<td>11.00 - 11.30</td>
<td>Morning Tea</td>
<td>Lobby</td>
</tr>
<tr>
<td>11.30 - 12.30</td>
<td>Business Session 2</td>
<td>MR080</td>
</tr>
<tr>
<td>12.30 - 13.45</td>
<td>Lunch</td>
<td>Cafeteria 1</td>
</tr>
<tr>
<td>12.30 - 13.45</td>
<td>Regional Leaders meeting with VP Membership (Packed lunch)</td>
<td>MR5020</td>
</tr>
<tr>
<td>13.15 - 13.45</td>
<td><strong>Voting for GWI President and Treasurer</strong></td>
<td>MR150</td>
</tr>
<tr>
<td>14.00 - 15.30</td>
<td>Business Session 3</td>
<td>MR080</td>
</tr>
<tr>
<td>15.30 - 16.00</td>
<td>Afternoon Tea</td>
<td>Lobby</td>
</tr>
</tbody>
</table>
**33rd Triennial GWI General Assembly**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.30 - 16.00</td>
<td>Voting for Board of Officers</td>
<td>MR150</td>
</tr>
<tr>
<td>16.00 - 16.10</td>
<td>VGIF Presentation</td>
<td>Auditorium MR080</td>
</tr>
<tr>
<td>16.10 - 17.15</td>
<td>Resolutions Caucus</td>
<td>Auditorium MR080</td>
</tr>
</tbody>
</table>
| 18.30 - 21.45 | Centenary Celebration  
*Evening Programme, Buffet Dinner and other entertainment* | Lobby    |

**DAY 2 FRIDAY 26 JULY 2019, GENERAL ASSEMBLY continued**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>07.30 - 10.00</td>
<td>Registration MR150</td>
<td></td>
</tr>
</tbody>
</table>
| 09.00 - 10.00 | Keynote Discussion  
*A Common Goal of Development in a Global Economy* | Auditorium MR080 |
|           | Simonetta Zarrilli, UN Chief on Trade, Gender and Development Program, UNCTAD  
Anoush Der Boghossian, Trade and Gender Focal Point, World Trade Organisation  
Facilitator: Gabrielle Marceau, Professor of Law, UNIGE & Senior Counsellor, WTO |          |
| 10.00 - 11.00 | Business Session 4                           | Auditorium MR080 |
| 11.00 - 11.30 | Morning tea                                           | Lobby    |
| 11.30 - 12.30 | Discussion and vote on Policy Resolutions 1 - 4         | Auditorium MR080 |
| 12.30 - 13.45 | Lunch                                                 | Cafeteria |
| 12.30 - 17.30 | Young Members Workshop (Sponsored by VGIF) and lunch | TBD      |
| 13.15 - 13.45 | Voting for Standing Committee Convenors/Members         | MR150    |
| 14.00 - 15.30 | Business Session 5                           | Auditorium MR080 |
| 15.30 - 16.00 | Afternoon tea                                         | Lobby    |
| 16.00 - 17.30 | Discussion and vote on Policy Resolutions 5 - 8         | Auditorium MR080 |
| 18.30 - 20.30 | World Trade Organisation                                      |          |
|            | Remarks by Sunanta Kangvalkulikij, Ambassador and Permanent Representative of Thailand to the World Trade Organization and World Intellectual Property Organization |          |
|            | Presentation by Arancha Gonzales, Executive Director, International Trade Centre on the She Trades Programme |          |
|            | Even on your own                                         |          |
| 20.30 - 22.00 | Young Members Dinner Seppia Bistro: 29, avenue du Mail, 1205 Genève |          |
33rd Triennial GWI General Assembly

DAY 3  SATURDAY 27 JULY 2019  PEACE THROUGH EDUCATION

8.00 - 9.00  Non-member Conference Registration  MR150

9.00 - 9.15  Welcome and Introduction: President Geeta Desai  Auditorium MR080

9.15 - 10.00  Peace through Education
Keynote speaker: Zamaswazi Dlamini-Mandela, Human Rights Activist and granddaughter of Nelson Mandela

10.00 - 10.45  Panel 1
The Evolving Roles of Education and Gender Equality in the Prevention and De-Escalation of Conflict and in Building Sustainable Societies
Dr Barbara Moser Mercer, founder, In-Zone, University of Geneva
Dr Christelle Rigual, researcher, Gender Center, Graduate Institute
Adiba Qasim, student, Horizon Académique (Center for Integration of Refugees and Asylum Seekers)
Facilitator: Geeta Desai, President, GWI

10.45 - 11.15  Morning tea break  Lobby

11.15 - 12.35  Seminar Papers | Workshops | Posters  See Page 76

12.35 - 13.35  Lunch  Cafeteria 1 & 2

13.45 - 14.30  Panel 2
Global Awareness and Engagement: Understanding Our Global Economic, Social, Environmental Connectedness as a Path to Education and Development rather than as a Driver of Conflict
Dr Theresa Carpenter, Executive Director, Center for Trade and Economic Integration, Graduate Institute
Dr Jaya Krishnakumar, Professor of Econometrics, UNIGE UNHCR
Barbara Zeus, Education Specialist, UNHCR
Facilitator: Dr Katia Vladimirova, International Researcher on Sustainable Development, Politics and Ethics

14.45 - 16.00  Seminar Papers | Workshops  See Page 76

16.00 - 16.15  Afternoon Tea Break  Lobby

16.15 - 17.30  Seminar Papers, Workshops and Posters  See Page 76

19.30 - 23.00  Swiss Culture Night Cruise on Lake Leman  19.30
For pre-registered, pre-paid participants. Boat will leave on time.  Map Page 86
Meet at Genève-Pâquis-Rotonde ready to embark at 19.30
DAY 4  SUNDAY 28 JULY 2019  GWI DAY

NFA, Board, Committee & Regional Meetings

09.00 - 10.00  Looking Forward  Auditorium MR280
Futurist, Aarathi Krishnan, Futures Team, International Federation of Red Cross and Red Crescent Societies

10.00 - 10.30  Other Business if required  Auditorium MR280

10.00 - 10.30  Meeting of National Presidents / CIRs / Committees  Auditorium MR280

10.30 - 11.00  Morning Tea

11.00 - 11.30  SDGs and Beijing+25  Auditorium MR280

11.30 - 12.30  GWI focused Seminars | Workshops

<table>
<thead>
<tr>
<th>WORKSHOPS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MR 280</strong></td>
</tr>
<tr>
<td>Membership Development</td>
</tr>
<tr>
<td>Strengthening the Base to Influence a Global society (India, Netherlands)</td>
</tr>
<tr>
<td>Dr Meera Bondre</td>
</tr>
<tr>
<td>Drs Eileen Focke-Bakker</td>
</tr>
</tbody>
</table>

12.30 - 14.00  Lunch – Sandwiches  Cafeteria 1

12.30 - 14.00  Regional caucuses (packed lunch)  Cafeteria 1, Lobby, MR030, MR040 or outside areas

14.00 - 15.30  Panel  Auditorium MR280
“Using our History to positively impact on the 21st Century”
Joyce Goodman, Christina-Elena Lascu, Louise McLeod

15.30- 16.30  Plenary: Wrap Up & Farewells  Auditorium MR280
Business Session 6
Unfinished business, opening of the 34th Triennium and presentation of new Board and Committee Members, closing the 33rd Triennium

16.30 - 17.30  New Committee meetings  Auditorium, MR030, MR040

DAY 5  MONDAY 29 JULY 2019

09.00 - 12.00  New Board and Old Board transition meeting  M5020

13.00 - 17.00  New Board Meeting  GWI Office
FACE-TO-FACE GENERAL ASSEMBLY

1.1. The **supreme authority** of the GWI is vested in the General Assembly (Art.V.1).

1.2. Membership:

1.2.1. The following members of the General Assembly have the right to speak and to vote:

a. The voting delegates and alternate delegates accredited to the General Assembly by national federations and associations in accordance with the provisions of Art.V.6 (1).

b. The elected Board of Officers of GWI (Art. V. 6(2)).

c. An NFA that is in arrears but has a payment plan in place for its unpaid dues.

d. Where an NFA has no delegates present, it can still register its delegates, and the Board of Officers will enable them to take an electronic vote for the Board and Committees using the electronic voting system - Simply Voting. Art. V. (4)

e. The call for the electronic vote will specify the date at which the vote is to be taken before the GA commences and provide sufficient information for the NFA to make an informed decision.

1.2.2. The following members of the General Assembly have the right to speak but not to vote:

a. All other members of fully paid-up NFAs

b. Fully paid-up Independent Members (Art.V.9)

c. Past GWI/IFUW Presidents (Art.V.9)

1.2.3. Also admitted to meetings with no right to speak or vote:

a. Members of national federations and associations that are not fully paid-up

b. The general public may attend public sessions

1.2.4. Executive Director shall attend all sessions of the General Assembly. She may designate another member of the Headquarters’ staff to attend a session in her stead (Art. VIII.1)

1.3. **Agenda:** The agenda shall have been drawn up and circulated in accordance with the Constitution of GWI (ArtV.11(1,2,3)). The agenda may include plenary sessions.

1.4. **Chair:** The President of GWI shall be the presiding officer of the General Assembly. She may call on another officer to preside (Art.V.13).

1.5. **Quorum:** One third of the registered members having the right to vote and representing one third of the national federations and associations, together with two members of the Board of Officers (Art.V.2.).
2. **VOTING**

2.1. At the General Assembly, decisions are taken by a simple majority of members entitled to vote and voting. In the case of a tied vote, the Chair has no casting vote and the proposal is deemed to be rejected (Art V.5).

2.2. **Exception**: Amendments to the Constitution require for adoption a two-thirds majority of the members of the General Assembly entitled to vote and voting (Art. XII.3).

2.3. **Abstentions** will be recorded but will not be counted in the tallying of the vote.

2.4. If a national federation or association is unable to send the full number of delegates which it is entitled to send, the delegate(s) whom it accredits may cast the full number of votes to which the national federation or association concerned is entitled.

2.5. In the case of voting on resolutions, if a national federation or association eligible to vote is unable to send any delegates to the Conference, its proxy may cast votes on its behalf in accordance with a procedure determined by the General Assembly on the recommendation of the Board of Officers.

2.6. If a voter intends to exercise their vote by Proxy, The Executive Director at GWI Headquarters must receive a completed online Proxy Form no later than ten business days in advance of the General Assembly /Conference.

2.7. No member of the General Assembly may vote in more than one capacity. (Art.V8.).

3. **ELECTIONS**

3.1. The **Board of Officers** of GWI is elected by the General Assembly.

3.1.1. Elections are by ballot. The election of the President and the Treasurer shall take place first, followed by the election of the Vice-Presidents, in that order. The three elections shall be conducted according to preferential voting using the single transferable vote system adopted by the General Assembly. There shall be a separate ballot for each vice-presidential position.

3.2. The Nominations Committee may be elected by delegates at the triennial General Assembly or at any time during the triennium as required from a slate of nominees recommended by the Board of Officers. (Art.VII.7.2)

3.3. The **Members and Convenors of GWI Finance, Education and Membership Committees** are elected by the General Assembly from a slate of nominees recommended by the Nominations Committee. (Art.VII. 6. 8.).

3.3.1. Exceptions:

   a. The **Assistant Treasurers**, who are appointed by the General Assembly.

   b. Members of the Special Committees e.g. **Fellowships, Resolutions, Hegg Hoffet**, and **Project Development**, are appointed by the Board of Officers from a list of names submitted by the national federations and associations.

3.3.2. The election of the **Convenors of Committees and Committee Members** shall be conducted by a standard ballot.
33rd Triennial GWI General Assembly

3.3.3. **Representatives of GWI to inter-governmental organizations** are appointed by the Board of Officers. Each team appoints its own Coordinator.

4. **RESOLUTIONS**

4.1. **Debate and Voting**

   4.1.1. At the business session where voting on resolutions is to take place, the resolution is proposed in its consensus form, together with any proposed amendments.

   4.1.2. Resolutions and amendments circulated widely shall be considered to be seconded. Board resolutions proposed from the Chair do not require a second.

   4.1.3. No one may speak longer than two minutes at a time, or three minutes if the person is a non-native English speaker, without the unanimous consent of the General Assembly, except in the case of emergency resolutions. Discussion of each resolution shall not exceed ten minutes unless the Chair, with the approval of the members, extends discussion by a stated time. In the case of emergency resolutions, the Chair shall determine an appropriate amount of time for discussion.

   4.1.4. When an amendment is moved to a resolution, the amendment shall be voted on first. When two or more amendments are moved to a proposal, the Chair decides the order in which the amendments shall be voted on, but if an amendment is moved to a proposed amendment, the last-mentioned amendment is dealt with first. If one or more amendments are adopted, the amended proposal shall then be voted upon. If no amendments are adopted, the consensus resolution shall be put to the vote.

   4.1.5. The Chair shall decide at what point debate will cease. The Chair shall read the resolution in its final form from the screen. There shall be no further discussion and the vote shall be taken. The authoritative text of the resolution shall be the text on the screen.

   4.1.6. A simple majority of the votes cast is required for adoption. A tied vote is deemed rejected.

4.2. **Emergency Resolutions**

   4.2.1. Only an issue which requires immediate action on the part of GWI and which has arisen after the deadline for submission of resolutions may be dealt with as an emergency resolution.

   4.2.2. Emergency resolutions may be submitted only by members of the General Assembly entitled to vote, Convenors of GWI standing committees, and Convenors of GWI special committees.

   4.2.3. An emergency resolution must be seconded and must be received and announced by the Presiding Officer on the first day of the General Assembly to enable enough time to vote for it to be accepted for debate. If accepted, the resolution will be included with the other proposed resolutions for voting during the following day.
4.2.4. A two-thirds majority of the members of the General Assembly entitled to vote and voting is required for a resolution to be accepted for debate. This vote is to determine the emergency nature of the resolution, not on its substance. If accepted, the resolution is put for debate and requires only a simple majority vote for its adoption.

5. **AMENDMENTS TO THE CONSTITUTION**

5.1. Amendments to the Constitution shall be presented at the General Assembly in accordance with Art. XII of the Constitution.

5.2. A two-thirds majority of the members of the General Assembly entitled to vote and voting shall be required for the adoption of any constitutional amendment.

5.3. Amendments and secondary amendments that have been circulated to all NFAs in written or electronic form shall be considered to be duly proposed and seconded.

5.4. Secondary amendments to the proposed primary amendments to the Constitution may be proposed and seconded by any delegate to the General Assembly at the time of their presentation for discussion and vote. A secondary amendment may not contradict the intent of the primary amendment.

5.5. Debate on each proposed amendment shall be limited to four minutes per proposal unless the Chair, with approval of members, shall extend the discussion by a stated time. The time limit includes any amendments to amendments.

5.6. Each individual shall be allowed two minutes in debate and no individual shall be allowed to speak a second time on a proposal until all who wish to speak have been allowed to do so, and then only by unanimous consent of the General Assembly.

5.7. The timekeeper’s ruling shall be final.

5.8. The Chair will decide at what point debate will cease. The proposed amendment or proposal in its amended form shall be repeated by the Chair. There shall be no further discussion and the vote shall be taken.

5.9. An amendment shall come into effect immediately after its adoption. (Art XII.6.)

6. **STANDING ORDERS**

6.1. **Chair to direct the meeting**: The Chair shall declare the opening and closing of each meeting, shall direct the discussions, ensure the observance of the rules and shall accord the right to speak, put questions to the vote and announce decisions. The Chair may also call a speaker to order if her remarks are not relevant to the subject under discussion.

6.2. All **motions** must be seconded except in the case of Board resolutions proposed from the Chair or otherwise provided for in these Rules.

6.3. **Speech to be directed to the question**: Each member who rises to speak shall address the Chair and shall direct her speech to the motion or amendment under discussion, or to a question of order. Before speaking, the speaker shall announce her name and function at the meeting. No one may speak longer than two minutes.
at a time without the unanimous consent of the General Assembly. The rulings of the timekeeper shall be strictly adhered to and a signal will indicate one minute before the time limit of each speaker expires.

6.4. **Supplementary speeches**: No member shall be allowed to speak a second time on the same question so long as any member who has not spoken on that question desires the floor, except that a committee convenor or chair making a report, or a speaker presenting the subject, shall have two minutes for closing the debate.

6.5. **Putting the question**: When the question is called (i.e. when a motion or resolution is put to the vote), the Chair shall repeat the motion or resolution in its original or amended form; there shall be no further discussion and the vote shall be taken. If division of the question is desired, the motion to divide must be seconded and is not debatable. Total debate time of the motion or resolution as a whole remains the same. If a screen is used, the authoritative text shall be the text on the screen. See 4.1.5

6.6. **Motions decided may not be renewed**: No motion or amendment may be proposed which is the same in substance as a motion or amendment which has been resolved in the affirmative or negative during the same meeting, or during such period of time as may be by regulation prescribed, unless so desired by the General Assembly and agreed by a simple majority of those eligible to vote and voting.

6.7. **Withdrawal of motions**: Motions and amendments may be withdrawn by leave of the meeting on the request of the members proposing and seconding the motion, before the vote is taken.

6.8. **Postponement of debate**: During the discussion of any matter a member may move the postponement of the debate on the item under discussion, whether to a fixed time or indefinitely. In addition to the proposer of this motion, one member may speak in favour of and one against the postponement, after which the motion to postpone the debate shall be immediately put to the vote.

6.9. **Closure of debate**: A member may at any time move the closure of the debate on the item under discussion, whether or not any other member has signified a wish to speak. Permission to speak on the closure of the debate shall be accorded only to two speakers opposing the closure, after which the motion to close shall be immediately put to the vote.

7. **AMENDMENTS**

Subject to the provisions of the GWI Constitution, amendments to these rules may be proposed by the General Assembly or the Board of Officers. After mutual consultation the General Assembly adopts its amended rules.
Candidates for the GWI Board of Officers 2019-2022
1 President, 5 Vice Presidents, 1 Treasurer - to be elected by the members

President Candidate
Terry OUDRAAD Graduate Women International Netherlands

Vice President Candidates
Education and Advocacy
Louise MCLEOD Women Graduates-USA

Fundraising
Basak OVACIK Turkish Association of University Women

Legal and Governance
No candidate To be appointed by the new Board

Marketing
No candidate To be appointed by the new Board

Membership
Eileen FOCKE-BAKKER Graduate Women International Netherlands
Glenda HECKSHER RAMSDEN Federación Mexicana de Universitarias

Treasurer
Katharine STRUB Swiss Association of University Women

Candidates for the GWI Committees 2019-2022

Finance Committee
2 Assistant Treasurers and 3 Members - to be elected by the Members

Assistant Treasurer Canada
Beverley RHODES Canadian Federation of University Women

Assistant Treasurer Switzerland
Karoline DORSCH Swiss Association of University Women

Members
Kathryn B. HORVAT Women Graduates-USA
Pat SIVERTSEN Graduate Women New Zealand
Abeda INAM DAR Indian Federation of University Women’s Associations
33rd Triennial GWI General Assembly

Committee for the Award of International Fellowships
1 Convenor, 3+ Members - to be appointed by the Board

Convenor
Cynthia BUREK
British Federation of Graduate Women

Members
Aquila ISLAM
Pakistan Federation of University Women
Ranjana BANERJEE
Indian Federation of University Women’s Associations
Margarita ALMADA
Federación Mexicana de Universitarias
Mirella SCHOENENBERG DE WOLLANTS
Asociación de Mujeres Universitarias de El Salvador

Education Committee
1 Convenor, 5 Committee Members - to be elected by the Members

Convenor
Shirley GILLETT
Graduate Women New Zealand
Shruti SONTHALIA
Indian Federation of University Women’s Associations
Alba Evelyn CORTEZ
Asociación de Mujeres Universitarias de El Salvador

Members
Shaila MISTRY
Women Graduates-USA
Gloria RAMIREZ
Federación Mexicana de Universitarias
Confidence DIKGOLE
South African Association of Women Graduates
Alba Evelyn CORTEZ
Asociación de Mujeres Universitarias de El Salvador
Shirley GILLETT
Graduate Women New Zealand

Membership Committee
1 Convenor, 4 Members - to be elected by the Members

Convenor
Meera BONDRE
Indian Federation of University Women’s Associations

Members
Ruth ITEU
Uganda Association of University Women
Nneka CHIEDOZIE
Nigeria Association of University Women
Perine WADGY
Egyptian Association of Graduate Women
Pouya Saeedi
Graduate Women New Zealand

2 Also standing as a member
33rd Triennial GWI General Assembly

**Resolutions Committee**
1 Convenor, 2-4 Committee Members - to be appointed by the Board

**Convenor**
(to be filled)

**Members**
Neelam JAGDALE  
Indian Federation of University Women’s Associations
Lucía GUZMÁN DE MALO  
Federación Mexicana de Universitarias

**Hegg Hoffet Committee**
1 Convenor, 2-3 Committee Members - to be appointed by the Board

**Convenor**
(to be filled)

**Members**
Margaret GILES  
Australian Federation of Graduate Women
Gomathy VENKATESWAR  
Indian Federation of University Women’s Associations

**Projects Committee**
1 Convenor, 2-4 Committee Members - to be appointed by the Board

**Convenor**
Nita MAWAR  
Indian Federation of University Women Associations

**Members**
Rosa Maria MENDOZA DE SERRANO  
Asociación de Mujeres Universitarias de El Salvador
Alice KAGODA  
Uganda Association of University Women
Irene GASHU  
Japanese Association of University Women
Kathryn WILKINSON  
Canadian Federation of University Women
Goal 1: Renew focus on Education Advocacy; Become a leader in global and national advocacy for women’s and girl’s education

- Submitted nine (9) written statements to the United Nations Human Rights Council (UNHRC) on education and its traditional and emerging cross-cutting issues.
- Delivered 10 UNHRC oral interventions.
- Statements were co-signed by GWI member NFA, CFUW and other leading women’s organisations. GWI was asked to and did co-sign more than 10 UNHRC oral statements made by other NGOs.
- Provided speakers to the UNHRC to deliver perspectives of Refugees and Statelessness (from WG-USA); Non-State Actor Torture (from CFUW); and Youth Voices for Democracy (from TAUW). GWI was chosen to provide civil speakers to address the Council three years in a row.
- Participated in all Universal Periodic Reviews (UPR) and the Convention on the Elimination of Discrimination against Women sessions on the fulfillment of Members States’ human and women’s rights and obligations held during the triennium and reported outcomes of 43 NFAs under review and submitted UPR recommendations on behalf of Burkina Faso, Cameroon, Canada, and Russia.
- From September 2016, partnered with civil society organizations on behalf of our NFAs in India, South Africa, Netherlands, United Kingdom, Argentina, Japan, Zambia, Korea, Switzerland, Israel, Russia, Senegal, Mexico, Nigeria, New Zealand, Norway, Democratic Republic of the Congo.
- Convened two UNHRC side events. One on Human Trafficking and the other on Women and Corruption; convened a side event during the Convention on Crime Prevention and Criminal Justice in Vienna on Dangers in Cyberspace to accompany GWI’s written statements on the same subject.
- Participated in the leadership of NGO Committee on the Status of Women Geneva to organise year-round stakeholder interactions with the Council, UN Women and CEDAW.
- Expanded GWI’s role and participation in NGO CSW (New York) — the organisation that facilitates events at the Commission on the Status of Women (CSW) annual meetings. VPs, the Executive Director and UN Representatives worked on logistics, parallel events, Zero Draft Outcomes document and on behalf of NFAs contributed to the final Agreed Conclusions.
- Annually, expanded participation in CSW with a full complement of delegates (20) from various countries who represented GWI at the CSW sessions, side and parallel events. GWI convened a parallel event in 2019, Women’s Empowerment through a Holistic Approach to Education, in collaboration with Global Campaign for Education and participated in three NFA Parallel Events.
- Developed an Advocacy Blueprint for reports from UN Representatives, now followed by them.
- Developed multiple advocacy toolkits addressing Gender Equality, Menstrual Hygiene Day, 16 Days of Activism against Gender-Based Violence, International Day of the Girl, Skilled Girl Force and the SDGs (Sustainable Development Goals). Toolkits were distributed to NFAs and like-minded organizations and posted on website. Several toolkits were featured on the Women’s UN Reporting Network (WUNRN), considered the best, most respected, comprehensive global resources network on women’s and girls’
issues serving more than 50,000 subscribers across the world.

- Prepared 33 Press Release Templates, marking UN International days and women’s and girls’ issues and distributed to NFAs. Please see GWI website.
- Encouraged three dialogues on the Discussions Network on: Rural Women within the context of SDGs 4 and 5; Child Marriage; the Changing Role of Graduate Women in the Next Century.
- Developed a discernibly higher quality to the statements and toolkits resulting in frequent publication of these in the Women’s United Nations Report Network (WUNRN).
- Developed a series of presentations on Women’s Global Leadership Skills; Women as Decision-Makers, Knowledge-Based Advocacy; Advocacy at the Intersection of Global and National Policies and presented these in India, Mexico, Hong Kong and England.
- Made presentations to Universities in India and England to create awareness about GWI as a resource on global learning for students and faculty.
- Called for and evaluated abstracts from our NFAs for workshops and seminars for the Conference on Peace through Education. Worked with the Education Committee to identify eligible abstracts, followed up with members and developed workshop and seminar agenda for the Conference.
- Developed a network of rights organizations, educational institutions that offer strong economic and social integration programs, global decision-making entities and UN agencies within International Geneva as prospective partners as we move forward.
- Reported to the UN on our activities during this Triennium to maintain our consultative status.

Goal 2: Increase Membership World-Wide

- Developed a Membership Plan for 2017-2019.
- Convened the Membership Committee, the Resolution Committee and the Twinning Working Group to design and implement the Membership Plan 2017-2019.
- Created and distributed the Membership E-Book as a toolkit.
- Recruited or re-affiliated NFAs: Burkina Faso (new), Bolivia (re-affiliated), Pakistan (re-affiliated), Paraguay, Argentina (re-affiliated), Haiti.
- Conducting on-going discussions with Brunei, Botswana, Belarus, Brazil, Tunisia, Saudi Arabia and Malawi. Re-initiated contacts with Nepal and Sri Lanka.
- Renewed contacts with Germany and Finland to create interest in re-affiliation.
- Revised the Twinning Toolkit with the help of Sierra Leone, New Zealand, Turkey, South Africa and Hong Kong.
- Increased contacts with Young Members.
- Successfully submitted grant proposals to VGIF and developed content for the Young Members Workshop to be held during the 2019 Triennial General Assembly.
- The Twinning Working Group sent invitation letters to all NFAs and FUWA. Repeated invitations were sent when Bina Roy Projects were announced suggesting a possibility to twin with a project. Sierra Leone and Uganda, Norway and El Salvador expressed interest in twinning; a CFUW Club wishes to twin with Rwanda; Spain and Ghana both asked for more information.
- Successfully conducted a Bring A Delegate Campaign for the 33rd Triennial Conference. Grants were awarded for 7 GWI members who qualified.
Goal 3: Market to increase recognition of GWI as a credible 21st Century graduate women’s advocacy organization

To improve communications with internal and external audiences:

- Undertook ongoing website review & analysis, improving navigation and content.
- Presented a Webinar on *How NGOs can Use Social Media as a Communications Tool* in 2017.
- Conducted a tagline exercise and developed an “elevator speech” to market GWI.
- Provided information about Bina Roy Projects in Development (BRPID) with articles in the *GWI Update* and descriptions in the Annual Reports.
- Created word tag clouds and infographics for the following documents: Strategic Plan Goals for 2016-2019, Effective Social Media, GWI and the United Nations, GWI Twinning, 16 Days of Activism and others as needed.
- Developed a *GWI Media Toolkit*.
- Designed and created UN GWI ID tags for GWI UN reps, interns and visitors as GWI indentifiers at all United Nations meetings.
- Wrote a *Social Media Policy* for GWI and NFA use.
- Made more than 5’500 social media posts about GWI during the Triennium.
- Standardized social media campaigns to include three social media posts per day 1) impactful advocacy idea; 2) key factoid; and 3) in-depth thematic article of interest. Produced some 12 comprehensive campaigns per year.
- Created an average of 320 write ups per year (approximately 960 write ups this triennium) for the *Update* newsletter about GWI International and Member News, GWI programmes and GWI involvement with the United Nations.

For GWI Membership, created:

- *Membership Recruitment and Retention E-Books* that included current Advocacy tools and information
- Twinning flyer
- NFA Membership map and countries list graphics for website and other materials
- Flyer layout and graphics for outreach to *Institutions of Higher Education (IHE)*
- Organogram of GWI structure
- Graphics and layout for *11 Tips to Increase Membership* flyer

For GWI Advocacy, created:

- PDF and PowerPoint Presentations as self-guiding tools on the *SDG 4 Tutorial*
- GWI Advocacy Map for 2018
- GWI 3-Pronged Advocacy (graphic) based on a series of GWI presentations
- Younger Members Series called *Design Your Own Future* - 2 posters created in a series of 3 (How young professionals can prepare themselves for the job market; What employers are looking for in the 21st Century; What young professionals are looking for - research pending)
- Infographic: *GWI Strategy for SDG 4*
- Graphics and layout for *Gender Equality Toolkit*
- Disseminated GWI Centenary meeting information at WG-USA Eastern and Western Regional Meetings; presented GWI IHE Pilot program
For GWI’s Fundraising, created and developed:
- Web graphics
- Publicity for the Carolyn Spurgeon Fellowship Award
- *Invest for a Girl Campaign* graphics (project in progress)

For the Centenary Celebration and the GA:
- Designed the 100th Anniversary Logo Contest.
- Designed web-friendly graphics in the development of the Centenary website.
- Expanded GWI presence at NGO CSW meetings in NYC and CSW 62 and CSW 63 disseminated GWI information about BRPID and invitation materials for GWI Triennial and Conference in Geneva.
- Conducted a marketing campaign for GWI CSW 63 delegates and other GWI delegations attending CSW 63: designed marketing materials in the form of postcards advertising GWI and its activities and the GWI Centenary celebration in 2019; designed 100th Anniversary ID tags to be worn by all delegates to promote visibility for all photographic opportunities especially social media; designed the CSW 63 parallel session flyer; wrote the *CSW 63 Marketing Summary* with GWI written and oral statements and GWI Outcomes from CSW63.
- Produced a presentation on the *Historical Perspectives of 100 years of IFUW / GWI*.
- Published *50 Years of Funding from VGIF* listing all IFUW / GWI projects and events funded by VGIF since 1971 to thank VGIF for its continuing support.
- Created and managed layout and publication of all GA-related documents, conference programmes and flyers.

Goal 4: Develop funding sources and activities to financially stabilise the organisation

- Wrote letters and visited the headquarters and regional offices of Accor Hotels, Ayder, Barclays, Coca Cola, Koç, McKinsey & Company, PWC - Price Waterhouse Coopers, Schneider, Tupperware, Unilever, Vodafone, Colgate Palmolive.
- Had productive discussions with several businesses to develop longer-term relationships required to receive funding. Prospects look promising for the next Triennium.
- Made the annual “Escalade” a fundraising event for GWI that also served to promote GWI’s work.
- Raised funds for Teachers for Rural Futures on crowd funding sites.
- Sent proposals every year to VGIF and received funding for Bina Roy Partners in Development and this year for the Young Members Workshop.
- Raised the entire amount for the Caroline Spurgeon Centenary Fellowship - exceeded our goal and placed excess funds into Fellowships. See Fellowships Committee Report for all Fellowships and Awards.
- Raised funds for the Centenary through the sales of mugs and T-shirts.
- Raised funds through the GWI “bracelet project.”
- Received in-kind donations and cash donations from UNIGE, local Geneva businesses and the Swiss Association for the Centenary Celebration that contributed to keeping the registration fee lower than in past years.

Goal 5: Develop financial management practices that are user-friendly, transparent and support the range of needs of this organization

- Moved the organisation from insolvency in late 2016 to solvency.
- Paid off all employee and project-related expenses and financial commitments to Young
members and delegates incurred in the previous Triennium.

- Extricated the organisation from a pledge of $7.2 USD million made by the previous administration to the Clinton Foundation.
- Brought in a cost-effective accountant and auditor that cut annual expenses by more than half.
- Moved to a more cost-effective office.
- Implemented an austerity budget. Reduced our overall monthly costs to CHF 22'000 or less as opposed to the monthly CHF 55'000 in the previous Triennium.
- Segregated Restricted Funds from the rest of GWI funds for effective financial management and enhanced fiduciary responsibility.
- Became informed on Swiss law for non-profits and established compliance procedures - established new protocols for Hegg Hoffet,
- Eliminated cash transactions. There is no petty cash at the office. Every purchase/ expense is recorded.
- Discontinued all cash withdrawals from banks to support transparency and oversight.
- Created a system for Board approval of all expenditures.
- Switched from a GWI credit card to a GWI debit card for better oversight of expenditures
- Established a transparent bookkeeping system that related expenses to specific activities.
- Responded to the concerns of the majority of our NFAs about the increase in dues approved at the last Triennial.
- Established an Ad Hoc Committee of members around the world to hear the concerns of the NFAs and to identify a new sustainable increase (from the perspective of NFAs) which went into effect in 2018.
- Restored all Restricted Funds that were used inappropriately.
- Made the Finance Committee an integral part of financial decision-making and checks and balances as required by the Constitution.
- Received annual budgets as well as the General Assembly and Conference budgets prepared by the Finance Committee.
- Received clean audits based on appropriate management practices.
- Managed conference website, registrations, revenue and payments in-house, unlike previous Triennials, in order to economize.

Goal 6: Develop and institutionalise governance that supports the growth, sustenance and success of a 21st century women’s membership organisation

- Held board meetings every month with the exception of only a couple of months in order to provide oversight and to make timely decisions.
- Undertook the evolving development of the Board Charter with policies as needs arose or were anticipated.
- Amended the motion to increase the dues passed at 2016 General Assembly, in response to a majority of NFAs.
- Prepared and successfully used the electronic voting software - Simply Voting - to approve the amended General Assembly internal motions on dues, the approval of the annual budgets based on the new increase in dues and the appointment and type of audit with all but one eligible NFA exercising their vote.
- Developed the Terms of Reference for the newly created position of VP Advocacy and Education to replace the unfilled Board position for VP Audit & Risk.
• Rewrote 2017 Terms of Reference for the IFUW Policy on Re-affiliation of NFAs.
• Prepared a Complaints Policy.
• Appointed two Constitutional Advisers.
• Prepared the draft programme for the Triennial General Assembly and Centenary Celebration in 2019.
• Revised the Terms of Reference and established a new Nominations Committee to recruit members for the 2019-2022 Board and Standing Committees.
• Updated the Board and Committees Job Descriptions and Terms of Reference including the term of office which had previously been in the By-Laws.
• Developed a Code of Ethics for the networks, social media and public fora.
• Developed a policy document on selection criteria for members acting as GWI Representatives to conferences and CSW.
• Established the Nominations Committee and prepared the Circular on the eligibility of current leaders to stand for re-election and the call for the new Board and committees’ nominations.
• Prepared Internal and Constitutional Resolutions to be presented at the GA.
• Reviewed the voting procedures at the GA, Rules of Procedure for the face-to-face GA meeting and finalised the GA agenda which was circulated to the NFAs.

Report of the Treasurer: Triennial Review 2016-2019

When I look back at the Triennium 2017-2019, I am proud to say that, in a collaborative effort, the current Board and the Executive Director succeeded in stabilising the financial situation of GWI.

August 2016 - December 2016

The organisation was left with no reserves and insufficient cash for employees’ salaries beyond the next month nor did it have the requisite cash to down-size staff in keeping with Swiss laws. Additionally, we inherited obligations for project payments, travel subsidies promised to Young Members and delegates as well as employee-related tax obligations that had been deferred to the end of the year. Restricted Funds had been used for purposes other than what they were meant for.

It became our responsibility to pay off these financial obligations and restore the Restricted Funds.

At the beginning of the Triennium, the President and the Board were immediately challenged with the fact that the members of the NFAs, whose representatives had approved the dues increase at the General Assembly in 2016, refused to or could not pay such a big increase.

The problem of lack of funds was overcome in extremis with the help of several NFAs who agreed to pay their 2017 dues in advance, a float from the Hegg Hoffet Fund, large donations from Board members, staff downsizing, replacing expensive vendors with moderately-priced ones and later moving to a smaller office.
Due to the austerity measures taken by the Board and the Executive Director, the organisation's income and expenses were balanced and the year 2017 ended with a positive result of 33'868 Swiss Franc (for more details, see Triennium 2017-2019 Actuals and Budgets).

During the year, a vast consultation with the NFAs resulted in an agreement on a much smaller increase of seven Swiss Franc for the highest paying NFAs (for dues formula and per capita dues scale, see Annex I). This increase was approved by the General Assembly via an online ballot in October 2017. In addition, the General Assembly also accepted the new budgets for 2018 and 2019 based on the revised income. The increase was to go into effect starting January 2018.

The previous Board had constituted various Unrestricted Funds, all of which were emptied by August 2016. The Funds continued to create the illusion of a big organisational debt. In order to reflect the organisation’s financial situation more accurately, the Board decided at the end of 2017 to dissolve these Unrestricted Funds.

Continuing on an austerity budget, we were able to achieve a positive result of 41’109 Swiss Franc at the end of the year 2018.

Despite the dues increase, which became effective in 2018, our dues income was lower in 2018 than in 2017. This is explained by the fact that we had to pay back some of the NFAs who had paid their 2017 dues with the increase voted for at the General Assembly in 2016. In addition, our largest NFA, the Canadian Federation of University Women (CFUW), continued to question the increase that it had voted for, questioning the spending of the previous Triennium and the accounting for the reserves invested in the USA. However, in a demonstration of good faith on both sides, these exchanges led to a productive dialogue between the two organisations in 2018 and a Memorandum of Understanding (MOU) to be signed in order for the two organisations to move forward together. For 2018 and 2019, CFUW dues increase payment is in the form of in-kind contributions and financial payments. The MOU states the areas of collaboration in advocacy, research, member engagement and project development. This collaboration will continue for the foreseeable future. In view of the CFUW’s support of GWI’s annual budget and its plentiful resources, GWI is pleased to partner with its largest NFA. This has had the effect of reducing our cash revenue for 2018 and 2019, but this collaboration translates into capacity for GWI that can reduce some of its other expenses.

Although GWI ran an austerity budget, the Board decided to allocate 500 Swiss Francs to each regional meeting once within the triennium and to set aside a reserve of 20'000 Swiss Francs for the 2019 conference (membership budget line). The programme “Teachers for Rural Futures” has been continued and more than half of its cost has been covered through fundraising activities; the GWI budget has covered the rest of its expenses. Furthermore, all requests for Hegg Hoffet funding were honoured. The Bina Roy Partners in Development Programme (BRPID) was funded by VGIF in 2017 and 2018.
January 2019 - December 2019 (Projection)

We also predict a comparable positive balance for 2019 (for details, see Triennium 2017-2019, Actuals).

Restoration of Restricted Funds, Reduction of Monthly Expenses and Balanced Budget

Due to the positive results of 2017-2019, we have restored Restricted Funds, balanced the budget for the Triennium, have cash on hand and we can look into the future with a certain confidence.

Overall, we reduced our monthly expenses to 22'000 Swiss Franc from 55'000 Swiss Franc monthly in the previous Triennium.

In addition to staff downsizing, new vendors, and a smaller office, another significant cut in expenses was achieved by reducing travel expenses for the Board members and the Executive Director. The President chose to pay all her travel undertaken on behalf of GWI.

Staffing

During most of the Triennium, the office was without paid staff with the exception of the Executive Director. She has been responsible for member relationships, communications, publications, advocacy activities at the UN Human Rights Council, Geneva, NGO liaisons, social media, website updates and reports among other tasks. To manage the diverse needs of an NGO office, Stacy has initiated a robust Internship Programme with several American and European Universities. Her work has been supplemented by a working Board. Only in September 2018, a new employee was hired part-time (Clémence Mathiaud), to support the imminent workload of the Triennial General Assembly and Conference.

In the absence of support staff, I assumed the charge of collecting the dues during the Triennium. This was a good experience because it allowed me to make contacts with all NFAs and, in some cases, to get a closer insight into their specific situation. Whenever possible and compatible with the constitution, Board members and I tried to be helpful despite our own challenging financial situation.

Financial Management and Transparency

Since December 2016, accounting services have been provided by Catherine Herbez (Fiduciaire Herbez Locca) and paid for by the hour. The Accountant, the Executive Director and I, met every month for a review of the financial situation, to discuss improvements in the accounting and for a discussion of pending matters. New procedures and rules were established making the financial accounting more transparent. Furthermore, all Restricted Funds are shown and accounted for separately. GWI no longer uses any cash in the office. All incoming and outgoing payments go through our accounts and are therefore properly recorded. The President and other Board members also had a close oversight of income, expenses and cost position on a monthly basis. The auditing cost was cut to half by changing the auditing firm from KPMG to PKF (approved by the General Assembly, in 2017, with an online ballot) while keeping the same audit type in accordance with Swiss Law (Limited Statutory Examination).
Fundraising

Throughout this Triennium, we were not able to successfully approach foundations and other sources of grants because the financial statements from 2013 through 2016 showed six-figure deficits and funders typically review NGO’s statements of the previous three years to assess eligibility for grants. However, based on the financial statements of this Triennium, there is now a potential for the next Board to apply for new funding.

Despite the unsatisfactory financial situation, the Executive Director and the Board successfully raised smaller funds and the organisation also received generous donations from members for Bina Roy, Teachers for Rural Futures and the Fellowships and Grants Fund including the Centenary Caroline Spurgeon Fellowship (See reports by the Executive Director and VP for Fundraising).

Dues Alleviation

Since there was an almost 40% loss in the exchange rate between the Swiss Franc and the Turkish Lira, the Board granted an equivalent alleviation of full dues to Cyprus for 2018 and 2019 and to Turkey for 2019.

Challenges

There is still a significant number of NFAs that do not respect the deadlines set for the payments of dues by the Constitution. This is very unfortunate because GWI cannot fulfil its role without the members’ contribution. The dues are to be paid on 1 January and at least 50% of the dues have to be paid by 31 March of the current year. Dues are paid retrospectively, which is to say for the membership of the preceding year. I encourage all NFAs to review their dues collection process to make sure that the dues for the current year are collected from their members in the preceding year, for example at the AGM, so that the payments to GWI can be made early in the year. GWI sincerely appreciates your efforts.

Finance Committee (FINCOM)

According to the Constitution, I assumed the Convenor function of the Finance Committee (FINCOM). Two nominations were required during the Triennium: The Swiss assistant Treasurer had to be replaced and an additional member had to join FINCOM to ensure that it was composed of an uneven number of members (for more details, see FINCOM report).

The FINCOM members regularly received the monthly financial reports, participated in seven FINCOM meetings by Skype/Zoom and made six recommendations to the Board. I highly appreciated the very productive and pleasant collaboration and my sincere thanks go to all the members for their support during the Triennium.

Dues increase

Because of the dues increase in 2017 and based on the recommendation of the Finance Committee, the Board decided to withhold from changing the dues formula and from increasing the dues in 2019. However, NFAs should be prepared for a likely increase in dues at the General Assembly 2022. As recommended by the Finance Committee (see their report), NFAs should be given notice of an increase two years in advance. A discussion about the dues formula and scale (see Annex I) and a future increase in dues
will have to be initiated by the new Board and explored in collaboration with the Finance Committee.

**Triennial General Assembly and Conference**

FINCOM submitted to the Board, a budget for the Triennial GA and Conference and also recommended the amount of the registration fee for this event. We would like to note that the registration fee for the Triennial GA and Conference is lower than at past Triennials. This is because of the generosity of several entities: The University of Geneva waived the rental price of its facilities for all four days; the catering service waived expenses for certain services, local businesses provided discounts for their products; the Swiss NFA provided in-kind services for the planning and management of the Conference and local activities and more; the Zurich Section of the Swiss NFA donated cash as did an anonymous donor. The LAC negotiated rock bottom prices on a number of event-related items. Last but not least, the WTO committed to a reception for our attendees.

These entities have our deepest appreciation and gratitude.

**Budget 2020-2022**

The Triennial Budget 2020-2022 was prepared together with the FINCOM members and accepted by the Board in July 2019. It is based on the income of the two previous years. It is a guideline for the new Board and can be adapted to the needs of the organisation.

Geneva, May 2019

Katharina Strub
GWI Treasurer

**ANNEX I**

Dues formula:

\[ x = (2 \times \ln(\text{GNI per capita})) - \ln(\text{Membership number}) ) \times \text{HDI} \]

GNI: Gross National Income   HDI: Human Development Index   ln: natural logarithm

<table>
<thead>
<tr>
<th>Range of x</th>
<th>Dues per capita 2017</th>
<th>Dues per capita 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>x is 12 or greater</td>
<td>18</td>
<td>25</td>
</tr>
<tr>
<td>x is 10.5 or less than 12</td>
<td>15.5</td>
<td>21.5</td>
</tr>
<tr>
<td>x is 9 or less than 10.5</td>
<td>13</td>
<td>18</td>
</tr>
<tr>
<td>x is 7.5 or less than 9</td>
<td>10.5</td>
<td>14.5</td>
</tr>
<tr>
<td>x is 6 or less than 7.5</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>x is 4.5 or less than 6</td>
<td>5.5</td>
<td>7.5</td>
</tr>
<tr>
<td>x is less than 4.5</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
### 33rd Triennial GWI General Assembly

#### Income Table

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subscription fees NFA's current</td>
<td>237,775</td>
<td>268,044</td>
<td>265,207</td>
<td>791,026</td>
<td>240,067</td>
<td>325,000</td>
<td>281,467</td>
<td>846,534</td>
</tr>
<tr>
<td>Subscription fees NFA's dues refund</td>
<td>16,770</td>
<td>(17,770)</td>
<td>(1,995)</td>
<td>(1,995)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Subscription fees NFA's arrears</td>
<td>9,410</td>
<td>1,519</td>
<td>13,340</td>
<td>24,269</td>
<td>0</td>
<td>17,000</td>
<td>17,000</td>
<td>17,000</td>
</tr>
<tr>
<td>Subscription fees NFA's arrears, in-kind contribution of CFUW</td>
<td>0</td>
<td>0</td>
<td>23,045</td>
<td>23,045</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Independent members</td>
<td>2,566</td>
<td>1,625</td>
<td>1,500</td>
<td>5,711</td>
<td>0</td>
<td>1,500</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>Donations in funds and in-kind</td>
<td>11,093</td>
<td>10,593</td>
<td>5,594</td>
<td>27,281</td>
<td>154</td>
<td>500</td>
<td>5,000</td>
<td>5,554</td>
</tr>
<tr>
<td>Teachers for Rural Futures - donations</td>
<td>8,417</td>
<td>5,998</td>
<td>4,000</td>
<td>18,415</td>
<td>4,740</td>
<td>2,000</td>
<td>4,000</td>
<td>11,240</td>
</tr>
<tr>
<td>Restricted funds - donations</td>
<td>10,069</td>
<td>22,642</td>
<td>16,250</td>
<td>57,961</td>
<td>13,774</td>
<td>19,000</td>
<td>32,774</td>
<td>32,774</td>
</tr>
<tr>
<td>Escalate fundraising</td>
<td>1,096</td>
<td>2,241</td>
<td>1,000</td>
<td>4,337</td>
<td>10,000</td>
<td>0</td>
<td>1,000</td>
<td>11,000</td>
</tr>
<tr>
<td>Fundraising</td>
<td>0</td>
<td>9,183</td>
<td>5,000</td>
<td>14,183</td>
<td>0</td>
<td>12,000</td>
<td>5,000</td>
<td>17,000</td>
</tr>
<tr>
<td>Bracelet project</td>
<td>4,542</td>
<td>235</td>
<td>4,777</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Miscellaneous revenue</td>
<td>0</td>
<td>95</td>
<td>0</td>
<td>95</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Income before Extraordinary items</td>
<td>308,895</td>
<td>307,175</td>
<td>352,037</td>
<td>968,107</td>
<td>268,735</td>
<td>359,000</td>
<td>314,967</td>
<td>942,702</td>
</tr>
</tbody>
</table>

#### Total Expenditure Table

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditure</td>
<td>276,027</td>
<td>266,066</td>
<td>313,370</td>
<td>855,463</td>
</tr>
<tr>
<td>Current Result for the year</td>
<td>33,867</td>
<td>41,109</td>
<td>38,667</td>
<td>113,644</td>
</tr>
</tbody>
</table>

#### Extraordinary Items Table

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dissolution from Conference Fund</td>
<td>107,514</td>
<td>0</td>
<td>0</td>
<td>107,514</td>
</tr>
<tr>
<td>Dissolution of Equipment Fund</td>
<td>71,008</td>
<td>0</td>
<td>0</td>
<td>71,008</td>
</tr>
<tr>
<td>Dissolution of Publications Fund</td>
<td>7,708</td>
<td>0</td>
<td>0</td>
<td>7,708</td>
</tr>
<tr>
<td>Dissolution of Alice Peiquer Fund</td>
<td>12,741</td>
<td>0</td>
<td>0</td>
<td>12,741</td>
</tr>
<tr>
<td>Dissolution of Ruth EM Brown Fund</td>
<td>60,242</td>
<td>0</td>
<td>0</td>
<td>60,242</td>
</tr>
<tr>
<td>Dissolution of Legacy Donations Fund</td>
<td>12,242</td>
<td>0</td>
<td>0</td>
<td>12,242</td>
</tr>
<tr>
<td>Total Extraordinary items</td>
<td>369,442</td>
<td>41,109</td>
<td>38,667</td>
<td>468,218</td>
</tr>
<tr>
<td>Result for the year before allocation / withdrawal to capital</td>
<td>260,582</td>
<td>0</td>
<td>0</td>
<td>260,582</td>
</tr>
<tr>
<td>Allocation / withdrawal to capital</td>
<td>(38,443)</td>
<td>0</td>
<td>0</td>
<td>(38,443)</td>
</tr>
<tr>
<td>Result after allocation / withdrawal to capital</td>
<td>222,139</td>
<td>0</td>
<td>0</td>
<td>222,139</td>
</tr>
</tbody>
</table>

#### Expenditure Table

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programme</td>
<td>6,525</td>
<td>2,757</td>
<td>5,000</td>
<td>14,282</td>
</tr>
<tr>
<td>International Advocacy, UNNGO Affiliation fees</td>
<td>12,008</td>
<td>3,680</td>
<td>9,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Public Relations and Communication</td>
<td>23,465</td>
<td>11,664</td>
<td>11,664</td>
<td>56,793</td>
</tr>
<tr>
<td>Projects - Girls choice app</td>
<td>64</td>
<td>0</td>
<td>0</td>
<td>64</td>
</tr>
<tr>
<td>Teachers for Rural Futures - Gifts</td>
<td>30,000</td>
<td>12,185</td>
<td>12,000</td>
<td>54,185</td>
</tr>
<tr>
<td>Restricted Funds - Grants</td>
<td>13,294</td>
<td>13,812</td>
<td>15,290</td>
<td>42,396</td>
</tr>
<tr>
<td>Restricted Funds - Funds variations</td>
<td>16,434</td>
<td>0</td>
<td>0</td>
<td>16,434</td>
</tr>
<tr>
<td>Membership Development</td>
<td>8,564</td>
<td>8,564</td>
<td>0</td>
<td>17,128</td>
</tr>
<tr>
<td>Conference 2019</td>
<td>40,000</td>
<td>63,530</td>
<td>70,485</td>
<td>174,015</td>
</tr>
<tr>
<td>Governance</td>
<td>6,791</td>
<td>6,791</td>
<td>0</td>
<td>13,583</td>
</tr>
<tr>
<td>Board &amp; committees meetings</td>
<td>7,977</td>
<td>3,074</td>
<td>6,000</td>
<td>17,051</td>
</tr>
<tr>
<td>General Administration</td>
<td>17,796</td>
<td>124,978</td>
<td>105,173</td>
<td>249,953</td>
</tr>
<tr>
<td>Salaries, social charges and other employee costs</td>
<td>144,749</td>
<td>148,061</td>
<td>185,002</td>
<td>460,604</td>
</tr>
<tr>
<td>Office rent and upkeep, moving</td>
<td>32,933</td>
<td>24,548</td>
<td>24,500</td>
<td>82,981</td>
</tr>
<tr>
<td>Equipment and maintenance</td>
<td>2,186</td>
<td>6,383</td>
<td>4,000</td>
<td>12,579</td>
</tr>
<tr>
<td>Bank charges and exchange differences</td>
<td>2,117</td>
<td>2,117</td>
<td>2,117</td>
<td>6,351</td>
</tr>
<tr>
<td>187,712</td>
<td>174,132</td>
<td>203,579</td>
<td>566,423</td>
<td></td>
</tr>
<tr>
<td>Professional Fees</td>
<td>34,353</td>
<td>25,330</td>
<td>24,306</td>
<td>83,989</td>
</tr>
<tr>
<td>Audit</td>
<td>33,615</td>
<td>28,000</td>
<td>28,000</td>
<td>89,615</td>
</tr>
<tr>
<td>Bookkeeping</td>
<td>4,260</td>
<td>4,260</td>
<td>4,260</td>
<td>12,980</td>
</tr>
<tr>
<td>Consulting fees</td>
<td>22,200</td>
<td>22,200</td>
<td>22,200</td>
<td>66,600</td>
</tr>
<tr>
<td>Depreciation</td>
<td>2,290</td>
<td>0</td>
<td>0</td>
<td>2,290</td>
</tr>
<tr>
<td>Total Expenditure</td>
<td>276,027</td>
<td>266,066</td>
<td>313,370</td>
<td>855,463</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditure</td>
<td>264,553</td>
<td>359,000</td>
<td>298,206</td>
<td>921,759</td>
</tr>
</tbody>
</table>
Report of the Independent Auditors on the limited statutory examination to the General Assembly of the Graduate Women International

GENEVA

As Independent Auditor, we have examined the financial statements (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds) of Graduate Women International for the year ended December 31, 2016. The figures from prior year were reviewed by another audit firm.

These financial statements are the responsibility of the Board of Officers. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of organization's personnel and analytical procedures as well as detailed tests of organization's documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and Graduate Women International constitution and by-laws.

Geneva, September 25, 2017

Olivier Volper
(Licensed Audit Expert)
(Auditor in charge)

Sophie Bonaguro
(Licensed Audit Expert)

Enclosures: - Financial statements as at December 31, 2016 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)
Report of the Independent Auditors on the limited statutory examination to the General Assembly of the Graduate Women International

GENEVA

As Independent Auditor, we have examined the financial statements (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds) of Graduate Women International for the year ended December 31, 2017.

These financial statements are the responsibility of the Board of Officers. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of organization’s personnel and analytical procedures as well as detailed tests of organization’s documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and Graduate Women International constitution and by-laws.

Geneva, February 19, 2018

PKF Fiduciaire SA

Olivier Volper
(Licensed Audit Expert)
(Auditor in charge)

Sophie Bonaguro
(Licensed Audit Expert)

Enclosures: - Financial statements as at December 31, 2017 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)
33rd Triennial GWI General Assembly

Letter from the Auditor 2018 & Audited Report 2018

PKF Fiduciaire SA
Genève • Pribourg • Liussanne • Moutier • Sion • Vevey

REPORT
of the Independent Auditor
on the Limited Statutory Examination
for the year ended December 31, 2018
to the General Assembly of
Graduate Women International
Geneva

(N° 544/19 – OV)
Report of the Independent Auditors on the limited statutory examination
to the General Assembly of the
Graduate Women International

GENEVA

As Independent Auditor, we have examined the financial statements (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds) of Graduate Women International for the year ended December 31, 2018.

These financial statements are the responsibility of the Board of Officers. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of organization’s personnel and analytical procedures as well as detailed tests of organization’s documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and Graduate Women International constitution and by-laws.

Geneva, February 20, 2019

PKF Fiduciaire SA

Olivier Volper
(Licensed Audit Expert)
(Auditor in charge)

Fernando Martin

Enclosures: - Financial statements as at December 31, 2018 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)
# Enclosure 1

**Balance Sheet as at December 31, 2018 vs 2017**

<table>
<thead>
<tr>
<th>Notes</th>
<th>CHF</th>
<th>CHF</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and banks</td>
<td>323'056</td>
<td>212'780</td>
</tr>
<tr>
<td>Expenses paid in advance</td>
<td>727</td>
<td>1'276</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>323'783</td>
<td>214'056</td>
</tr>
</tbody>
</table>

| **LIABILITIES, RESTRICTED FUNDS, UNRESTRICTED FUNDS AND CAPITAL** |     |     |
| **Current Liabilities** |     |     |
| Creditors and accrued liabilities | 10'899 | 14'408 |
| 2019 Triennial General Assembly and Conference Enclosure 4.2 | 74'955 | 0 |
| Dues received in advance | 136'777 | 147'926 |
| **Total Current Liabilities** | 222'631 | 162'334 |

| **Restricted Funds** | Enclosure 4.1 |     |     |
| Restricted funds | 124'062 | 115'740 |
| **Total Restricted Funds** | 124'062 | 115'740 |

| Capital as per 01.01 |     |     |
| Allocation / withdrawal of the result | -64'019 | -453'462 |
| **Total Capital** | 41'109 | 389'443 |
| **TOTAL LIABILITIES, RESTRICTED FUNDS AND CAPITAL** | 323'783 | 214'056 |
### Enclosure 2.1

**Statement of Revenues and Expenses for the year ended December 31,**

<table>
<thead>
<tr>
<th>Notes</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subscription fees NFAs current</td>
<td>268'044</td>
<td>237'775</td>
</tr>
<tr>
<td>Subscription fees NFAs dues refund</td>
<td>(14'770)</td>
<td>14'770</td>
</tr>
<tr>
<td>Subscription fees NFAs arrears</td>
<td>1'519</td>
<td>9'410</td>
</tr>
<tr>
<td>Independent members</td>
<td>1'625</td>
<td>2'586</td>
</tr>
<tr>
<td>Donations</td>
<td>10'883</td>
<td>10'890</td>
</tr>
<tr>
<td>Donations in Kind</td>
<td>0</td>
<td>1'003</td>
</tr>
<tr>
<td>Teachers for the Rural Future - donations</td>
<td>5'986</td>
<td>8'417</td>
</tr>
<tr>
<td>Restricted funds - donations</td>
<td>22'134</td>
<td>19'406</td>
</tr>
<tr>
<td>Escalade Fund Raising</td>
<td>2'241</td>
<td>1'096</td>
</tr>
<tr>
<td>Charriot fund Raising</td>
<td>9'183</td>
<td>0</td>
</tr>
<tr>
<td>Bracelet project</td>
<td>235</td>
<td>4'542</td>
</tr>
<tr>
<td>Miscellaneous revenue</td>
<td>95</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total current income</strong></td>
<td>307'175</td>
<td>309'896</td>
</tr>
<tr>
<td><strong>Total Expenditure (Enclosure 2.2)</strong></td>
<td>266'066</td>
<td>276'027</td>
</tr>
<tr>
<td><strong>Current result for the year</strong></td>
<td>41'109</td>
<td>33'868</td>
</tr>
</tbody>
</table>

**EXTRAORDINARY ITEMS**

<table>
<thead>
<tr>
<th>Notes</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dissolution from Conference Fund</td>
<td>0</td>
<td>187'514</td>
</tr>
<tr>
<td>Dissolution of Equipment Fund</td>
<td>0</td>
<td>71'098</td>
</tr>
<tr>
<td>Dissolution of Publications Fund</td>
<td>0</td>
<td>7'790</td>
</tr>
<tr>
<td>Dissolution of Alice Paquier Fund</td>
<td>0</td>
<td>12'741</td>
</tr>
<tr>
<td>Dissolution of Ruth EM Bowden Fund</td>
<td>0</td>
<td>60'382</td>
</tr>
<tr>
<td>Dissolution of Legacy donations funds dissolution</td>
<td>0</td>
<td>16'242</td>
</tr>
<tr>
<td><strong>Total extraordinary items</strong></td>
<td>0</td>
<td>355'575</td>
</tr>
</tbody>
</table>

**Result for the year before allocation / withdrawal to capital**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Result after allocation / withdrawal to capital</td>
<td>41'109</td>
<td>0</td>
</tr>
</tbody>
</table>

Income and expenditure related to restricted funds are disclosed under enclosure 4.1.
Enclosure 3

Notes to the Financial Statements
December 31, 2018

1 Organisation and activity
Graduate Women International (GWI) is a non-governmental organization (NGO) with headquarters in Geneva, Switzerland. The Federation is active in 55 countries through National Federations and Associations (NFAs), and present in more than 68 countries through its independent members. GWI is in good standing with CAGI (Centre d'Accueil-Genève Internationale, Geneva Welcome Center), maintains ECOSOC status with the United Nations, since 1947 and is in special relations with the ILO and UNESCO.

GWI's main objectives are to promote secondary, tertiary, continuing and non-traditional education for girls and women, promote international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender and sexual orientation or other status and to advocate for the advancement of the status of girls and women; to encourage and enable women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

GWI is a not-for-profit organization and is financed by membership fees paid through their NFAs and by donations and grant awards. The increase of dues paid by certain NFAs in 2017 were completely or partially returned in 2016. In agreement with the constitution of GWI, the dues of Cyprus were reduced by 40% in 2018 due to a corresponding drop of the country's currency exchange rate as compared to the Swiss Franc.

GWI, acknowledged as a public service organization, is currently exempt from all taxes in Geneva as well as at the Federal level.

2 The Federation’s strategy
The GWI 2017-2019 strategy incorporates the theme, From Theory to Action. In agreement with its strategic plan, the Board balanced the budget in 2018 continuing to operate under austerity measures, and to ensure transparency for its membership by simplifying the financial reporting structure. The activities of GWI are presented in the report Year at a Glance, which highlights 2018 global advocacy towards the advancement of GWI National Federations and Associations (NFAs) on community, national and international levels. The GWI staff continues to provide exemplary member services for their advocacy work for girls' and women's education. Alongside these efforts, the GWI Board and staff focus on increasing membership for all NFAs, on the continued improvement of its programs, partnerships and fundraising efforts. Membership services have been analyzed, improved and implemented and outreach to commercial partners and foundations has been consistent throughout 2018. A major effort of the Board and the office as well as of the Swiss Association of Graduate Women was focused on the organization and preparation of the 33rd Triennial General Assembly and Centenary Celebration on 25-26 July 2019 in Geneva. A large number of UN-associated agencies and organizations such as the World Trade Organization as well as the University of Geneva will participate in this event.

Four countries affiliated or re-affiliated in 2018: Bolivia, Pakistan, Paraguay and Haiti. Termination was given to Romania and Greece because of lack of membership payment. In agreement with the constitution of GWI, the dues of Cyprus were reduced by 40% due to a corresponding drop of the country's currency exchange rate as compared to the Swiss Franc. The contacts with Cameroon and Niger were disrupted in 2018 due to aggravated conditions in these countries.

GWI continues the austerity budget operating internationally with one staff member, the Executive Director and, in agreement with the budget, with a part-time staff member (60%) since 1 September 2018. Operations are also carried out by interns from the GWI Internship program and a work study program sponsored by the Canton of Geneva. Both programs aim also to advance the status of women as stated in the GWI mission. The President and Board members gave continued operational support to the office throughout the year.

GWI continues to maintain its Teachers for Rural Futures program at Makerere and to award grants from its Hegg Hoffet program for displaced refugees.

In preparation of the Centennial Celebration in 2019, GWI started fundraising for the Caroline Spurgeon Centenary Fellowship, which will provide financial support to a post-doctoral or a Ph. D. student to achieve her research goals.
3 Significant accounting policies

The accounting policies followed for dealing with items which are judged material, or critical in determining the results for the year and stating the financial position, are as follows:

3.1 Basis of preparation

The financial statements were prepared according to the provisions of the Swiss Law on Accounting and Financial Reporting (32nd title of the Swiss Code of Obligations). Where not prescribed by law, the significant accounting and valuation principles applied are described below.

The financial statements for the year ending 31 December 2018 have been prepared in accordance with the provisions of the new Swiss Law regarding accounting and financial reporting. To ensure the comparability of information, the comparative figures have been restated accordingly with no impact on the net result.

3.2 Revenue recognition

Subscription fees are recorded when collected. Subscriptions received in advance of due date are deferred.

3.3 Expenditure recognition

Capital and non-capital expenditures are expensed as incurred and capitalised when appropriate.

3.4 Conversion of foreign currencies

Assets and liabilities that arise in currencies other than Swiss Francs are converted using the exchange rates prevailing at year end. Revenues and expenses during the year are converted at the monthly exchange rates set by the Swiss tax authorities.

3.5 Funds

Funds are defined as follows:

Undesignated funds
The accumulated fund represents amounts over which the General Assembly has discretionary control.

Designated funds
• Unrestricted funds comprise the working reserves over which the Board of Officers has discretionary control.
• Restricted funds represent amounts received from donors where the purpose of the contribution is specific to activities.
4 Exchange rates

The exchange rate used during the year are the average rate given by Swiss tax authorities. At year end, we used the following rates to reevaluate the foreign currency balances (cash) 1 US dollar = 0.985764 Swiss franc and 1 EUR = 1.1269 Swiss francs.

5 Commitments

GWI moved on 16 August 2017 to Versolix. Rent agreement is contracted for 5 years. The commitment for premises is CHF 81'180.

6 Pension fund liabilities

As of December 31, 2018, the pension fund liabilities are CHF 877 (2017: CHF 0).

7 Fire insurance

As of December 31, 2018, the fire insurance value of fixed assets amounted to CHF 200'000 (2017: CHF 200'000).

8 Full-time equivalents

The annual average number of full-time equivalents for the reporting year, as well as the previous year, did not exceed 10.

9 Significant events after the balance sheet date

There are no significant events after the balance sheet date which could impact the book value of the assets or liabilities or which should be disclosed here.
Enclosure 3

Notes to the Financial Statements
December 31, 2018

10 Risk assessment

The Board applied continued operating its austerity budget in 2018 and succeeded in improving the financial situation of GWI by ending the year 2018 with a positive result. The Finance Committee was closely involved in the oversight of GWI’s finances receiving monthly statements on a regular basis.

The risk assessment comprises the following points:

a) Income sources

GWI depends mainly on its national federations and associations (NFAs) for revenue. GWI actively seeks private, corporate and crowdfunding fundraising opportunities. Although unsuccessful, GWI applied for funding in 2018 to Loterie Romande, PICTET Foundation, Hans Wilsdorf Foundation and the Ville de Genève.

b) Currency exposure

Despite the fact that GWI is based in Switzerland and operates in Swiss francs, a very stable currency, GWI is prone to currency losses. This is due to the fact that its NFAs operate in other currencies. Dues are expressed in Swiss Francs and payable in Swiss francs, Euros or US dollars. Currency fluctuations have often a negative impact on the income of GWI either because GWI has to assume losses in currency conversion or because NFAs become unable to pay the dues because of a significant depreciation of the local currency as compared to the Swiss Franc. At worst, this can result in NFAs leaving GWI.
### Enclosure 4.1

#### Movements in Restricted Funds

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fellowships and Grants Fund</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance as at 01.01.</td>
<td>15'213</td>
<td>15'213</td>
</tr>
<tr>
<td>Donations received</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grants paid</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Balance as at December 31</strong></td>
<td>15'213</td>
<td>15'213</td>
</tr>
</tbody>
</table>

**Hegg-Hoffet Fund**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance as at 01.01.</td>
<td>68'042</td>
<td>70'401</td>
</tr>
<tr>
<td>Donations received</td>
<td>3'535</td>
<td>1'540</td>
</tr>
<tr>
<td>Grants paid</td>
<td>-2'683</td>
<td>-3'641</td>
</tr>
<tr>
<td>Bank charges</td>
<td>-122</td>
<td>-58</td>
</tr>
<tr>
<td><strong>Balance as at December 31</strong></td>
<td>68'593</td>
<td>68'042</td>
</tr>
</tbody>
</table>

**Bina Roy Partners in Development Fund (BRPID)**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance as at 01.01.</td>
<td>30'485</td>
<td>28'014</td>
</tr>
<tr>
<td>Donations received</td>
<td>9'775</td>
<td>15'666</td>
</tr>
<tr>
<td>Grants paid</td>
<td>-10'827</td>
<td>-13'395</td>
</tr>
<tr>
<td><strong>Balance as at December 31</strong></td>
<td>29'433</td>
<td>30'485</td>
</tr>
</tbody>
</table>

**Caroline Spurgeon Centenary Fellowship Fund**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance as at 01.01.</td>
<td>2'000</td>
<td></td>
</tr>
<tr>
<td>Donations received</td>
<td>8'824</td>
<td>20'000</td>
</tr>
<tr>
<td>Grants paid</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Balance as at December 31</strong></td>
<td>10'824</td>
<td>20'000</td>
</tr>
</tbody>
</table>

#### Total Balances in Restricted Funds

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>124'062</td>
<td>115'740</td>
</tr>
</tbody>
</table>

#### Total movements in Restricted Funds:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total restricted Funds opening balance as at 01.01.</td>
<td>115'740</td>
<td>113'628</td>
</tr>
<tr>
<td>Total Donations</td>
<td>22'134</td>
<td>19'406</td>
</tr>
<tr>
<td>Total Grants paid</td>
<td>-13'812</td>
<td>-17'294</td>
</tr>
<tr>
<td><strong>Total Balances in Restricted Funds as above</strong></td>
<td>124'062</td>
<td>115'740</td>
</tr>
</tbody>
</table>
2019 Triennial General Assembly and Conference

Opening balance 01.01.       -7'152
Accumulated expenses
Accumulated income       82'107

Balance as at December 31    74'956
Finance Committee Report by the Canadian Assistant Treasurer

Members
Assistant Treasurer Canada: Carol Hare
Assistant Treasurer Switzerland:
  Dr Katharina Strub, Switzerland, August 2016 - January 2017
  Angelika Spanke, Switzerland, April 2017 - December 2018
  Kathryn Horvat, USA, 2016-2019
  Ntokozo Ntuli, South Africa, 2016-2019
  Patricia Sivertsen, New Zealand, since December 2017

Convenor
GWI Treasurer (ex officio): Tricia Blombery, Australia, August 2016-December 2016
GWI Treasurer (ex officio): Dr Katharina Strub, Switzerland, since February 2017

The Finance Committee (FINCOM):
The four members of FINCOM met with Dr Katharina Strub, Treasurer on 29 May 2017. At this meeting, FINCOM reviewed the current financial standing of the organization; agreed that all future meetings would be virtual for those who lived outside of the GWI Headquarters in Geneva and that the committee would meet regularly to discuss and review financial documents and review related upcoming changes in budgets or other financial activities. Indeed, FINCOM met twice in 2017, four times in 2018 and once in 2019. FINCOM reports to the Treasurer who works with the GWI Board of Directors. The Executive Director participated in the FINCOM meetings.

Financial Accounts:
The Financial Audits of GWI cover the year end results from 2016 to 2018. The newly elected Board takes office after the General Assembly and is responsible for the audit of these years. After reviewing the 2016 financial situation, the new Board immediately implemented austerity measures to improve the financial situation. Staffing was reduced, some vendors were changed, and new locations of the office were investigated. In addition, accounting services were taken over by a new person and accounting made more transparent. All these changes were reviewed and approved by FINCOM.

Revenue
GWI’s revenue depends mainly on its dues from the national affiliates (NFAs) and from independent members as well as on donations and fundraising by the members and the office. In 2018, the dues increase accepted by the General Assembly in 2017 via an electronic ballot came into effect resulting in a small increase in the income. The higher income in 2016 is due to major cash and in-kind donations received by GWI. Funds from donations are always welcome but it is very difficult to incorporate them into the budget as they are by nature unpredictable.

A) TOTAL INCOME
2016: 368 204 Swiss Franc
2017: 290 490 Swiss Franc
2018: 307 175 Swiss Franc
B) TOTAL EXPENSES
2016: 689 868 Swiss Franc
2017: 256 621 Swiss Franc
2018: 266 066 Swiss Franc

Savings in employee salaries and administrative expenditures were achieved by moving to a smaller location and reducing the staff size to one full time Executive Director from the beginning of the term and one part time staff starting in September 2018. Services such as bookkeeping are paid on an hourly basis. Much of the administration was offered by the members of the GWI Board. To increase clarity in the accounting, the Restricted Funds were completely separated from the rest.

They include the Bina Roy Partners in Development Programme, Fellowship & Grants Fund and the Hegg Hoffet Fund. The Caroline Spurgeon Centenary Fellowship account is also a Restricted Fund, which will be dissolved after the centennial celebration in 2019.

A major concern facing both the GWI Board and the Finance Committee was how to prevent a massive loss of NFA members as a result of the dues increase approved at the 2016 General Assembly and how to move GWI forward to serve the membership needs and expectations in the future. An Ad Hoc committee of some 13 members of GWI NFAs studied the dues increase and related issues, liaised with a large number of NFAs and then made recommendations to the Board. (supported by FINCOM in Recommendation and Motions).

The GWI audit of December 2017 after the first year of the austerity budget showed considerable improvement in the current assets, spending was reduced, and the Restricted Funds were listed separately from the assets making the records easier to read. The number of bank accounts was reduced to save money and provide more clarity for all. The audit for 2016 Fiscal Year was not complete until mid-2017 because the 2016 Conference Company Account had to be settled first.

FINCOM Composition
Katharina Strub of Switzerland was appointed by the Board as GWI Treasurer in January 2017.

To implement the new constitution, (which requires an uneven number of members), the GWI Board appointed an additional member, Patricia Sivertsen of New Zealand in December 19, 2017.

Recommendations and Motions:
FINCOM recommended to the Board that the membership be encouraged to support GWI’s programme Teachers for Rural Futures. GWI currently covers 60% of its cost via fundraising through the GlobalGiving internet platform. The Hegg Hoffet Fund is also supported by fundraising through GlobalGiving and by important donations from several NFAs. Stacy Dry Lara, the Executive Director, created a bracelet which was sold through the International office providing additional income in support of GWI’s programmes. The programme Girls’ Choices App started by the previous Board was put on hold because of lacking funds while GWI continued to support financially the Bina Roy Partners in Development Programme which was funded by VGIF in 2017 and 2018.

FINCOM investigated re-vamping the Patron Programme but time constraints and other projects had to take priority. Hopefully this will be extended in the future.
FINCOM recommended to the GWI Board to accept the motion to change the Auditor to PKF Fiduciare S.A. instead of the KPMG approved at the 32nd Triennial General Assembly to reduce the costs.

FINCOM recommended that the GWI Board accept the recommendations proposed by the Ad Hoc Committee established by GWI that the dues increase passed in 2016 be reduced from the additional 10 CHF to 7 CHF starting in 2018.

Follow Up: To accommodate this change, the budget established at the 2016 General Assembly needed to be adjusted. FINCOM evaluated the amount of financial support to be expected from fundraising and the funds that would be needed in 2018 and 2019 including additional funds for the 2019 Centennial Celebration when updating the budget.

FINCOM recommended that the dues not be increased in 2019 and that the formula for establishing the dues not be changed. FINCOM felt that the dues could not be increased again as the latest increase was implemented in 2018. However, the time span between increases should be less than 5 years and that the NFAs should receive a notice two years in advance to have time to implement changes at the National level. The Board and FINCOM will continue to explore ways to raise funds in other ways. FINCOM suggested that changes in the due’s formula should be investigated by the next Board in collaboration with FINCOM.

FINCOM recommended that the version 2 of the revised budget for 2020-2022 be accepted by the Board.

In closing
The Board has decreased the spending for GWI from 55K Swiss Franc monthly to 22K Swiss Franc monthly over the Triennium. Members have told FINCOM members that the Board members cannot be expected to pay all their expenses as it implies that GWI is only for women with money. It was recommended that some support be offered to the Board, whenever possible.

It is recommended that GWI continues to negotiate with CFUW as both their funding and support are important to the women around the world. The founding members of IFUW/GWI believed that women are stronger when working together than when each party works on their own plans. I believe after 100 years that this is still true.

April 2019 was the last scheduled FINCOM meeting before the 33rd Triennial General Assembly and Conference in Geneva 25-28 July 2019. The budget for the General Assembly and the Centennial Celebrations has been separated from the operational budget for the Triennium and the results are expected to be balanced.

Thank you for the privilege and pleasure to be part of the 2016-2018 FINCOM committee. I believe that Bev Rhodes, Canada’s new Assistant Treasurer, will enjoy this experience as GWI continues to grow and help all women around the world.

Carol Hare
Assistant Treasurer Canada
Geneva, 15 June 2019
33rd Triennial GWI General Assembly

Internal Resolution 1
Approval of the Audited Accounts for 2016-2018

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves that:

The members approve the audited accounts for 2016, 2017 and 2018 presented by auditors PKF Fiduciaire SA.

Supporting Statement:

The 2016, 2017 and 2018 audited accounts as presented by the GWI Board were published on the Member Corner of the GWI website and are ready for review with the proviso that approval by vote or electronically would be sought at the 33rd General Assembly.

Internal Resolution 2
Confirmation of Auditor and Audit Type

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves to:

Confirm PKF Fiduciaire SA as auditors for GWI for the period 2020-2022 for a voluntary limited statutory audit as the type of audit to be carried out.

Supporting Statement:

Under the provisions of the Swiss Auditing Act and the Supervisory Auditing Law introduced on 1 January 2008, Graduate Women International has two audit options 1) the option of a voluntary limited statutory audit or 2) the option to perform no year-end audit. The GWI Board of Officers selects to perform Option 1. Only larger, private companies and organisations with a Balance Sheet Summary of ≥ 10 Million, a Sales Income ≥ 20 Million and number of employees ≥50 people are subject to the so-called ordinary audit. The requirements for the limited statutory audit are rigorous and align Swiss accounting regulations with international accounting standards. Furthermore, Swiss banking laws and operations are safe and reliable.

The GWI Constitution Article X (14) states ‘An annual audit shall be carried out by a reputable audit firm every year, according to the law and accounting requirements of the Headquarters country. Consequently, the Board and Finance Committee recommend a yearly limited statutory audit as suitable for GWI.'
GWI Executive Director’s Report

August 2016 - August 2019

During the 33rd Triennium, I aimed to stabilise Graduate Women International (GWI) financially, improve membership relations, increase visibility and create an impact-driven advocacy and communications programme; together with the President and Treasurer, I participated in simplifying budgeting and financial reporting to ensure financial activities meet professional standards and are easily understood.

Throughout this Triennium I have worked to form new strategic alliances and set long-term goals that address practical achievements for GWI. An outcome of this has been a redefinition of the global advocacy strategy to include a more intense focus on the uptake of the United Nations (UN) and its mechanisms, national governments, non-governmental organisations (NGOs) as well as civil society.

Building a stable organisation

At the end of the last Triennium, the organisation was left financially unstable, and insolvent. This reality forced the immediate dismissal of staff, leaving me to assume the workload of 4.5 staff members. Operating under the immediate austerity budget and with a very dedicated and generous Board, a strategic plan for stability was quickly set into motion.

One immediate need was to increase help at the office. To do so, I developed partnerships with more than six universities that began a robust internship program. Since August 2016, GWI has commissioned 24 interns coming from France, Italy, Haiti, Malaysia, Mexico, Romania, Spain, South Africa, Switzerland, United Kingdom, United States and Venezuela who were eager to play a key role in society and in GWI. One such intern, Clémence Mathiaud, Science Po, Lyon, France, was subsequently hired in September 2018 to work in the office at 60%. Additionally, I partnered with Syni, the Swiss government unemployment programme designed to upskill persons. I also partnered with Syni, the Swiss government unemployment, to place at no cost to GWI, three professional women at different times, for up to six months, to help at the office. All three women have gone on to successful job placements.

Both programmes, now hugely successful, remain efficient means for providing temporary staff to GWI. Importantly, they also embody the spirit of GWI’s mission to educate, empower and engage women and girls in the awareness and practical work of advancing education rights.

The departure of Finland, Italy and Sweden National Federations and Associations (NFA) in the wake of the dues increase approved at the 32nd Triennial, added to the dynamic of the challenges for this Triennium. However, the re-affiliation of Argentina, Bolivia and Pakistan and the welcoming of Burkina Faso, Haiti and Paraguay, to the GWI family, continue to underline the importance of GWI’s work. The office forwarded more than 100 membership referrals to the NFAs and our Independent Member (IM) programme expanded to 27 countries.

A major priority in the stabilisation of GWI has been member relations. The office and I are in continuing contact with our NFAs, providing required help and promoting their work among our global channels.

With reduced staff, automating processes was critical to efficiency. Now, NFAs can easily and
securely pay dues online and donations can be automatically allocated. Further streamlining of operations include the standardisation of the internal procedures for the Bina Roy Partners in Development (BRPID) and Hegg Hoffet programmes.

The Board’s commitment to austerity also led to my taking responsibility to relocate the office from Geneva proper to a more affordable office. Owned by the Canton of Geneva, the building is leased only to qualifying non-governmental organisations (NGOs). GWI is now nearer the Palais des Nations where we do much of our advocacy work and in close proximity with other NGOs for collaboration. The new address is 48, Chemin du Grand-Montfleury CH-1290, Versoix, Geneva, Switzerland.

Visibility: Advocacy, Awareness-Building and Communications

During the prior Triennium, GWI’s positive intra-organisational and public visibility was reduced. Increasing GWI’s visibility within membership, and outside of the organisation was an immediate priority. To this end, multiple membership advocacy toolkits such as 16 Days of Activism against Gender-Based Violence, Menstrual Hygiene Day and International Day of the Girl were produced. Each toolkit offers compelling information about the issue, its connections to the UN Sustainable Development Goals (SDGs), advocacy ideas and ready-to-use social media infographics and materials. Two measures of success are that our NFAs regularly use the toolkits for their advocacy work and that Women’s UN Reporting Network (WUNRN), considered the best, most respected, comprehensive global resources network on women’s and girls’ issues serving more than 50’000 subscribers across the world featured our toolkits.

For visibility, the GWI office consistently updates website content, issues some 22 press releases and NFA templates every year and drafts advocacy letters and policy papers in support of emerging or emergency issues. GWI resolutions passed at the 32nd General Assembly are methodically promoted.

I took steps to exponentially increase GWI’s exposure on social networks. Daily, GWI is visible on multiple social media channels with relevant posts totalling more than 5’500 posts this Triennium. Alongside critical days of awareness, the office produced multi-day, comprehensive social media campaigns standardised now to provide daily: 1) an impactful advocacy idea; 2) a key factoid; and 3) an in-depth thematic article of interest. Some 12 targeted campaigns are published per year to raise awareness about girls’ barriers to education such as child marriage, human trafficking, cyberbullying, child labour, the environment, women and girls in science and FGM. The number of followers on all social media channels continues to rise substantially with nearly 5’000 Facebook likes since 2017 (50% increase) and a steady stream of re-Tweets. Most heartening has been the participation of so many of our NFAs in our social media campaigns.

I have overseen the production of the bi-monthly Update newsletter which includes an average of 320 write ups per year about GWI International and Member News, GWI programmes as well has GWI involvement with the UN. With strict adherence to an annual media calendar the Update is now more impactful than ever and offers fair geographical references for all NFAs. The Discussions Network continues to serve as a means of member communication.

**GWI visibility at the United Nations**

Increasing visibility at the UN and within its agencies has been a priority for me. To this end, a major portion of the global advocacy programme centres around the 17 SDGs. Additionally, GWI’s *Education for All* manifesto was accepted as official contribution to the *Equal Enjoyment of the Right to Education by Every Girl* UN publication. GWI was also a contributor in 2018 *UN High Commissioner for Refugees Global Compact for Refugees* where the GWI advised on the education and rights of elder refugees. The office reported on outcomes of 43 NFAs under review during Convention on the Elimination of Discrimination against Women (CEDAW) and Universal Periodic Review sessions.

GWI has significantly improved participation at the Human Rights Council that takes place in March, June and September annually at the UN in Geneva. This Triennium, nine written statements have been submitted and 10 oral statements delivered on key issues including the rights of indigenous people, child marriage, corruption, peace, child widows, learning methods for the elder, social inclusion and institutes of higher learning responsibilities to the SDGs. Many statements were co-sponsored by leading organisations and invitations to co-sign organisation’s statements has increased significantly. In May 2019, I filed the 2015-2018 UN ECOSOC quadrennial report, critically important to maintaining our Special Consultative status since 1947.

Together, the GWI UN Representatives in Geneva, New York, Paris and Vienna submitted 63 advocacy reports this Triennium as well as provided input into consultations on various themes related to education. *I am grateful for their tireless, volunteer efforts.* In New York, they participate in the UN General Assembly; the High-Level Political Forum, ECOSOC, UNICEF, CEDAW, and Zero Draft. In Vienna, the NGO Committee on Peace highlighted GWI in a video series and annually Representatives participate in the Commission on Narcotic Drugs and the Convention on Crime Prevention and Criminal Justice where we also held a side event in 2018 on cyberbullying. GWI Representatives in Paris maintain presence at UNESCO while annually attending the Paris Peace Forum and the International Conference on NGOs. In Geneva, coverage centres around the Human Rights Council, CEDAW, and the Expert Mechanism on the Rights of Indigenous People, and numerous other UN sessions relating to GWI mission. Highly visible now on all UN campuses, our active participation can also be seen in the NGO Committee on the Status of Women with leadership roles, the NGO Committee on Human Rights, the NGO Committee on Aging and other gender networks to promote protection of education rights.

In 2019, GWI realized its largest presence ever at the 63rd Commission on the Status of Women with some 60 delegates participating from many NFAs. We submit annually to CSW written statements addressing the priority theme and were invited to read oral statements each year.
GWI, working with the Projects Development Committee, managed 21 BRPID with projects in Egypt, Ghana, India, Kenya, Mexico, Nepal, Nigeria, Rwanda, Sierra Leone, South Africa, Turkey and Uganda. Examples of projects are: a science lab in Ghana, gender-based violence awareness training in Sierra Leone, oral health training in Mexico, creative writing for gender equality in South Africa and parent and student/parent coaching in Turkey. Projects have been generously funded by VGIF but as a result of a funding strategy change VGIF will no longer fund short-term projects.

Hegg Hoffet Fund for Displaced Refugees continued to grant funds to displaced university women refugees. Examples of uses of grants are: Qualified Lawyer Transfer Scheme exam; dental certification; legal practice exams and language courses.

The Teachers for Rural Futures programme continued. All five students (Benadet, Jane, Winfred, Victoria and Hasifah) have experienced their student teaching internships and each will graduate in January 2020.

It became my responsibility to negotiate the annulment of GWI’s $7.2 USD million pledge made by the previous President to the Collaborative Harnessing Ambition & Resources for Girls Education (CHARGE) and Clinton Global Initiative (CGI) networks, which an organization in insolvency could clearly not afford. The pledge was officially acknowledged as annulled by CHARGE and CGI with GWI bearing zero legal responsibilities.

In order to attract funders, GWI needed to regain stability, increase visibility and eliminate the six figure deficits shown on the financial statements for each of the years of the previous Triennium. Although work continues on these fronts, I have been engaged in a multichannel fundraising plan involving partnership building with international impact investors, the Canton and the City of Geneva, private and public donors. Achievements this Triennium include new sponsorships from Corner Bank, one of the premiere private banks in Switzerland and Roche Diagnostics. For 2017, GWI retained sponsorship from Swiss jeweler, Charriol.

The office continues to fundraise for our Teachers for Rural Futures programme via GlobalGiving resulting in 50% of the cost for Teachers for Rural Futures, in great part thanks to GWI members’ enthusiastic donations.

In December 2019, the office will hold its 4th annual Girls Education Champions fun run in conjunction with the Escalade celebrations in Geneva. The Escalade series of runs is among the largest in the world, attracting more than 40’000 runners. The GWI team continues to grow and this year we expect more than 20 runners. The event annually raises several thousand Swiss Francs for GWI. I thank the Board for their generous contributions.

GWI sponsored a branded international fundraising campaign with the sale of Friendship through Education bracelets now worn by 487 GWI members and friends around the world; the campaign raised approximately CHF 3’800.
Conclusion

My sincere gratitude goes out to our extremely hardworking, understanding and generous Board. Also to staff, UN Representatives and interns who make GWI possible. My father was a NASA Test Astronaut and as a young girl I went to NASA to watch him test space suits. In those days, he was training Neil Armstrong to walk on the moon. Their motto was, “Failure is not an option.” This belief became part of my life; is still part of my life today. When I accepted the GWI Executive Director position, I brought with me this belief. I want to thank all of our membership for their support and kindness and for the most wonderfully stressful three years of my life!

Stacy Dry Lara, GWI Executive Director
**33rd Triennial GWI General Assembly**

**Triennial Financial Planning 2020 - 2022**

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Dues revenue</td>
<td>260,000</td>
<td>260,000</td>
<td>260,000</td>
</tr>
<tr>
<td>2) In-kind dues revenue</td>
<td>22,000</td>
<td>22,000</td>
<td>22,000</td>
</tr>
<tr>
<td>3) Independent members revenue</td>
<td>1,500</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>4) General donations</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>5) Restricted Funds - Donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)</td>
<td>18,000</td>
<td>18,000</td>
<td>18,000</td>
</tr>
<tr>
<td>6) Restricted Funds - Fundraising (BRPID, Hegg Hoffet, Fellowship &amp; Grants Fund)</td>
<td>7,000</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td>7) Fundraising</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>8) Fundraising - Teachers for Rural Futures</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>9) Escalade fundraising</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>323,500</strong></td>
<td><strong>323,500</strong></td>
<td><strong>323,500</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programme</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10) Advocacy - Affiliation fees for United Nations agencies and committees</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>11) In-kind contribution of CFUW (Advocacy, BRPID &amp; Membership development)</td>
<td>22,000</td>
<td>22,000</td>
<td>22,000</td>
</tr>
<tr>
<td>12) Advocacy - International (including travel expenses, membership, advocacy)</td>
<td>4,000</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>13) Membership development</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>14) Fundraising, grants writing, fund development</td>
<td>3,400</td>
<td>3,400</td>
<td>3,400</td>
</tr>
<tr>
<td>15) Marketing, communication, media</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>16) Communication (internet, website, mail chimp, Hootsuite, Zoom, Skype)</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>17) Restricted Funds - Grants</td>
<td>25,000</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>18) Teachers for Rural Futures</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>76,400</strong></td>
<td><strong>76,400</strong></td>
<td><strong>76,400</strong></td>
</tr>
<tr>
<td>Governance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19) Board meeting</td>
<td>7,000</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7,000</strong></td>
<td><strong>7,000</strong></td>
<td><strong>7,000</strong></td>
</tr>
<tr>
<td>General administration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20) Salaries, other personal costs and charges</td>
<td>176,000</td>
<td>176,000</td>
<td>176,000</td>
</tr>
<tr>
<td>21) Office rent, cleaning and electricity</td>
<td>24,600</td>
<td>24,600</td>
<td>24,600</td>
</tr>
<tr>
<td>22) Insurance</td>
<td>2,400</td>
<td>2,400</td>
<td>2,400</td>
</tr>
<tr>
<td>23) Office supply &amp; stationary</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>24) Telephone, internet postage</td>
<td>2,200</td>
<td>2,200</td>
<td>2,200</td>
</tr>
<tr>
<td>25) Audit</td>
<td>4,400</td>
<td>4,400</td>
<td>4,400</td>
</tr>
<tr>
<td>26) Bookkeeping</td>
<td>14,000</td>
<td>14,000</td>
<td>14,000</td>
</tr>
<tr>
<td>27) IT maintenance and infrastructure</td>
<td>7,500</td>
<td>7,500</td>
<td>7,500</td>
</tr>
<tr>
<td>28) Bank charges</td>
<td>2,500</td>
<td>2,500</td>
<td>2,500</td>
</tr>
<tr>
<td>29) Exchange differences</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>30) Consulting fees</td>
<td>4,000</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>240,100</strong></td>
<td><strong>240,100</strong></td>
<td><strong>240,100</strong></td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td><strong>323,500</strong></td>
<td><strong>323,500</strong></td>
<td><strong>323,500</strong></td>
</tr>
</tbody>
</table>
NOTES

1) **Dues revenue**: Expected income from dues based on the membership of 2019.
2) **In-kind dues revenue**: Dues payment is given in the form of services instead of payment. Such an arrangement helps GWI to extend its work without hiring additional staff. CFUW, by far the largest NFA of GWI, has the capability and capacity to provide such services. A Memorandum of Understanding, about to be signed by GWI and CFUW, describes the services provided by CFUW during the Triennium.
3) **Independent members’ dues**: Estimate based on previous year.
4) **Donations**: Donations to be used at the discretion of the Board (advised by the Executive Director).
5) **Donations for Restricted Funds**: Restricted Funds include the *Bina Roy Partners in Development Programme* (BRPID), the *Hegg Hoffet Fund* and the *Fellowships & Grants Fund*.
6) **Fundraising for Restricted Funds**: BRPID will no longer be funded by VGIF beginning in 2019. GWI has therefore already started its own fundraising programme in 2019. The annual total amount of the programme varies by year depending on the number of applications received and approved. Other Restricted Funds might also benefit from fundraising.
7) **General Fundraising**: Funds to be used for special purposes as decided by the Board and the Executive Director. Conservative and reasonable goal based on past years.
8) **Fundraising - Teachers for Rural Futures**: This project run by the office supports GWI’s mission. The amount indicated corresponds to the amounts we have been collecting via GlobalGiving in 2017 and 2018.
9) **Escalade fundraising**: The event promotes GWI mission of advancing the status of girls through education, involves International Geneva, supports visibility of GWI in Geneva and provides additional funds.
10) **Advocacy - Affiliation fees for United Nations agencies and committees**: Self-explanatory.
11) **In-kind services of CFUW**: See 2)
12) **International advocacy**: Funds are used not only to advocate (with the UN and its agencies, the World Bank, ILO, IMF, WTO, US State Department) on behalf of our NFA countries. They also contribute to NFA members learning to become global leaders in advocacy and policy making within their own countries with opportunities to interface with other women leaders at the global level. We see this as an investment in our NFA members.
13) **Membership development**: GWI wants to build up the membership worldwide by actively helping the NFAs to recruit members. This amount also serves to pay for regional meetings. Regional meetings can receive a subsidy of 500 Swiss Francs from GWI over a period of three years. The Board can decide to set aside a provision for the next General Assembly and Conference in 2022.
14) **Fundraising, grant writing, fund development**: Self-explanatory.
15) **Marketing, communication and media**: Development of materials for membership recruitment campaigns for NFAs, fundraising campaigns and alliances with other advocacy groups and corporate relationships.
16) **Communication**: All expenses associated with the management of GWI international communication efforts including website, social media, video conferencing, newsletters.
17) **Restricted Funds Grants**: See 5) and 6).
18) **Teachers for Rural Futures**: University fees and stipends for students in Uganda enrolled in the programme.
19) **Board meeting**: Board members can request 90% of the travel cost for meeting face-to-face. Other expenses are covered by the board members.
20) **Salaries**: To cover payroll and payroll related taxes and insurances required under Swiss law for one Executive Director and one employee at 60%. The Executive Director, with the help of the 60% staff, provides the staff function for the overall operational management of the organisation - NFA member retention and recruitment, independent members, advocacy and communication programmes (United Nations Human Rights Council written and oral statements; CEDAW and UPR recommendations, Commission on the Status of Women statements), collaboration with United Nations committees, bi-weekly Newsletter, website and content management, social media campaigns and management, internship programme, volunteer staff management and all other organisational operations.

21) **Office rent, cleaning and electricity**: Self-explanatory. The 2020-2022 period is covered by a rental contract.

22) **Insurance**: D&O policy insurance and liability and insurances required under Swiss law.

23) **Office supply & stationery**: Self-explanatory

24) **Telephone, internet postage**: Self-explanatory

25) **Audit**: Cost for a limited statutory audit of the Graduate Women International annual accounts (balance sheet, income statements and notes) considering a small mark-up as compared to 2018.

26) **Bookkeeping**: Service paid by the hour for professional bookkeeping. Proposed amount is based on the expenses of the two previous years.

27) **IT maintenance and infrastructure**: This includes management and upkeep of GWI's database, listservs, discussion platforms, email, financial management, membership management, Microsoft licenses and hardware replacements.

28) **Bank charges**: Self-explanatory

29) **Exchange differences**: Self-explanatory

30) **Consulting fees**: Covers cost incurred for legal advice provided to the Board and the Executive Director, if required.
Internal Resolution 3
The Rate of Annual Dues Payable to GWI by the National Federations and Associations

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves that:

- the current capitation fee/dues will not be changed at the General Assembly in 2019
- the need for a dues increase will be evaluated by the Finance Committee each year so that at least two years’ notice of a likely increase can be given to NFAs and Individual Members
- a recommendation for an increase in dues, however small, should be made at least within each two triennia or 6-year period
- the current formula used to calculate the dues payable by each NFA and Individual members is to be re-evaluated and/or updated with the latest available World Bank GNI per capita and Human Development Index during the next Triennium and any recommendations for change brought forward to the GA for approval

Supporting Statement:
In the past, long periods have elapsed between dues increases being applied. This has resulted in a larger than desired increase being necessary to meet the objectives of the organisation. The remits above are designed to ensure that the need for any dues increase is evaluated by the finance committee on an ongoing basis rather than at the end of each triennium. This will avoid the type of large increase which occurred at the GA held in Cape Town.

Should an increase be recommended to the Board by the Finance Committee a decision can be taken on advising NFAs and Individual members well in advance of any increase taking place. This will give NFAs and Individual Members sufficient time to budget for the increased dues.

A complex formula is currently used to determine the level of dues paid by each NFA. This takes into account the differing economic circumstances of each member country. The dues formula needs to reflect any changes in global and national economic conditions and for this reason needs to be reviewed on a regular basis.
Internal Resolution 4
Approval of Triennial Financial Budgets 2020-2022
Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves to:

- approve the triennial Financial and Functional Budgets 2020-2022
- approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next
- approve that the 2020-2022 Board can adjust the budgets according to need and circumstances in consultation with the Finance Committee
- approve the establishment of a General Reserve Fund, as funds permit, at no less than 33% (thirty three percent) of the triennial budget or one (1) year of GWI’s expenditure whichever is the greater

Note:
The annual budgets are based on the income generated and the strategic plan, using historic data and estimates of spend required to carry it out. A different strategy will require a different plan and budget, with different resources. It is essential that the Finance Committee ensures that GWI’s expenditure does not exceed its budgeted income. Every effort should be made to ensure the financial stability of GWI by building and maintaining a General Reserve Fund at no less than 33% of the triennial budget or one (1) year of GWI’s expenditure whichever is the greater.

Internal Resolution 5
Place and Dates of the 34th GWI General Assembly and Conference
Proposed by the GWI Board of Officers

The 33rd GWI General Assembly resolves to:

- delegate to the Board of Officers the duty of deciding the time and place of the 34th General Assembly and Conference.

Supporting Statement:
The 2013-2016 General Assembly delegated the responsibility for selecting a General Assembly and GWI Conference venue to the incoming Board. The current Board recommends that this practice of allowing the incoming Board to select the venue for their General Assembly and GWI Conference is a good one. A call has been sent out to the membership for expressions of interest which will be passed on to the incoming Board. The new Board will then familiarise themselves with the circumstances and the risks before selecting the venue, understanding the mitigating actions that need to be taken for the venue they have selected.
Proposed Policy Resolutions

Resolution 1
DIVERSITY IN TEACHER EDUCATION AS A POSITIVE CONTRIBUTION TO AN EQUITABLE EDUCATION

Proposed by: Graduate Women New Zealand
Seconded by: The British Federation of Graduate Women

The 33rd GWI General Assembly resolves that:

1. NFAs encourage education systems and government departments to increase the numbers of teachers of varying ethnicities and backgrounds rather than replicating the status quo.
2. NFAs enhance peaceful relationships between humans by diversifying educational encounters.
3. GWI positively advocates for having teachers of the mix of different ethnicities and identities reflective of the student/children demography they are teaching to enable greater empathy and shared spaces for learning.
4. GWI encourages the raising of the consciousness of diversity by the authorities who employ teachers.
5. In doing this GWI resolves to support the UNESCO Universal Declaration of Cultural Diversity (2001) and the Declaration on a Culture of Peace (1999).

Suggested Plan of Action:

1. NFAs should urge their respective governments to increase funding and support for underrepresented minorities - including gender, ethnic, sexual orientation - to pursue teaching and education as a career.
2. NFAs should advocate for improved diversity in teacher training, both in the instructor population and incoming teachers (i.e. student teachers) to enable teachers to gain the knowledge to understand diversity and its impacts.
3. NFAs should encourage academic research into the effects of increased diversity in teaching and education.
4. NFAs may consider investigating methods of contributing to a scholarship in their area specifically aimed at improving diversity in the field of education, and also to make considerations of diversity when awarding existing scholarships.
5. GWI should publicise these goals to NFAs and set up a working party to produce a resource kit and/or policy document to support NFAs in this work in their home countries.

Supporting Statement:

Diversity in educational providers is still an overlooked factor in education outcomes, particularly for those students that do not see representation in their teachers. Certain population demographics tend to be overrepresented in teaching, and particularly in postcolonial nations; this is typically reflective of societal power dynamics. In reference to teacher population diversity it was reported that “Although we live in an increasingly multi-
ethnic society, this is not necessarily reflected in the populations of all schools, or, as this study has shown, within particular departments within schools" (http://repository.leedsmet.ac.uk/).

Research shows that having diverse voices in the classroom improves the education of all children; not only is this of benefit to the individual, but also to community relationships. In particular it has been shown that the relationship between child and teacher (encapsulated by the Māori concept of Ako) is vitally important to learning, and that this is enhanced by commonality in backgrounds (Bishop, 2011).

Diversity in all roles encourages understanding and empathy and should not be dismissed or undervalued; rather, it needs to be encouraged throughout the teaching body worldwide.

Two key pieces of knowledge have arisen from research in the area:

1. When teachers are from a different background to the children, there can be ignorance due to differing cultural understandings and values. This mismatch between the background of the child and that of the school impedes learning.

2. Education benefits globally when all classes, ethnicities, and world views are included and recognised in all levels and areas of schools.

We agree that in teacher education “there should be a critical examination of the admissions and selection criteria and processes used in recruitment for their impact on widening participation strategies” (Flintoff et al, 2008, p.12).

Although GWI has previously advocated for cultural diversity with education with the resolutions Education for Indigenous Peoples (2013, No. 9) and Cultural Diversity and Education (2004, No. 4), this current resolution specifically targets the need for diversity in the demography of teacher selection and teacher education and deconstructing the underpinnings of current biases in this.

References:
Resolution 2
BUILDING PEACE THROUGH WOMEN’S EDUCATION

Proposed by: The Panamanian Association of University Women

The 33rd GWI General Assembly resolves that:

1. NFAs urge their respective Government to promote education to build peace in their communities and society, especially for those girls and women not in the scholastic system;
2. NFAs increase their efforts to educate families about the consequences of not having girls and women in the educational system;
3. NFAs maintain a constant base of information to prevent and sanction bullying and acts of discrimination;
4. NFAs seek strong support from governments, including appropriate legislation to promote the advantages of having educated girls and women encouraging peace and increasing awareness in all communities and demonstrating the consequences if we do not help to build better societies without the fear of war and violence;
5. NFAs utilise their consultative role with the UN, UNESCO, UNICEF and other international bodies to assist in the implementation of this resolution.

Suggested Plan of Action:

1. NFAs should urge their respective governments to implement the existing National and International laws related to Peace Education.
2. NFAs should coordinate with other NGOs to raise awareness about education for peace.
3. NFAs should encourage academic research to examine the causes and the consequences of not educating girls and women for peace.
4. NFAs should encourage local communities and the media to reach and educate families about the importance to keep peace, in families, communities, society and the entire globe.
5. NFAs should seek support from International Organizations in order to bring the issue of Women's Education to the fore, by increasing public awareness and enforcing the implementation of existing laws.

Supporting Statement:

Aggressive behaviour is transmitted in certain families and communities. Education is a key factor for peace in families and society.

There is an alarming increase of bullying in the schools. Education for peace will help girls and women, teach and raise the future generation in a better environment without suffering violence.

Educating girls and women for peace will give them the opportunity to raise their children as peaceful citizens and build a new society far from war.
Violence leads to violence. Aggression leads to aggression. Peace leads to peace. It is about time we enforce peace and education around the globe. It should be a global movement for girls and women.

According to **ONG International Bullying without borders**, in 2018 seven of ten children in Latin America are victims of bullying. Dr Javier Miglino said that 70% of children are directly or indirectly affected. He also added that bullying is the main cause of 200 deaths in Latin America. And cyberbullying is also a problem among children in school.

Many countries should approve of this statement because it should be part of our determination to provide safe environments and places without violence and zero tolerance for discrimination.

References:
http://www.css.gob.pa/Ley%207%20-%2014%20de%20febrero%202018%20-%20Que%20adopta%20medidas%20para%20prevenir%20prohibir%20sancionar%20actos%20discriminatorios%20y%20dicta%20otras%20disposiciones.pdf Law No. 7. Of February 14, 2018, which adopts measures to prevent, prohibit or sanction discriminatory acts and other provisions
Women's Peace Education wwwiosisjournals.org.iosr-jrmc/papers/vol-4%20issue-3
Women at the Heart of Peace https://www.devp.org/en/education/fall2017
Peace and Stability GWI https://www.graduatewomen.org/the-cause/peace-stability
Resolution 3
PUBLIC SEX EDUCATION AS A HUMAN RIGHT

Proposed by: AMUS El Salvador

The 33rd GWI General Assembly resolves that:

1. NFAs urge member states to allow comprehensive sexual and human rights education in the curricula of all levels of education and monitor their compliance as a tool to curb violence against women.

2. NFAs urge states to review the study programmes and include a sexual education curriculum that includes the study of girls’ biology throughout their life cycle, guaranteeing their knowledge of their human, sexual and reproductive rights.

3. NFAs urge their governments to develop a comprehensive programme of sexual and human rights education for women and men, breaking patriarchal patterns in men and demonstrating a new masculinity and femininity in which they can both develop fully and be respectful of their mutual human rights.

Suggested Plan of Action:

1. NFAs should urge their respective governments to review National Education Programmes related to sexual education; identifying those gaps that have caused the violence so accentuated against women.

2. NFAs should coordinate with Human Rights organisations and other NGOs to raise awareness about the relationship between violence against women and lack of sexual and human rights education.

3. NFAs must urge their political representatives to submit bills to force states to provide sexual and human rights education aimed at changing a sexist and patriarchal culture, which limits the rights of men and women.

4. NFAs should encourage local communities and the media to reach out to and educate families about sexual and human rights, especially in Developing Countries.

This resolution builds on many previous resolutions on violence against women among whom:
- 2016 Harassment
- 2004 Number 12 Increased Collective Violence against Women
- 2001 Education for Establishing a Society of Gender Equity
- 2001 Ethics in Education
- 1998 On Promoting a Violence-free family life

Supporting Statement:

Studies have shown that up to 70 per cent of women have experienced physical and/or sexual violence from an intimate partner in their lifetime.
In Latin America and the Caribbean a total of 2,554 women were victims of femicide in 2017. Central America is the region with the most cases in the world.

In addition to femicides, university graduates are targeted and suffer psychological, workplace and media violence because they are academically prepared and in a leadership position.

Eighty-two per cent of women parliamentarians who participated in a study conducted by the Inter-parliamentary Union in 39 countries across 5 regions reported having experienced some form of psychological violence (remarks, gestures and images of a sexist or humiliating sexual nature made against them or threats and/or mobbing) while serving their terms. They cited social media as the main channel through which such psychological violence is perpetrated; nearly half of those surveyed (44 per cent) reported having received death, rape, assault or abduction threats towards them or their families. Sixty-five per cent had been subjected to sexist remarks, primarily by male colleagues in parliament and from opposing parties as well as their own (UNWOMEN 2018).

After examining these figures, we can conclude that violence against women has cultural bases that must be counteracted with a comprehensive sexual and human rights education aimed at breaking the current cultural patterns.

References:
Interparliamentary Union: Sexism, harassment and violence against women parliamentarians archive.ipu.org/pdf/publications/issuesbrief.e.pdf

Resolution 4
WOMEN AND SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)

Proposed by: Graduate Women International Netherlands (GWI-NL)
Seconded by: The Lithuanian University Women’s Association (LUWA), The Federation of Graduate Women (Russia), The British Federation of Women Graduates (BFWG)


1. National Federations and Associations (NFAs) urge their respective governments to encourage the promotion of STEM, particularly among girls and women.

2. NFAs lobby their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to ensure access and give encouragement to a greater number of girls and women to pursue an education and careers in STEM.
3. NFAs urge their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to eliminate the underrepresentation of girls and women in STEM.

4. NFAs urge their governments, research and innovation organizations (e.g. universities), businesses and other relevant organisations to include women in decision-making positions in STEM.

5. NFAs advocate for research to improve and increase the delivery of STEM education and training within their countries in a responsible way. This includes focus on gender as well as ethical questions where men and women might differ.

Suggested Plan of Action:

- NFAs urge their respective governments to focus on STEM and to publish regularly information and statistics about achievements of girls and women in STEM, including gender analysis of data.
- NFAs urge the creation of role models in STEM and to make the contribution of women in this field more visible.
- NFAs urge their respective governments to monitor and research the areas of STEM innovation attractive for women and girls (e.g. medical, robotics etc.) and communicate the results.
- NFAs offer or assist in the setting up of STEM training workshops or courses.
- NFAs urge their respective governments to implement practices that would identify and appoint women to decision-making positions in STEM.

Supporting Statement:

Although research has made clear that girls are no less talented than boys in Science, Technology, Engineering and Mathematics (STEM), girls and women are still underrepresented in (STEM) fields in higher education and in the labour market. This is a loss for girls/women as well as society. Girls/women have equal rights as boys/men to develop their STEM talents, and society would benefit from fully exploiting all available talent. Increasing opportunities for women in these fields is an important step towards realizing greater economic success and equality for women across the board.

Over the past decade, employment in the technology sector has grown three times faster than overall employment. Governments, businesses and individuals are learning to adapt to and embrace what has been called the “fourth industrial revolution”. Advances in technology have made autonomous vehicles, robotics, 3D-printing, genetic diagnostics and the Internet of Things more than a reality; they have become commonplace.

This new world needs skilled scientists, engineers and technicians of both genders who have experience in STEM subjects over a long period. Europe could face a shortage of up to 900,000 skilled information and communication technology workers by 2020, according to the European Commission (EC). If we had as many women as men in the digital jobs market, the EU’s annual GDP could be boosted by €9 billion, the EC added.

Thus, the technical sector seems to be a promising field also for women. But there are challenges. We have to improve the skills and the working conditions and the work-life
balance in STEM professions, so more women will choose STEM studies and professions. More and more there are organisations active in this field with promising activities. They need our support.

References:
http://www.gwi-nl.org/docs/UWE_2018_Report_by_Saskia_Voortman_CER.pdf
https://www.womenintechnology.org/

Resolution 5
HUMAN RIGHTS FOR REFUGEES AND MIGRANT WOMEN AND CHILDREN

Proposed by: Women Graduates-USA, Bangladesh Federation of University, Women Federación Mexicana de Mujeres Universitarias
Seconded by: The Canadian Federation of University Women

The 33rd GWI General Assembly resolves:

1. National Federations and Associations (NFAs) to advocate for the implementation of the UN Global Compact for Safe, Orderly and Regular Migration passed by the UN General Assembly in December 2018 especially as it relates to women and children in their respective countries; and

2. NFAs to advocate for the implementation of the UN Global Compact on Refugees also passed by the UN General Assembly in December 2018 and designed to address the "challenges that face both refugees and their hosts" especially as the situations relate to women and children in their respective countries; and

3. NFAs to advocate for the ratification and implementation of the International Convention on The Protection of the Rights of all Migrant Workers and Members of their Families; and

4. NFAs will urge their countries where they have not agreed to the two non-binding Compacts and the CEDAW Convention to join the rest of the world in addressing the human rights violations entailed in the movement of people throughout the world.
Suggested Plan of Action:

1. GWI will utilize its consultative role with UN Women, UN Refugee Agency, UN Human Rights Council, and other international bodies to assist in the implementation of this resolution.

2. NFAs should encourage the education of their members about the UN Compact for Migration and the Compact on Refugees and address the implementation in their countries and local communities, especially as it relates to gender issues as reflected by the UN Women Expert Working Group addressing key principles of non-discrimination and gender-responsiveness.

3. NFAs should recognize and advocate that Recommendation #26 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) includes the protection of women migrant workers.

4. NFAs should work with their respective government representatives to urge their governments to implement or agree to these Compacts within their own countries.

5. NFAs should coordinate with human rights and migration/refugee organizations and other NGOs to raise awareness of the issues in their locales.

6. NFAs will encourage local branches to develop outreach programs to women and children refugees and migrants especially as it relates to access to education, health care, abuse and employment, and encourage connections among those agencies providing wrap-around services to these new people in their communities.

7. NFAs should encourage academic research that includes the mapping of populations at risk to examine the causes and the consequences of migration and refugees.

Supporting Statement:

GWI (IFUW) first addressed support for refugees in a resolution in 1939 (#4), and subsequently added refugee and/or human rights resolutions in 1968 (#2, human rights for all), 1992 (#20, refugee women), 1995 (#14, refugee women and girls), and 2001 (#8, refugee women and human rights).

The world is now facing the largest displacement of people since World War II. According to the United Nations Refugee Agency (UNHRC), the number of refugees and people displaced by conflict and disaster worldwide reached a record high in 2017 of 68.5 million while another 10 million are classified as "stateless" people. Across the globe, nearly 50 million children have been uprooted. Among them are 28 million fleeing brutal wars in Yemen, Syria, Afghanistan, Iraq and South Sudan. There are 6.3 million migrant and refugee children in Latin America and the Caribbean fleeing violence and seeking to reunite with family members. In addition, there are another 258 million migrants, of which 120 million are women and girls, living outside of their country of birth. All these numbers continue to grow.

Refugee and migrant women and children are at particular risk for human trafficking and other abuses as a result of their vulnerable status as they are often pawns in larger political games of intractable conflict. Children alone make up half of the "people of concern" according to the UNHRC, as they are often separated from parents or traditional caregivers and even recruited to be child soldiers - both boys and girls. The human rights of women migrant workers are legally protected through several treaty obligations that often are not adhered to. Obtaining an education becomes impossible. Forcibly displaced women face barriers to securing economic livelihoods, discrimination in many forms, sexual violence, limited access to service and negative consequences from some cultural practices.
According to the UN Refugee Agency (UNHCR), 85% of the world's refugees are hosted in low and middle-income countries while increasingly, the developed countries set up barriers to entry for re-settlement and/or asylum. The burden of providing for this massive movement of people from their home countries has become unfair. Thus, in 2016 the UN General Assembly declared “We commit to a more equitable sharing of the burden and responsibility for hosting and supporting the world’s refugees” as they agreed to the two Compacts which “seek to strengthen the international response to large movements of refugees and protracted refugee situations, and to better define cooperation to share responsibilities.” The Assistant High Commissioner for Protection, Volker Turk stated, “We want to go beyond what already exists [in international law] and address a very specific gap which is to better define international cooperation to share responsibilities.”

Suggested bibliography:
https://www.iom.int/global-compact-migration

Resolution 6
FAIR AND NON-DISCRIMINATORY MANAGEMENT OF REFUGEES AND ASYLUM SEEKERS

Proposed by: Canadian Federation of University Women

The 33rd Graduate Women International General Assembly resolves that:

1. National Federations and Associations (NFAs) urge their respective governments to provide and expand the resources, training, counselling, and infrastructure to the appropriate entities to ensure an efficient and effective refugee claims systems.

2. National Federations and Associations (NFAs) urge their respective governments to protect the world’s most vulnerable by continuing to increase the number of vetted refugees and asylum seekers accepted, settled, and integrated into the country now and onward, after the measures in clause #1 have been initiated.

Suggested Plan of Action:

1. NFAs should write to their local government representatives requesting they promote increasing the targets for refugees, support adequate resources for resettlement programmes and provide the necessary resources for expeditious refugee claim processing.

2. NFAs should seek to support local NGOs working on refugee and asylum seekers rights.
3. NFAs should research whether their local government has an adequate plan for refugee and asylum seekers resettlement. If their local government has a sponsorship program, they should get involved in community sponsorship and donation programmes to help resettle and welcome families and individuals who have fled their home countries.

Supporting Statement:

The global refugee population under the UNHCR’s mandate has now reached 25.4 million, which is referred to as “the global refugee crisis”. Since 2012, which marks the beginning of the Syrian conflict, the number of forcibly displaced people continues to reach record highs, year after year. Developing countries host a disproportionate number of the world’s refugees. In fact, 85% of the world’s refugees are concentrated in developing countries, with one third of them in the world’s least developed countries.

It is vital for governments to adhere to the 1951 Refugee Convention which is a legal document that defines and outlines refugee rights as well as legal obligations of States. The Convention’s cornerstone is the principle of non-refoulement (Article 33) which states that (with some exceptions) refugees should not be returned to a country where s/he faces serious threats to her/his life or freedom.

The current global protectionist and militarised approach to borders by developed countries is contributing to increased suffering of displaced populations by making them highly vulnerable to violence, sexual violence, torture, trafficking and exploitation. This is in violation of several human rights conventions, including the 1951 Refugee Convention.

Developed countries have a legal and moral obligation to do more to solve the global refugee crisis. Governments must continue to show leadership and spark international solidarity towards refugees by increasing refugee intake and allocating adequate resources to ensure successful refugee resettlement and integration.

References:
https://www.unhcr.org/figures-at-a-glance.html
https://www.unhcr.org/1951-refugee-convention.html
https://www.unhcr.org/5b27be547.pdf
CARL. “Legal Backgrounder: refugee claimants are not illegal”, June 2018, URL http://www.carl-acaaDrca/sites/default/files/CARL%20%20refugees%20are%20not%20illega%20-%20June%202018%20%20%2800266338xDE1E4%29.pdf
Resolution 7
SEXUAL HARASSMENT IN THE WORKPLACE

Proposed by: Indian Federation of University Women

The 33rd GWI Assembly resolves:

1. to end sexual harassment in the workplace and create a safe environment for women by urging governments to implement national laws effectively and spreading awareness

2. to widen the dialogue process and make efforts to reach out to women and men starting from the grassroots level through educative seminars, workshops and other forms of mass communication, including the media

Suggested Plan of action:

Although laws are in place to prevent sexual harassment of women in the workplace, studies have shown that in government and private organisations, employers do not have the requisite redress mechanisms in place, as stipulated by such laws.

NFAs should:

1. Lobby with corporate and public sector units to impress upon them that under the law, they have to set up an Internal Complaints Committee and encourage women to bring to the establishment’s notice instances of sexual harassment, if any. Adequate publicity should be given to the establishment’s policy of zero tolerance of such harassment.

2. Sensitise employers to be sympathetic to women who make such complaints. Care should be taken to prevent shaming of the victim.

3. Conduct awareness programmes in offices and among women to educate them on their rights under the law and to make them understand what constitutes sexual harassment.

4. Reach out to women in the unorganised sector by conducting awareness programmes through formal and informal means of communication like street theatres and puppetry.

Supporting document:

The Vishakha Guidelines were a set of procedural guidelines laid down by the Indian Supreme Court in 1997. These became the basis for the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Government of India passed the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act in 2013. This law makes it illegal for any kind of sexual harassment defined in the Act as ‘the violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and the right to practice any profession or
to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment’ to occur against a woman at her place of work.

Despite the existence of the law, not many cases are reported and it is often found that it is difficult to prove harassment.

This resolution builds on the 2016 Resolution no. 4 Harassment.

References:

Resolution 8
SUSTAINABLE DEVELOPMENT GOALS, ALSO KNOWN AS GLOBAL GOALS

Proposed by: The Canadian Federation of University Women

The 33rd Graduate Women International General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective governments to uphold their commitments to the United Nations Sustainable Development Goals, also known as Global Goals, both with their countries and internationally, to ensure that the established targets of these goals are accelerated and achieved before 2030, by, including but not limited to,

1. Increasing its Official Development Assistance (ODA) to 0.7% of Gross National Income (GNI) as adopted by a resolution of the UN General Assembly in 1970; and

2. Ensuring that any country/state receiving aid a) is involved in the planning and delivery of identified aid b) is accountable for their adherence to the implementation of the SDGs c) Guarantees that women have leadership roles within the process;

3. Implementing achievable, realistic plans of action, that have been developed in conjunction with local jurisdictions, Indigenous nations and civil society, that are published and promoted; and

4. Developing mechanisms to ensure accountability for money spent and progress achieved, both nationally and internationally.
Suggested Plan of Action

1. NFAs should partner with other NGOs and human rights organisations to support and facilitate advocacy campaigns to support the achievement of SDGs.
2. NFAs should write to their local government representatives and United Nations organisations about the need to uphold the SDGs.
3. NFAs should encourage academic research and write backgrounders on their local governments’ successes or failures in adopting SDGs.

Supporting Statement:

The Sustainable Development Goals outline 17 goals with 169 associated targets that are the successor to the United Nations Millennium Development Goals. These goals include targets to end poverty, hunger, promote healthy lives, and empower women and girls. On September 25, 2015, the 193 countries of the United Nations, adopted Transforming Our World: the 2030 Agenda for Sustainable Development. This Agenda included the Means of Implementation, the Follow-up and the Review for 17 Sustainable Development Goals and their targets.

The SDGs cover the Millennium Development Goals, but with more robust targets, including energy, economic growth, industrialisation, cities and human settlements, oceans, land and ecosystems. The MDGs were aimed at the poorest nations, but the SDGs are far more comprehensive, setting goals and targets that affect even wealthy nations.

Sustainable development has been a major world concern since the Brundtland Commission report, Our Common Future, in 1987 first defined it as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” The goals and targets of the SDGs will provide the world with a roadmap to success, with this being tracked by civil society organizations such as ours as well as the United Nations through the Inter-Agency and Expert Group on Sustainable Goal Indicators (IAEG-SDGs), and the signing nations themselves.

References:
https://sustainabledevelopment.un.org/?menu=1300
Constitutional Resolution 1
Restricted Funds

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves that:

Restricted Funds cannot be used for any other purpose than that specified unless approved by a two thirds majority of the Board of Officers and the Finance Committee.

Supporting Statement:

Over time, restricted funds have been created to be used for a specific purpose only. The three current restricted funds, Hegg Hoffet, Bina Roy and Fellowships and Grants fund, are accounted for and shown separately in the monthly reports. However, only the Hegg Hoffet fund is on a separate bank account. It is too costly to open separate bank accounts for each restricted fund. The Caroline Spurgeon Centenary Fellowship, which will be awarded at the AGM in 2019, is also in a separate bank account.

During the 2013-2016 triennium, funds were transferred from restricted funds and used to cover general expenses. This remit is designed to ensure that this does not happen in the future except in exceptional circumstances where the financial viability of the organisation is under threat.

Proposed Amendment from Australia - AGW

Constitutional Amendment proposed by AGW (formerly AFGW) in opposition to Constitutional Amendment 1 from the GWI Board: That the following words be inserted as clause 12 of Article X (Financial Resources and Dues):

Changes to the purposes or use of restricted funds require the approval of a two-thirds majority vote of the General Assembly.

Statement in Support:
Common usage describes a restricted fund as having two essential features: 1: A restricted fund is a reserve of money that can only be used for specific purposes and 2: Restricted funds provide reassurance to donors that their contributions are used in a manner they have chosen.

In its past practice IFUW/GWI has relied on the specification of particular purposes for Fellowships, Bina Roy and Hegg Hoffet and the soliciting of donations to further those purposes as defining them as restricted funds and they have been recognised as specific entities in the accounting procedures. It is imperative GWI continues to do so.

The proposed Constitutional Amendment 1 from the Board, while accepting that
Fellowships, Hegg Hoffet and Bina Roy are “restricted funds” effectively undermines any meaningful definition of that term by ignoring the crucial word “only” proposing that they can be used for other purposes.

The proposal totally fails to recognise the significance of the second point cited above - that these funds were set up by the vote of the membership and come from gifts, donations, bequests and fundraising efforts from members. Acceptance of these funds by GWI can and should be regarded as an implied contract with the membership that the funds will be used only for the purposes described. The funds do not belong to the Board or the Finance Committee - they belong to the membership and any change in their purpose and use must require the consent of the membership, which can only be given through a vote of the General Assembly.

That this principle was not respected during the triennium 2013-16 was regrettable but may perhaps in the circumstance be accepted silently. Such silence must not, however, be translated into authorisation to carry mistaken practice into the future.

Constitutional Resolution 2
Joint Country Membership
Proposed by the GWI Board of Officers

The 33rd GWI General Assembly resolves that:

Graduate Women in two or more countries unable to meet the numbers requirement for membership may apply to join together for membership as a single federation or association. Such a federation or association shall comprise at least 20 members and shall have the same status, rights and obligations as all national federations and associations.

Supporting Statement:
This is simply a correction to clause 3 as a consequence of the GWI Constitution2016 Article II MEMBERSHIP clause 1, being approved at the 32nd GA which states that a national federation or association of graduate women comprising of twenty (20) individual members who fulfill the membership requirements in Article III may become a member of GWI as provided in Article II.4.

NFAs are reminded that the GWI Constitution2016 Article II MEMBERSHIP clause 1 was approved unanimously in 2016 with the proviso that existing affiliates whose membership is less than forty (40) at the time of passing the motion clause shall have a period of five (5) years thereafter, in which to meet the required number of members (40). The 2016-2019 Board of Officers considers this to be an aspirational goal and will not penalise NFAs that have made genuine efforts to meet the member numbers within the time period specified.
Constitutional Resolution 3
Loss of Membership if Annual Dues Not Fully Paid Up

Proposed by the GWI Board of Officers

The 33rd GWI General Assembly resolves that:

A National Federation or Association will not lose its membership immediately if it is in arrears providing that it has paid at least 50% of its annual dues by 31 March each year and an agreed promissory note and payment plan has been put in place for the remaining unpaid dues. This plan is to be negotiated with the Board of Officers who will inform the Finance Committee. Members of these NFAs will be able to stand for office and continue to participate in an in-person or electronic vote of the General Assembly.

The NFA must agree in writing to:
1. pay the arrears in agreed instalments within two years
2. make the arrears payments on agreed dates.

Failure to meet the requirements will result in immediate loss of membership.

Supporting Statement:
The Board acknowledges that NFAs can experience exceptional circumstances and financial hardship from time to time which makes it difficult, if not impossible for them to meet their commitment to the payment of the GWI annual dues. This situation does not mean that NFAs have any less commitment to the vision and mission of GWI and should not prevent them from continuing to participate fully in the business of the organisation.

The introduction of a negotiated, payment plan provision and promissory note will give financially strained NFAs the ‘breathing space’ to restructure and review their internal affairs to enable them to meet their financial commitment to GWI. The duration of the agreed payment plan will be negotiated with the Board of Officers but will not be greater than two years.
Connecting the Power of GWI Young Members

A Young Member’s Workshop (YM)

Designing a future in which young members contribute to responsible societies for women and girls around the world identifying perceived opportunities and barriers to this engagement and indicate how these barriers can be circumvented. The workshop will lay the groundwork to connect young responsible frontrunners so that they become valuable drivers of a sustainable future.

12.30 - 12.45  Lunch - (Packed Lunch)
Eileen Focke-Bakker, VP Membership: Welcome and Introductions

12.45 - 13.30  Empowering Young Women through an understanding of future
global changes and challenges in our global world
Futurist Aarathi Krishan (Presentation followed by discussion)

13.30 - 15.30  Zentrum für Soziale Innovation (ZSI)
“Introduction and interactive workshop with ZSI Social Innovative Tools”
Facilitators: Ilse Marschalek and Elisabeth Unterfrauner in cooperation with
Eileen Focke-Bakker

15.30 - 16.00  Afternoon Tea at the University

16.00 - 17.00  Interactive workshop (cont.) using the ZSI tools
Design a YM’s E-forum, global network and programme to meet the YM future
needs to become valuable drivers of a sustainable future

17.00 - 18.00  Plenary Session
Collation of ideas into a framework for action and outcomes

18.30 - 20.30  World Trade Organisation
RSVP was required by July 6th
154 Rue Lausanne, 1211 Genève 21, Switzerland

Remarks by Sunanta Kangvalkulkij, Ambassador and Permanent Representative of Thailand to the World Trade Organization and World Intellectual Property Organization

Presentation by Arancha Gonzales, Executive Director, International Trade Centre on the She Trades Programme

20.30 - late  Young Members Dinner
Seppia Bistro: 29, avenue du mail, 1205 Genève
33rd Triennial GWI General Assembly

Graduate Women International
Peace Through Education Conference
27 July 2019
Geneva, Switzerland

University of Geneva - Uni Mail
Boulevard du Pont-d'Arve 40, 1205 Geneva, Switzerland
Workshops and seminars will respond to one or more of the five sub-themes:

**Theme 1** How can education advance the status of women and girls worldwide and work towards preventing conflicts, protect the most vulnerable populations and transform societies?

**Theme 2** How can curricula grow and change to support human rights and deconstruct patriarchal and other societal paradigms to bring about a culture of peace and non-violence?

**Theme 3** What does it mean to live in a connected world, two-thirds of which are in conflict and how does this impact on our daily lives?

**Theme 4** How can young professionals be empowered to understand and make connections between education, gender equality issues, culture change and environmental issues and what effects do these have on their careers, family lives and the planet?

**Theme 5** What can graduate women do to influence a global society, working at the intersection of education, peace, advocacy and action in local, national and global policies?
# PEACE THROUGH EDUCATION Conference

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.00 - 9.00</td>
<td>Non-member Conference Registration</td>
</tr>
<tr>
<td>9.00 - 9.15</td>
<td>Welcome and Introduction: <strong>President Geeta Desai</strong></td>
</tr>
<tr>
<td>9.15 - 10.00</td>
<td><strong>Peace through Education</strong></td>
</tr>
<tr>
<td></td>
<td>Keynote speaker: <strong>Zamaswazi Dlamini-Mandela</strong>, Human Rights Activist and grand-daughter of Nelson Mandela</td>
</tr>
<tr>
<td>10.00 - 10.45</td>
<td><strong>Panel 1</strong></td>
</tr>
<tr>
<td></td>
<td>The Evolving Roles of Education and Gender Equality in the Prevention and De-Escalation of Conflict and in Building Sustainable Societies</td>
</tr>
<tr>
<td></td>
<td><strong>Dr Barbara Moser Mercer</strong>, founder, In-Zone, University of Geneva</td>
</tr>
<tr>
<td></td>
<td><strong>Dr Christelle Rigual</strong>, researcher, Gender Center, Graduate Institute</td>
</tr>
<tr>
<td></td>
<td><strong>Adiba Qasim</strong>, student, Horizon Académique (Center for Integration of Refugees and Asylum Seekers)</td>
</tr>
<tr>
<td></td>
<td>Facilitator: <strong>Geeta Desai</strong>, President, GWI</td>
</tr>
<tr>
<td>10.45 - 11.15</td>
<td>Morning tea break</td>
</tr>
<tr>
<td>11.15 - 12.35</td>
<td>**Seminar Papers</td>
</tr>
<tr>
<td>12.35 - 13.35</td>
<td>Lunch</td>
</tr>
<tr>
<td>13.45 - 14.30</td>
<td><strong>Panel 2</strong></td>
</tr>
<tr>
<td></td>
<td>Global Awareness and Engagement: Understanding Our Global Economic, Social, Environmental Connectedness as a Path to Education and Development rather than as a Driver of Conflict</td>
</tr>
<tr>
<td></td>
<td><strong>Dr Theresa Carpenter</strong>, Executive Director, Center for Trade and Economic Integration, Graduate Institute</td>
</tr>
<tr>
<td></td>
<td><strong>Dr Jaya Krishnakumar</strong>, Professor of Econometrics, UNIGE UNHCR</td>
</tr>
<tr>
<td></td>
<td><strong>Barbara Zeus</strong>, Education Specialist, UNHCR</td>
</tr>
<tr>
<td></td>
<td>Facilitator: <strong>Dr Katia Vladimirova</strong>, International Researcher on Sustainable Development, Politics and Ethics</td>
</tr>
<tr>
<td>14.45 - 16.00</td>
<td>**Seminar Papers</td>
</tr>
<tr>
<td>16.00 - 16.15</td>
<td>Afternoon Tea Break</td>
</tr>
<tr>
<td>16.15 - 17.30</td>
<td><strong>Seminar Papers, Workshops and Posters</strong></td>
</tr>
<tr>
<td>19.30 - 23.00</td>
<td><strong>Swiss Culture Night Cruise on Lake Leman</strong></td>
</tr>
<tr>
<td></td>
<td>For pre-registered, pre-paid participants. <strong>Boat will leave on time.</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Map Page 86</strong></td>
</tr>
<tr>
<td></td>
<td>Meet at <strong>Genève-Pâquis-Rotonde</strong> ready to embark at <strong>19.30</strong></td>
</tr>
</tbody>
</table>
### SEMINARS / PAPERS

<table>
<thead>
<tr>
<th>MR 030</th>
<th>MR 040</th>
<th>MR 1150</th>
<th>M 2193</th>
<th>M 2170</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Theme 1</strong> Creating Agents of Peace through Non-Formal Education (India) <strong>Dr Meera Bondre</strong></td>
<td><strong>Theme 1</strong> The Power of Immersive Education: Education &amp; Peace in the 21st Century (India) <strong>Sana A Vaidya</strong></td>
<td><strong>Theme 4</strong> Empowering Youth to Internalise and Spread Gender Parity through Sexuality Education (India) <strong>Dr Anagha Lavalekar</strong></td>
<td><strong>Theme 5</strong> Heard the Voice of Women? The Impact of Graduate Women (Turkey) <strong>Dr Basak Ovacik</strong></td>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
</tr>
<tr>
<td><strong>Theme 4</strong> Empowering Youth to Internalise and Spread Gender Parity through Sexuality Education (India) <strong>Dr Anagha Lavalekar</strong></td>
<td><strong>Theme 5</strong> Heard the Voice of Women? The Impact of Graduate Women (Turkey) <strong>Dr Basak Ovacik</strong></td>
<td><strong>Theme 1</strong> Investing in Women’s Education for Peaceful Societies in Developing Countries (El Salvador) <strong>Dr Rosa Maria Mendoza de Serrano</strong></td>
<td><strong>Theme 5</strong> Mobilization of Young Graduates for Social Activities and a Peace Hike: Communication Challenges / Solutions (Lithuania) <strong>Ieva de Sousa</strong></td>
<td><strong>Theme 5</strong> Women’s Social Mobility by Education Attainment? (Mexico, South Africa and Vietnam) <strong>Dr Lukasz Czarnecki</strong></td>
</tr>
<tr>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
<td><strong>Theme 4</strong> Understanding the Digital Gender Gap in Mexico (Mexico) <strong>Nayana Guerrero Ramirez</strong></td>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
<td><strong>Theme 2</strong> Role of (Indian) Indigenous Economic Education for Peace and Sustainability (India) <strong>Dr Kalyani Bondre</strong></td>
<td><strong>Theme 5</strong> Women’s Social Mobility by Education Attainment? (Mexico, South Africa and Vietnam) <strong>Dr Lukasz Czarnecki</strong></td>
</tr>
<tr>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
<td><strong>Theme 5</strong> Experiences of Women in Leadership - a Dream or Nightmare? (Ghana) <strong>Dorothy Addo-Mensah</strong></td>
<td><strong>Theme 2</strong> Role of (Indian) Indigenous Economic Education for Peace and Sustainability (India) <strong>Dr Kalyani Bondre</strong></td>
<td><strong>Theme 5</strong> Women’s Social Mobility by Education Attainment? (Mexico, South Africa and Vietnam) <strong>Dr Lukasz Czarnecki</strong></td>
</tr>
</tbody>
</table>

Please refer to map for venues
<table>
<thead>
<tr>
<th>WORKSHOPS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>11.15 - 12.35</strong></td>
</tr>
</tbody>
</table>
| **MS030** | **Theme 5**  
Academic women: Their Way to Equality, Parity in the Academic World  
(UK)  
*Dr Gillian Hilton* |
| **MS050** | **Theme 1**  
Building Peace through Education of Heart and Mind (Canada)  
*Joy Hurst, Grace Hollett, Brenda Robertson, Godelieve De Koninck* |
| **MR160** | **Theme 2**  
Unravelling the patriarchy within: facilitating courageous choices in pioneering women’s initiatives (India)  
*Shruti Sonthalia* |
| **MR170** | **Theme 1**  
Otherness and Belonging: Remaking Inclusive spaces for ALL Women (New Zealand, Turkey)  
*Sita Venkateswar, Shirley Gillett, Greta Mills, Emine Sebilcioglu* |
| **MR080** | **Auditorium**  
Link between Education and Gender Equality - the eradication of violence against women (Israel)  
*Ora Sharon* |
| **MR280** | **Auditorium**  
How to keep women at the top!  
*Brigitte Mantilleri, Director, Gender Equality, University of Geneva* |

<table>
<thead>
<tr>
<th>POSTERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>11.00 - 12.35</strong></td>
</tr>
</tbody>
</table>
| **MS 040** | **Theme 5**  
Introducing new knowledge into Higher Education in Costa Rica - the value of graduate women networks (Costa Rica)  
*Thaís M Córdoba* |
| **Themes 1 / 4** | **11.40 - 12.10**  
How the voices of youth calling for nuclear abolition can reach around the world (Case study, Nagasaki, Japan)  
*Dr Chizuko Suzuki* |
| **12.10 - 12.35** | **Theme 5**  
Exploring Strengths of Gender Statistics and Indicators for Monitoring and Decision Making for Women's Policy (Australia)  
*Dr Miranda Y. Mortlock Dalma Jacobs* |
### SEMINARS / WORKSHOPS

**14.45 - 16.00**

<table>
<thead>
<tr>
<th>Time</th>
<th>Level -1 Sous Sol</th>
<th>Level 1 First Floor</th>
<th>Level 0 Ground floor Rez de chaussée</th>
<th>Level 2 Second Floor</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.45 - 15.05</td>
<td>MR 030</td>
<td>Theme 5 Bridgebuilding for Peace, Education &amp; Advocacy: Creating a Winning Partnership (Nigeria) Florence Babalola-Smith</td>
<td>Theme 1 Determining Educational Goals for Peaceful Coexistence (Japan) Dr Chizuko Suzuki</td>
<td>Theme 4 Unleashing the Potential of Women: The Promise of Education for Peace (Lithuanian Antanina Gustaityte-Salciuviene) Dr Rima Binder</td>
</tr>
<tr>
<td>15.10 - 15.30</td>
<td>MR 040</td>
<td>Theme 2 Curbing Violence against Women through Lifelong Learning (Nigeria) Prof Comfort Onifade Dr Remi Aduradola</td>
<td>Theme 2 The Paths of Education for Peace, Non-violence and Gender Equality in Higher Education Institutions in Latin America (Mexico) Dr Gloria Ramirez</td>
<td>Theme 2 Incorporating Peace Education in English as a Foreign Language (EFL) and Similar Curricula as a Means of Implementation (Egypt) Sahar Gamal</td>
</tr>
<tr>
<td>15.30 - 15.50</td>
<td>M 1150</td>
<td>Theme 5 Global Problems Addressed with Local Solutions: An Attempt to Create Environmental Awareness (India) Dr Sushma Moitra Dr Nita Mawar</td>
<td>Theme 5 New Business Models for Social Impact: Entrepreneurship for the 21st Century: Intersection of leadership for Economic Empowerment and Global Advocacy (USA) Shaila Rao Mistry</td>
<td>Theme 2 The global campaign for peace and education incorporating human values (Egypt) Prof Thanaa M Ezz</td>
</tr>
<tr>
<td>15.45 - 16.00</td>
<td>M 2193</td>
<td>Theme 1 Implementing Women ZONE (UNESCO) for Peace, Nutrition, Education, and Matriarchal system’s values restoration (Senegal) Rokhaya Daba Fall</td>
<td>Theme 1 Advancing the Status of Women through Education for Social Harmony (Hong Kong) Dr Jackie Yan Dr Anson Honghua Wang Dr Janice Pan</td>
<td>Theme 1 Peace through educating women for social, economic and political change (India) Abeda Inamdar</td>
</tr>
<tr>
<td>15.45 - 16.00</td>
<td>MS 040</td>
<td>Theme 1 Migration - Education - Integration? Challenges in educational work with refugees (Australia) Prof Shirley Randell AO</td>
<td>The Process of the Commission on the Status of Women (CSW) in the quest for securing women’s rights (GWI) GWI Board UN Representative</td>
<td>Theme 4 Women Educators Empowering Change at Home for a Peaceful Society (Ghana) Irene Kafui Vorsah Amponsah</td>
</tr>
<tr>
<td>TIME</td>
<td>WORKSHOPS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>---------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 14.45 - 16.00 | MS030  
Theme 2  
Successful Strategies in Learning and Teaching Mathematics while Supporting Human Rights (India)  
Dr Rahael Jalan, Swati Bedekar, Nandini Sonthalia |
| 14.45 - 16.00 | MS050  
Theme 4  
Mentoring for Peace and Development (Fiji)  
Maria Ronna Pastorizo-Sekiguchi, Sonia Khan, Elizabeth Fong |
| 14.45 - 16.00 | MR160  
Theme 5  
Accessibility of Networks in a Crisis, and the Mission of GWI (Japan)  
Reiko Aoki, Nobuko Akita, Yaeko Sumi, Takeko Takata |
| 14.45 - 16.00 | MR170  
Theme 1  
Hope for the Future (Turkey) (presented in English and French)  
Dr Basak Ovacik, Rengin Turksoy, Sinem Celik Yardimci |
| 14.45 - 16.00 | M2170  
Theme 2  
Breathe Free : Say NO - Stop Abuse (India)  
Dr Anagha Lavalekar, Anjali Railkar, Anita Gurjar |
| 14.45 - 16.00 | MR080 Auditorium  
Theme 5  
Taking Action to Implement GWI Resolutions on Peace (USA, New Zealand)  
Kathleen Laurila, Amy Dowdle, Alice Dahle |
| 14.45 - 16.00 | MR280 Auditorium  
Women at Peace in Business  
Anoush der Boghossian, World Trade Organisation, Trade & Gender Focal Point |
### 16.15 - 17.30
**SEMINARS | WORKSHOPS**

<table>
<thead>
<tr>
<th>Level -1 Sous Sol</th>
<th>Level 1 First Floor</th>
<th>Level 0 Ground floor Rez de chaussée</th>
<th>Level 2 Second Floor</th>
<th>Please refer to map for venues</th>
</tr>
</thead>
</table>

Please refer to map for venues

#### MR 030 | Theme 4
---
**Preventing Women for Leadership Positions in Education/ Mentoring Initiatives by substantive school heads (Ghana)**
*Dr Marie Afua Baah Bakah*

---
**Theme 1**
*The role of Cinema in Education and the Struggle against Sexist Stereotypes: an account of a Grenoble, France experience (France)*
*Viariella Guyot*

---
**Theme 5**
*What can Graduate Women do to Mitigate Suffering in Disasters? (Japan)*
*Kyoko Hirata*

#### MR 040 | Theme 1
---
**Schooling Interventions: Keep Girls from Dropping Out, and Help Women’s Re-entry (India)**
*Suvarno Gokhale*

---
**Theme 2**
*Balancing the Institutional and Cultural Mindset of Patriarchy in Nigeria with Curriculum (Nigeria)*
*Nneka Chiedozie-Udeh*

---
**Theme 1**
*Improvement in HIV/AIDS Knowledge - Integrated Intervention for Sustainable Development (India)*
*Dr Nita Mawar*

#### M 1150 | Theme 5
---
**Involvement of Women Leaders within Higher Education (Ghana)**
*Gladys Ewurama Edumadze*

---
**Theme 1**
*Women, Girls and Technology Education (USA)*
*Dr Magda Buhake Kaniki*  
*Dr Francisca Ramoni*

---
**Theme 2**
*Transitional challenges confronting heads of midwifery training colleges in the Western & Central regions of Ghana which affect human rights and sustainability (Ghana)*
*Dr Marie Afua Baah Bakah*

#### M 2193 | Theme 1
---
**Mary has a Little Goat. A Holistic social and educational enterprise (Uganda)**
*Consolata Tumwesigye*

---
**Theme 1**
*Peace through Education - Perspectives of Gender and Girls’ Empowerment (Nigeria)*
*Dr Remi Aduradola*  
*Prof Comfort Onifade*

---
**Theme 2**
*Understanding the Implications of Female Genital Mutilation (FGM) on Women’s Sexuality through Women’s Education (Nigeria)*
*Prof Anthonia Uzuegbunam*
<table>
<thead>
<tr>
<th>Workshop Code</th>
<th>Workshop Details</th>
</tr>
</thead>
</table>
| MS030         | Theme 1
Powerful Women are Happy Women (Turkey)
Yasemin Dönmez, Berna Kir, Funda Savas Gun |
| MS040         | Using the GWI Gender Equity Toolkit (GWI Educom)
Shirley Gillett, Ranjana Banerjee |
| MS050         | Theme 1
The Impact of Education on the Culture of Peace and Development in Africa (Senegal)
Marie-Pierre Sarr, Rokhaya Daba Fall |
| MR160         | Theme 1
Women and the Peace Process in Sierra Leone (Sierra Leone)
Linda Williams |
| MR170         | Theme 1
A Peaceful Future through Women and Girls Education (USA)
Dr Johanna Sterbin, Dr Ingeborg Loetterle, Dr Jacqueline Shahzadi |
| M2170         | Theme 5
Teach Peace Project (Ghana)
Joyce Atta-Quartey, Gladys Ewurama Edumadze, Irene Kafui Vorsah Amponsah |
| MR080 Auditorium | Theme 5
Taking GWI Forward after the First 100 years. Tools to attract young professional women (Israel)
Shiri Malca |
| MR280 Auditorium | Theme 5
Labor Rights of Graduated Professionals and Their Future Peace of Mind (El Salvador)
Dr Ana Mirella Schoenenberg de Wollants, Fabiola Wollants, Dr Rosa Maria Mendoza de Serrano |
UNI MAIL MAPS
Swiss Culture Night cruise on Lake Leman

19.30 - 23.00 Meet at Genève-Pâquis-Rotonde ready to embark at 19.30

Genève, rotonde des Pâquis
Quai du Mont-Blanc 10, 1201 Genève
For pre-registered, pre-paid participants. Boat will leave strictly on time.

Emergency Information
In an emergency, keep calm and dial one of the following numbers.

117: police
Call the police number 117 in case of:
  • aggression, accident, flight, threat

118: firefighters
Call the fire alarm center by dialing 118 in case of:
  • Fire, accident, rescue of people and animals, extrication, chemical incidents, floods
  • etc

144: ambulances and medical emergency service
Call the ambulance center and doctors by calling 144 in the event of a health emergency.

Other emergency numbers:
  • Swiss Air Rescue REGA 1414
  • Glacier emergencies 1415
  • Poisoning 145
  • Road emergency and breakdown service 140
  • Environment (atomic, biological and chemical) 118
  • Helping Hand Samaritans (anonymous crisis hotline for abuse, suicide and more 143)
  • Telephone support for children and young people 147