

GWI Annual Report [Revised]

2019

From Theory to Action



Graduate Women International (GWI)

Until April 2015, International Federation of University Women (IFUW)

Graduate Women International (GWI)

GWI, founded in 1919, is the leading international non-governmental organization of women graduates advocating for the advancement of women and girls' rights, equality and empowerment through the safe access to quality education and lifelong training up to the highest levels whose purpose is to:

- promote lifelong education for women and girls
- promote international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender, sexual orientation or other status
- advocate for the advancement of the status of women and girls
- 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.



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Message from the 2016-2019 President

Dearest GWI Family:

From January through July 2019, the air was fraught with excitement, as we looked forward to the Triennial General Assembly (GA) and Conference that would take place in Geneva, Switzerland at the end of July. This would be a very special GA and Conference as GWI would turn one hundred years old. Our founding mothers started this membership organization for graduate women just after World War I and throughout its organizational life, for one hundred years, GWI has been a beacon of hope for the advancement of women's and girls' education rights.

The excitement during this time was exceeded only by our commitment to make our founding mothers and our National Federations and Associations in all fifty-three countries proud of GWI. Given our financially restrictive circumstances, we made the decision to plan and implement this GA and Conference by ourselves as opposed to outsourcing it to an event-management company – a departure from previous practice.

Registration for the event began in October 2018 and the first half of 2019 was spent carrying out GWI's everyday responsibilities as an advocacy and membership organization and in finalizing the various aspects of the GA and Conference.

As registration numbers increased, so did our excitement even as we left nothing to chance and wrote over one hundred and twenty personal emails persuading members to attend this once-in-a-lifetime gathering.

There was an unimaginable volume of work to be done in association with the GA and Conference. Board Members, Stacy, Clemence and several young women who were interning with GWI during that time, did yeoman's work that included fulfillment of GA-related governance requirements, reports to the GA, preparation of documents for publication, design and layout of the materials, further development of the Conference theme "Peace through

Education", review of workshop proposals submitted by our intrepid members, communications with workshop conveners and rapporteurs, logistical arrangements for the this multi-faceted events, volunteer management and so much more.

Behind the scenes, Stacy, Clemence and the interns completed a thousand ancillary tasks for the dedicated website, information support for registrants, help for prospective attendees with documents to facilitate their visit to Geneva, packing documents for distribution at the GA and eventually moving the office to the University of Geneva (UNIGE) where the gathering would take place.

Our Local Arrangements Committee (LAC) did a wonderful job of staying on top of changing conditions on the ground, liaising with the University, the City of Geneva and their facilities management, the catering company, local vendors, funders, hotels, ground transportation, tourism and the riverboat company for the Swiss evening – each of these tasks was labor-intensive, creative and exacting. We remain grateful to the committee.

We worked persistently and single-mindedly to recruit speakers for the GA and Conference. Knowing full well that we could not afford speaker fees, we recruited speakers who would give generously of their time - from UN Geneva (UNOG), World Trade Center (WTO), International Trade Center (ITC), UNIGE, Graduate Institute and Geneva Peacebuilding Platform, whose work dovetailed with ours.

Recruitment of this truly international slate of speakers was one of the more memorable aspects of our work. We were overwhelmed by their welcoming attitudes, their enthusiasm at participating in our milestone event, their curiosity and interest in finding common ground with GWI's work and their inclination to work with GWI beyond the GA and Conference.

Therefore, it is only fitting that we express our appreciation here, for some of these international development figures. We are forever grateful to Rector

Fluckiger, UNIGE, for waiving the facilities rental fee without which we may not have been able to hold the event at all; the WTO for a reception for 200 members; the rallying cry of a keynote for gender equality, by Brigitte Mantellieri, UNIGE's Directrice du Service Egalité and the gentle yet electrifying retelling of stories of her famous grandfather by Zamaswazi Mandela. We are also grateful to Simonetta Zarrelli from UNCTAD, Anoush der Boghossian and Gabrielle Marceau from WTO, Arancha Gonzales from the International Trade Center (ITC). Gabrielle Marceau's generous pre-event reception at her house was the epitome of hospitality.

Our thanks also go to our subject matter and technical experts: Conference Panelists Barbara Mercer Moser, Director, In–Zone: University of Geneva, Christelle Rigual, Coordinator, Gender Center, Graduate Institute, Adiba Qasim, Student, Horizon Academique (Center for Integration of Refugees and Asylum Seekers); to Jaya Krishnakumar, Professor of Econometrics, UNIGE, Barbara Zeus, Education Specialist, Independent Scholar, Sunoor Verma, International Development Expert and Katia Vladimirova, International Researcher and Scholar.

Our unreserved admiration also goes to our own members who proposed and conducted workshops that resonated with quality work and deep community and project experience.

During the centenary celebration, a crowning piece of accomplishment was the award of the Caroline Spurgeon Centenary Scholarship of CHF 12,000 to Vidya Diwaker for the advancement of her post -graduate research on the impact of conflict on girls' education. Funds for the scholarship had been generously donated by members and non-members during 2018-2019.

As you know, since September 2016, the GWI Board had taken on a series of challenges, not the least of which was the adherence to an extremely austere budget and a downsizing at the office in Geneva leaving only the Executive Director, Stacy Dry Lara. In late 2018, a very part–time staff person, Clemence Mathiaud, was hired to carry out the numerous additional tasks necessary to ramp up for the one hundredth anniversary. Board members had



GWI Board of Officers

2016-2019

The Board of Officers is elected by the national federations and associations (NFAs) of Graduate Women International (GWI) for a period of three years.

President

Geeta Desai, United States

VP Advocacy & EducationHazel Bowen, South Africa

VP Legal & GovernanceRae Duff, New Zealand

VP MembershipEileen Focke-Bakker,
Netherlands

VP FundraisingBaşak Ovacik, Turkey

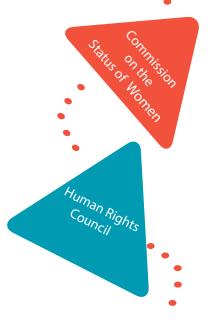
VP MarketingLouise McLeod, United States

TreasurerKatharina Strub, Switzerland











expanded their roles to carry out responsibilities that emerged in the wake of the downsizing of the office.

We are proud to say that while we prepared for the GA and Conference we continued our daily responsibilities in Advocacy (including written statements and reports to the UN in New York and Geneva and our annual visit to the Commission on the Status of Women meetings with our team of GWI delegates), Member Recruitment and Engagement, Communications and Newsletters, Press Releases and Social Media, participation in civil society meetings, responses to members requesting information on a range of women's issues, monthly Board Meetings and more.

We are also happy to say that a process that had been ongoing for the past three years culminated during this time. GWI and its biggest NFA by far, were able to sign a Memorandum of Understanding (MoU), the implementation of which would enhance the relationship between the two organizations. We thank the CFUW negotiators who showed so much good faith, flexibility and understanding.

In this my last message as President, I extend my thanks to GWI Committees, their Convenors and members: Education; Projects Development; Fellowships; Hegg Hoffet; Membership; Resolutions.

My hearfelt thanks go to the 2016-2019 Board Members: Hazel Bowen, VP for Advocacy and Education; Rae Duff, VP for Governance; Eileen Focke-Bakker, VP for Membership; Louise McLeod, VP for Marketing; Basak Ovacik, VP for Fundraising and Katharina Strub, Treasurer, who displayed such courage, unity and a superior understanding of organizational needs and made all the right decisions to advance the organization.

Words are not enough to express my thanks to Stacy, Clemence and all the interns who were the invincible though sometimes invisible force that gave GWI its daily momentum and in our most worrisome times, carried the organization forward on their broad shoulders.

Last but not least, I carry in my heart, the many, many, many members who placed their faith in us and the potential of GWI to do good in the world.

I remain humbled by my experience over the last three years.

Thank you and goodbye.

Sincerely

Geeta

Geeta Desai President 2016-2019



geeta Disa

Message from the 2019-2022 President

Following in the footsteps of GWI President Geeta Desai is a little bit daunting. Geeta and her formidable Board of 2016-2019 did a wonderful job culminating in a wonderful GA and Conference celebrating our centenary in July of 2019. I believe that those who were able to come Geneva to take part in the Centenary celebrations were able to see and catch up in person with old friends and make new ones. Our triennial conferences apart from the formal business of the GA are meetings were we can attend and/or give workshops but above all a place where women graduates can meet in friendship as the tribute to our founding ladies and their successors proudly showed.

The new board started her work in the autumn after a well-earned vacation by those Board Members, who were elected for a second term and of course our Executive Director Stacy Dry Lara and our Programme Officer Clemence Mathiaud. We started going over the order of business and by filling in the still vacant positions of Vice President Legal and Governance and Vice-President Marketing and the appointment of the Committee Conveners of the GWI Special Purpose Committees.

In October 2019, I attended the opening session of the United Nations Economic Commission for Europe (UNECE) Beijing +25 Regional Review Meeting in Geneva and the Generation Equality Regional Civil Society Forum (SCO) in Geneva. And one issue keeps on returning we need to focus on implementation as, and I quote, "A quarter of a century after Beijing, not a single country has achieved gender equality. Beijing+25 and the global drive to achieve the Sustainable Development Goals provide us a unique opportunity to accelerate efforts, strengthen our partnerships and mobilize all of society, including all generations, to fulfil the longstanding commitments to women and girls," said Åsa Regnér, Assistant Secretary-General of the United Nations and Deputy Executive Director of UN Women at the UNECE Beijing +25 Regional Review Meeting.

Also, in October 2019 in Helsinki Finland, I attended the Graduate Women's Baltic Sea Conference 2019 "Together for Gender Equality in Education and Work and commitment to our common Baltic Sea".

According to European Institute for Gender Equality (EIGE), gender equality is progressing at a snail's pace in the EU. In Finland and other EU members, there are even indications of backsliding in gender equality. In the research literature, it is widely accepted that it is not possible to attain a more equal society for men and women without reducing the segregation in education and working life

Thus, the GWI Board of 2019-2022, GWI Committees and UN Representatives as well as all our member NFAs and Independent members have our work cut out be it at the UN, regional, national, or local level. We all, must commit ourselves to putting gender equality and the right of women and girls into reality.

Terry Oudraad,
President 2019-2022





GWI Board of Officers 2019-2022

The Board of Officers is elected by the national federations and associations (NFAs) of Graduate Women International (GWI) for a period of three years.

PresidentTerry Oudraad, Netherlands

VP Advocacy & EducationLouise McLeod, United States

VP Legal & GovernanceVeena Bathe, India

VP MembershipEileen Focke-Bakker,
Netherlands

VP FundraisingBaşak Ovacik, Turkey

VP MarketingGlenda Hecksher, Mexico

TreasurerKatharina Strub, Switzerland

Message from the Executive Director

Dear GWI Family,

I am proud to present the 2019 GWI Annual Report. The year etched a notable mark in GWI as we reached 100 years and began a new era. Throughout this report, I invite you to explore and reflect on the broad range of GWI activities and membership outreach that showcase our organisation's commitment to the education and well-being of all women and girls while concurrently adhering to strict budget guidelines.

The Peace through Education Centenary brought together for the first time some 400 members from more than 50 countries who assembled in Geneva, Switzerland to celebrate each other and our much-loved GWI. Participants learned from multiple internationally renowned keynote speakers and panellists, 63 workshops, and friendship activities. In fact, survey results show an 85% overall satisfaction rating.

On a project level, 2019 marked the launch of Bina Roy Partners in Development projects in Congo, El Salvador, Ghana, India, Mexico, and Turkey, which included mentorships, Technical and Vocational Education and Training, and gendered human rights law. These projects embody the mission of GWI.

Our international advocacy strategy reached new heights and exposure with multiple toolkits for members, more than 2000 social media posts, many targeted social media campaigns, and we exceeded 230 write-ups for members in 24 *Update* newsletters. We submitted five statements to the United Nations and our representatives submitted 22 reports about their participation.

I extend my sincere gratitude to the GWI Board, members, donors, collaborators, United Nations representatives, staff, interns, and volunteers for their support, encouragement, and determination throughout 2019. Together, you are at the heart-beat of GWI.

Warmest regards, Stacy Dry Lara, GWI Executive Director

Stacy Dry Lara











BOARD

President: Terry Oudraad (GWI-NL), VP Legal & Governance: Veena Bathé (IFUWA), VP Membership: Eileen Focke-Bakker (GWI-NL), VP Marketing: Glenda Hecksher (FEMU), VP Education & Advocacy: Louise McLeod (WG-USA), VP Fundraising: Basak Ovacik (TUKD), **Treasurer**: Katharina Strub (ASFDU)



Lead GWI from austerity to prosperity.



Hosted a successful triennial, Conference and Centenary celebration.



Builds on the strong GWI foundations and traditions to lead us into the future!

GWI CELEBRATES 100 YEARS

85%

overall satisfaction rate (Survey Monkey results)

GRADUATE WOMEN 100



More than 400 participants



New Board and Committee members elected and appointed



8 Policy Resolutions, **3** Constitutional Resolution and **5** Internal Resolutions adopted



63 workshops and seminars



30 NFA triennial reports submitted



The 33rd Triennial, Centenary Celebration and Peace through Education Conference in Geneva in July was the year's highlight!

Keynote speaker: Zamaswazi Dlamini Mandela

GWI AT THE UNITED NATIONS

GWI participated in the 63rd Commission on the Status of Women (CSW63), Human Rights Council (HRC), UNECE Beijing+25 Regional Review Meeting and the Civil Society Forum, the Geneva Peace Week and the Convention on the Elimination of All Forms of Discrimination Against Women.



Submitted five HRC written and oral statements.



60+ GWI and NFA delegates participated in CSW63 and submitted **17** reports.



GWI UN representatives in New York, Geneva, Paris and Vienna submitted **22** advocacy reports.



Hosted a successful side event on Women & Corruption at HRC41 in June.

MEMBERSHIP

GWI has more than 15'000 members from around the world. Our members work nationally and internationally to promote safe access to quality, lifelong education for women and girls everywhere.



GWI supports **55** National Federations and Associations (NFAs).



The GWI Office referred **103** applications to their local NFAs.



GWI also comprises 23 Independent Members from 15 countries.

Strategic Plan 2016-2019

GWI advocates for women's rights, equality and empowerment through access to quality secondary and tertiary education and training up to the highest levels.

Our vision is
100%
of girls and women in
the world achieving
education beyond
primary school.

Renew focus on Education Advocacy;
Become a leader in global and national advocacy for women's and girls' education

Goal
Increase membership world - wide

Market to increase recognition of GWI as a credible 21st Century graduate women's advocacy organization

Develop funding sources and activities to financially stabilize organization

Develop financial management practices that are user – friendly, transparent and support the range of needs of this organization

Goal
Develop and institutionalize governance that supports the growth, sustenance and success of a 21st century women's membership organization

Advocacy • Membership • Marketing • Fundraising • Financial Management • Governance



Argentina Australia Austria Bangladesh Bolivia Bulgaria Burkina Faso Cameroon Canada Cyprus Democratic Republic of Congo Egypt El Salvador Fiji France Ghana

Iceland India Ireland Israel Japan Kenya Korea Lebanon Lithuania Mexico Nepal **Netherlands New Zealand** Niger Nigeria Norway **Pakistan**

Hong Kong

Panama Paraguay Russia Rwanda Scotland Senegal Sierra Leone Singapore Slovenia South Africa Spain Switzerland Turkey Uganda **USA** Zambia Zimbabwe

Independent Members

Independent membership opens GWI's international network to women graduates from countries where there is not yet a GWI affiliate and to women graduates who do not wish to join a national group. In 2019 GWI celebrated Independent Members from around the globe including China, Costa Rica, Iran, Malaysia, Madagascar, Mauritania, Poland, Tanzania, Hungary and Viet Nam.

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Great Britain

Haiti



GWI Celebrates 100 years: Peace through Education Centenary

More than one year of systematic efforts by the Board of Officers, Executive Director, GWI Office, the Swiss Local Arrangements Committee as well as a host of interns came to fruition at the momentous Peace through Education 33rd Triennial General Assembly and Centenary Conference held 25-28 July 2019 in Geneva, Switzerland. Post-conference evaluations of 85% satisfaction rate show that the event was a tremendous success!

GWI was honoured to welcome more than 400 National Federation and Association members, independent members and friends from more than 50 countries to the heart of Geneva, to celebrate a century of international friendship between graduate women. The theme, Peace through Education, reflected GWI's deep-rooted recognition of education, particularly education for women and girls as the cornerstone of peaceful, just and sustainable societies.

A world class programme of leading professional and independent experts in the fields of peace, education and human rights spoke during the 4-day event in support of the main theme as well as five subthemes that respond to:

- 1. How education advances the status of women and girls towards preventing conflict.
- 2. How curricula evolve to support human rights and deconstruct patriarchal paradigms.
- 3. What it means to live in a connected world.
- 4. How young professionals can be empowered to understand connections between education aand gender equality.
- 5. Cultural and environmental issues.

Conference delegates left enthused and committed to look beyond short-term goals and become involved in policy and legislative agenda concerning education and peace; and eager to promote actions that support the 2030 Sustainable Development Goals, in particular SDGs 4 and 5 which relate specifically to Quality Education and Gender Equality. At a keynote panel discussion, the World Trade Organisation (WTO) expressed the importance of the relationship between trade and women's rights and therefore peace. Panellists discussed how trade impacts women's everyday life, impacts the prices of goods and the provision of public services by governments, of which women are the biggest consumers.

GWI expresses its outmost gratitude to the University of Geneva (UNIGE), with special thanks to Brigitte Mantilleri, Director Gender Equality, UNIGE, for their generous support and for hosting the event at their prestigious premises. Deepest thanks also extend to all, from membership to leadership, from staff to volunteers and outstanding interns who gave their unsurpassed efforts to make this unique event a success.



The GWI Genenary logo was designed by Maria Ronna Luna Pastorizo-Sekiguchi Vice President Membership, Graduate Women (Fiji)



33rd Triennial Reports

GWI received a more than 50% return of NFA reports for the Triennial period 2016-2019. These reports provide us with a greater appreciation for all the work that is done at the NFA level all for the same common goal, the empowerment of women and girls. The reports also serve as an inspiration for other NFAs who are struggling with the same issues or who want to partner, network, and communicate around common goals, or to simply make friends or wish to have support. The summary speaks to the commitment to the mission and vision of GWI within the organization as a whole and the willingness to participate in, and discuss, difficult subjects in order to improve the lives of women and girls. The NFA Triennial Reports received can be read HERE. Full accounts of GWI Leadership Reports can be downloaded HERE.

Workshops, papers and seminar presented during the GWI Conference

On 27 July GWI held the public Peace through Education Conference and welcomed Zamaswazi Dlamini Mandela, Human Rights Activist and granddaughter of Nelson Mandela as the keynote speaker. Ms Dlamini shared heartfelt details of her Mandela family story, highlighting how the fight for education, empowerment and freedom for all is deeply rooted in their ideals and life's work.

Some 70 workshops, seminars and papers were presented by GWI member experts who shared their experiences and expertise in research, policy development and helped us develop strategies to prioritise education, women and peace. The full list of remarkable conference presentations can be found HERE.

GWI celebrates 100 years of international friendship between graduate women

On the evening of 25 July, more than 300 GWI members and friends gathered in the grand atrium of the Uni Mail Campus of UNIGE to celebrate 100 years of friendship and understanding between graduate women around the world. A lamp, the longtime symbol of GWI friendship, was lit in solidarity as a re-dedication to friendship, mutual and respect and women's and girls' right to education. Following was a performance by GWI Centenary song competition winner, Emily Lawson, Australian Women Graduates, Inc. of "Every Woman and Every Girl".









GWI expresses its outmost gratitude to the University of Geneva (UNIGE), with special thanks to Brigitte Mantilleri, Director Gender Equality, UNIGE, for their generous support and for hosting the event at their prestigious premises.













"By all accounts, the GA and Conference and the 100th Celebration were purposeful and joyful simultaneously and the expressions of enthusiasm, thanks and gratitude from our members brought tears to our eyes." - Geeta Desai

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33rd Triennial General Assembly Resolutions

The GWI GA adopted eight new policy resolutions, which define the GWI advocacy priorities for the next triennium. GWI's advocacy programme encompasses the following resolutions:

- Policy Resolution 1: Diversity in Teacher Education as a Positive Contribution to an Equitable Education
- Policy Resolution 2: Building Peace through Women's Education
- Policy Resolution 3: Sexual and Reproductive Health Education as a Human Right for All
- Policy Resolution 4: Women and Science, Technology, Engineering and Mathematics (STEM)
- Policy Resolution 5: Human Rights for Refugees and Migrant Women and Children
- Policy Resolution 6: Fair & Non-Discriminatory
 Management of Refugees & Asylum Seekers
- Policy Resolution 7: Sexual Harassment in the Workplace
- Policy Resolution 8: Sustainable Development Goals, also known as Global Goals

Inspiring a Vision: GWI 100 years of pioneers

An inspirational collection of fascinating GWI (formerly the International Federation of University Women) women was assembled as a tribute to GWI's first 100 years of remarkable women. This <u>link</u> will guide you through this "Inspiring a Vision: GWI Pioneers."

Young Member Workshop

With the focus on activating and integrating Young Members as frontrunners within the GWI family, a Young Member Workshop for 48 GWI NFA and Independent members who are 40 years or younger was organised. At the workshop participants discussed future global trends in technology, jobs and employment, social and economic justice and human behaviour. Strategic Foresight Specialist and Futurist, Aarathi Krishnan, guided participants to understand the impact that these trends have on young people. The workshop provided an opportunity for young women from around the world to connect, recognize the power they hold as young people, and to take action to create an impactful GWI Young Member community as valuable drivers of a sustainable future. VGIF sponsored the workshop along with registrations for 20 attendees from lower income NFA countries.

The main result was the pledge the Young Members made in one sentence: GWI Young Member network stands for passionate proactive female change makers who inspire, empower and mentor women through education to embrace diversity, inclusiveness, friendship, freedom and peace, which leads to strategic actions and positive solutions.



GWI awards more than CHF 30'000 in fellowships and grants

GWI is one of the longstanding contributors to fellowships for women. Applicant requirements reflects the nature of GWI as an international body and the fact that those who founded the fellowships wanted specially to encourage and facilitate international experience for women scholars. The 2018/2019 round of fellowships demonstrated the tremendous array of talent and determination possessed by women around the world. There was a strong emphasis on academic merit and applications had to be relevant to GWI's mission to empower girls and women up to the highest level, and overall were selected with strict and multiple criteria The Fellowship Committee hosted the GWI Centenary Fellowships and Awards ceremony. With special thanks to the generous contributions by GWI members and friends, GWI congratulates the winners of the following awards of more than CHF 30,000:

- The GWI Caroline Spurgeon Centenary Fellowship (CHF 12,000) awarded to Vidya Diwakar (India); PhD Title: Armed conflict and the education of poor girls in India: intersectional impacts and dynamic pathways for resilience (Cambridge University).
- The Fund for Women Graduates Crosby Hall Fellowship (£6,000) awarded to Ariana Markowitz (United States); PhD Title: How Dangerous Places Are Made: The Metabolism of Fear in San Salvador (University College London).
- The British Federation of University Women Marjorie Shaw Fellowship (£5,000) awarded to Mireille Widmer (Switzerland); PhD Title: *Urban* security governance in Janakpur Nepal (Sussex University).

- The New Zealand Federation of Graduate Women Daphne Purves Award (CHF 2,000) awarded to Subha Shrestha (India); PhD Title: Phenotypic and molecular characterisation of antimicrobial resistance to clinical isolates of Enterobacteriaceae from Nepal (University of Western Australia).
- The New Zealand Federation of Graduate Women Cullis Leet Award (CHF 2,000) awarded to Claire Cullen (Australia/Ireland); PhD Title: Norms, intimate partner violence and women's economic empowerment in Rwanda, Uganda and Nigeria (University of Oxford).
- GWI Recognition Award (CHF 1100) awarded to Maricarmen Hernandez (Mexico); PhD Title: Life in the shadowlands of Oil: home informality and environmental justice in Ecuador (University of Texas).
- GWI Recognition Award (CHF 1100) awarded to Ida Nadia Djenontin (Benin); PhD title: Environmental governance of forest-agriscapes in Sub-Saharan Africa: socio-institutional dimensions of people centred ecological restoration life (Michigan State).
- GWI Recognition Award (CHF 1100) awarded to Ashli Akins (Canada); PhD title: Safeguarding intangible cultural heritage: battles of authenticity and adaptation in the markets of Peru (University of British Columbia)
- The Chitra Gosh Award (CHF 1000) awarded to Swati Bedekar (India).
- The Nazan Moroglu Young Member Award (CHF 1000) awarded to Irina Trofimova (Russia).

Global Advocacy

A core component of GWI's activity is advocacy at the international level, with national and local activity through its affiliates and members. GWI is in special consultative status with the United Nations (UN) Economic and Social Council (ECOSOC) since 1947 and a non-governmental organisation (NGO) maintaining official relations with the UN Educational, Scientific and Cultural Organization (UNESCO) and the International Labour Organisation (ILO). This allows GWI to present its opinions, in support of the Sustainable Development Goals and global Calls for Action at high level international meetings and events, through the submission of oral and written statements.

Human Rights Council

In 2019, GWI actively participated in the UN Human Rights Council session held in March June and September. Three written statements aimed to address key issues were accepted:

- 1. <u>Institutes of higher education as key drivers to-</u> wards the achievement of the Sustainable Development Goals (40th session)
- 2. <u>Educating Women and Girls is Key to Building a</u>
 <u>Corruption Free World (June 41st session)</u>
- 3. <u>Women and International Trade Eradicates Extreme Poverty and Creates Vital Livelihoods</u> (September 42nd session)

GWI graciously thanks all of its 2019 UN Representatives

Geneva: Helen Lom; Dr. Manjit Dosanjh

New York: Dr. Maureen Byrne, Maryella Hannum, Dr. Sophie Turner-Zaretsky

Vienna: Ingrid Szabolcs, Elisabeth Francis, Amrei-Sophie Klemmer, Olivia Klemmer

Paris: Dominique Ciavatti, Eliane Didier

Other GWI Human Rights Council highlights:

- Selected among other NGOs to deliver a statement at the High-Level Segment of the 40th session. Young member from Turkey, Buket Altincelep, addressed the Council on Youth Democracy.
- During the 41st session, GWI with co-sponsors, Women's UN Report Network (WUNRN), Transparency International and the Global Initiative against Transnational Crime, held a side event on Women and Corruption.
- Invited to co-sign numerous oral statements from NGOs in the education and gender equality space on topics such as gender inclusive education (Plan International), right to work (Make Mothers Matter) and human rights education and learning (Soka Gakkai, Widows Rights International).

GWI UN representatives in the four UN campuses have worked tirelessly to promote our vision of 100% of girls and women achieving quality education beyond primary school. They ensure GWI's voice is heard and work actively raise awareness about the barriers women and girls face in education. Highly visible now on all UN campuses, GWI's active participation can also be seen in the NGO Committee on the Status of Women with leadership roles, the NGO Committee on Human Rights and other gender networks to promote protection of education rights.

In 2019, the UN representatives provided 22 advocacy reports on a wide variety participations in UN activities including <u>UN Vienna celebrates 40 years;</u> <u>High Level Panel on "Futures of Education" during the UN General Assembly; Committee on the Rights of the Child; Women's Economic Empowerment and the SDGs "Closing the gender gap in a rapidly changing society"; Mobile Learning. All <u>22 reports</u> are on the GWI website reports are on the GWI website.</u>

Commission on the Status of Women 63rd Session (CSW63)

GWI once again participated in the Commission on the Status of Women (CSW) meetings in New York in March with a delegation of more than 60 GWI members from all over the world. It was an occasion to celebrate GWI friendship and to strengthen ties with existing partner and organisations.

Highlights of CSW63:

- GWI submitted a written statement addressing the priority theme of social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls. The statement was cosponsored by Canadian Federation of University Women, Federation of American Women's Clubs Overseas (FAWCO), Make Mothers Matter, Mothers Legacy Project, Soka Gakkai International, Soroptimist International, Women Graduates-USA and World Federation of Ukrainian Women's Organizations, all non-governmental organizations in consultative status with the Economic and Social Council.
- GWI's oral statement also addressing the priority theme was successfully presented by GWI UN Representative, Maryella Hannum.
- A parallel event about strategies for a holistic approach to education was held with cosponsor, Global Campaign for Education (GPE). Panellists comprised of GWI member experts and GPE examined the need to plan education holistically in order to properly achieve the SDGs and ensure gender equality/women's empowerment.



UNECE Regional Review Meeting on Beijing+25 and Civil Society Forum

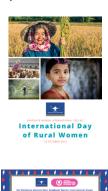
In October GWI President, Terry Oudraad, Treasurer, Dr. Katharina Strub alongside Executive Director, Stacy Dry Lara, GWI Programme Officer, Clémence Mathiaud and a host of interns participated in the UN Economic Commission for Europe (UNECE) Beijing+25 Regional Review Meeting and Generation Equality Civil Society Forum in Geneva, Switzerland. The UNECE Regional Review Meeting examined progress made and identified persisting challenges since the adoption of the Beijing Platform for Action (BPfA) at the Fourth World Conference on Women in 1995. Following the Review Meeting, the UNECE held the Regional Civil Society Forum. The Forum served as a platform for civil society organisations from around the world to come together to develop actions plans to address the shortcomings of the implementation of the BPfA (Beijing+25). GWI operated an exhibit booth to promote GWI's work, values and mission to the 700+ attendees throughout the day. The GWI 8 November Special Edition Update offers full coverage of GWI's participation in the UNECE Regional Meeting and Civil Society Forum:

- Ending Violence Against Women and Girls: lessons and solutions from the region
- GWI joined the session on education for gender equality
- Women in leadership: Women's representation in policy- and decision-making
- Empowering women to build climate resilience
- Striving for gender equality in the Balkans and Eastern Europe
- Rural women entrepreneurs as agents for change
- Changing demographics: ageing and its implications for gender equality
- Beyond Beijing+25 in the EU: Sustainable and inclusive growth through the lens of women's empowerment
- Ending Violence against Women: prevalence, proposals and partnerships.

Awareness-Raising Advocacy Toolkits for Global Issues

Complex global issues with varying regional challenges are often best addressed with a toolkit. Toolkits are an integral instrument in the GWI international advocacy strategy. GWI toolkits are adaptable and offer prepared social media, advocacy ideas and relevant, issue-related background. In 2019, GWI presented to membership toolkits, three published in WUNRN, for:

- Menstrual Hygiene Day
- International Day of the Girl
- International Day of Rural Women
- 16 Days of Activism against Gender-Based Violence







GWI Impact on Women and Girls in Science

To mark the 4th International Day of Women and Girls in Science, GWI highlighting some of the many projects conducted around the world by our NFA to increase the participation of women and girls in science. For the GWI Impact on Women and Girls in Science NFA contributions were collected and received from across the globe including Australia Graduate Women, Canadian Federation of University Women, Graduate Women Fiji, Ghana Association of University Women, British Federation of Women Graduates, Graduate Women International Netherlands, Federation of University Women Russia, Senegalese Association of University Women, University Women's Association Singapore, Swiss Association of University Women, and Uganda Association of University Women.

Women and girls' intrinsic connection to water: NFA contributions

GWI takes part in promoting universal, safe access to clean water and sanitation for all women and girls through advocacy work at the international, national and local levels, through our special consultative status with the UN, and at the grassroot level through the work of our NFAs. In 2019, GWI highlighted projects and inputs about water issues from our NFAs in Bangladesh, Haiti, Kenya and South Africa to raise awareness about the importance of access to water and sanitation all and especially for women and girls and their intrinsic connection to water.



The relation between the elimination of Female Genital Mutilation (FGM) and the achievement of the 2030 Agenda for Sustainable Development

GWI, an organisation promoting the empowerment of women and girls of all ages through education. Annually concern is raised and the practice of female genital mutilation. In 2019, GWI took part as global citizens to support the elimination of this practice and to raise awareness that its continuation hinders the achievement of the SDGs. To this end, GWI issued a paper on the relation between the elimination of FGM and the achievement of the 2030 Agenda; a Policy Update on GWI Resolution 6/2016 calling for the elimination of the practice and a press release calling for governments, policymakers and community leaders to put an end to FGM.

SDG Review: What They Are and How They Interact, with Focus on SGD 4 and SDG 5

By special invitation, GWI VP Marketing delivered a presentation to CFUW Ottawa on the broad perspective of the SDGs then delved deeper how the targets relate to each other and to GWI.

Critical role of education in fulfilling the SDGs

On 3 December 2018, the UN General Assembly adopted with consensus a resolution proclaiming 24 January as International Day of Education, in celebration of the role of education for peace and development. To mark the 2019 inauguration of this significant day, GWI highlights the fundamental need to provide universal, safe and equal access to education up to the highest level to all women and girls in the Critical Role of Education in Fulfilling the SDGs. To further celebrate girls education GWI VP Marketing, and UN Representatives Dr. Maureen Byrne and Maryella Hannum participated in the groundbreaking activities held at the UN, New York.

GWI Staff

Stacy Dry Lara Executive Director

with special recognition to Clémence Mathiaud GWI Programme Officer

GWI 2019 interns

Grace Weichler, Kent University
Valerie Nam, Boston University
Kate Choi, Boston University
Anna Indermaur, Leiden University
Ciara Rainsby, University of Exeter
Dearbhaile Hunt, University of East Anglia
Naomi Hicks, University of East Anglia
Nabilah Doyle, University of East Anglia.

2019 GWI Presidents NFA Presentations and Meetings Attended

Geeta Desai

Women's Leadership Development in a Global Society: Presented to the British Federation GWI Strategies to Provide Global Leadership Skills: Presented to the Turkish Federation

Terry Oudraad

(UNECE) Beijing+25 Regional Review Meeting: Geneva

Graduate Women's Baltic Sea Conference 2019: Helsinki

Communications Raise Awareness

Through a targeted communication plan of daily social media posts, comprehensive social media, the *Update Newsletter* and press releases, GWI advances its mission locally, nationally and internationally.



- Created for members 15 comprehensive, multiday social media campaigns to raise awareness about barriers faced in education. Each campaign includes three posts per day of sharable advocacy ideas and facts posted on Facebook, Twitter, LinkedIn and Instagram.
- Generated more than 2000 posts for key social media platforms.
- Gained more than 900 new social media followers.
- Published 24 <u>Update Newsletters</u> and five <u>Special</u> <u>Editions</u>, totalling 232 write-ups.
- Issued 22 <u>press releases</u> on critical education issues.

GWI Programmes in Action

Teachers for Rural Futures

The Teachers for Rural Futures program has demonstrated its impact potential and its ability to change the lives of women and girls in rural Uganda. We are proud that the first five girls sponsored by the GWI Teachers for Rural Futures programme prepare to graduate in 2020. We will continue to interact with them as they embark on the first year of their careers and serve as community role models and ambassadors of the transformative and empowering potential of education for all girls and women. GWI plans to continue this programme and onboard new students who will attend Makerere University in Kampala to earn their Bachelor's in Teaching.





Hegg Hoffet Fund for Displaced Women Graduates

The Hegg Hoffet Fund assists graduate women (and in special cases tertiary women students) who have been displaced as a result of war, political upheaval or other serious emergencies. Some are fleeing gender-related atrocities in their home countries, such as rape, honour crimes, forced marriage and female mutilation. Others fear for their lives because of persecution for reasons of race, religion, nationality, or membership in a particular social group. Arriving in a new country, most face complex challenges to integration, among them language difficulties, unemployment, rejection of foreign qualifications and the need for retraining. In 2019 nearly CHF 4'000 was donated by GWI members at the Peace through Education conference.

GWI Annual Report 2019

Bina Roy Partners in Development

The Bina Roy Partners in Development (BRPID) programme supports grass roots projects initiated by NFAs to empower women and girls through education and leadership development. Bina Roy grants are awarded on a competitive basis to NFAs in countries with a Gross National Income of less than US \$12,616 per annum. In 2019, six grants were awarded to projects proposed by NFAs in Democratic Republic of Congo (DRC), El Salvador, Ghana, India, Mexico and Turkey.



El Salvador



India



Democratic Republic of Congo



Turkey

These projects address locally important issues in relation to women's and girls' education: empowerment of school girls in rural area through a mentorships; human rights train the trainer; enhancing the employability skills for empowerment of girls and young women; human rights and criminal law, with a gender perspective; harnessing girls potential in technical and vocational education and training in High Schools; workshops on family-based empowerment of girls to prevent school dropout of girls before secondary school.

2019 Membership Development

The Main focus of the Membership and Membership Committee in 2019 was to recruit but also retain NFAs and facilitating NFAs in their membership drive through programs and activities. The Membership plan 2017-2019 was further implemented.

At the beginning of 2019 AHFDU-Haiti joined GWI and no NFA left GWI in 2019. GWI had, through her NFAs, 14'447 individual members and 26 Independent Members from Costa Rica, Australia, Peru, Brazil, Iran, India Uganda, China, Malawi, Egypt, Finland, Italy, Tunisia, Colombia, Thailand and Sudan.

The Membership Toolkit with two booklets, a Membership flyer, a recruitment sheet set for new members and the Membership procedures were finalized.

During the CSW GWI assisted NFAs in a parallel event and participated in a side event of a former NFA in an effort to re-engage them. In regional and sub-regional conferences new members and ex members were approached to rejoin (Finland, Germany, Netherlands). At the UWE regional meeting GWI made a short presentation focused on the coming 100 years celebrations. Also at the DACH (sub regional conference of two NFAs and guests) a short GWI introduction was given.

The Internship Program, managed by the Office, was very successful. Interns, being future members,

are our membership ambassadors in Universities and Colleges. The GWI office continued as the hub for all NFA inquiries and advice to NFAs in a number of areas including organizational developments.

One of the highlights of Membership Development during 2019 was the Centennial Conference.

The Centennial Young Members workshop and the creation of the Young Members Network was a highlight of the conference for our younger members.

Membership organized the VGIF travel funding for the YM for the Workshop and the "Bring a Delegate" funding for members of the less developed counties who came to the Centennial celebrations.

During the Centennial GA the first design of the Regional Leadership Platform was initiated and the five regions met with their NFAs individually. CAMEUS, Canada, Mexico and USA, are working in a regional context with a Memorandum of Understanding. The Platform met once in 2019.

The Twinning Working Group started work on a Twinning Toolkit. The Regional Platform will, in cooperation with the Twinning group, focus on Twinning between their Regions and the NFAs.



GWI 2019-2022 Leadership

Coordinators of International Relations

Coordinators of International Relations play important role at GWI According to Article II (5) of to the 2019 GWI constitution each GWI National Federation and Association (NFA) "appoints or elects a Coordinator for International Relations (CIR) to its executive body"... CIRs are the "liaison officer between her NFA and GWI Headquarters". Consequently, the CIRs form an essential part of the GWI leadership structure; their work is aimed at supporting their NFA President, and for the GWI Office they constitute the connecting link to the NFAs.



Regional Leaders

GWI's regional groups offer members opportunities to exchange ideas and work together with members from nearby countries, experiencing the international aspect of GWI membership, while drawing on similar geographical, cultural and historical backgrounds. The regional groups organise conferences, seminars, friendship visits, and joint projects on issues of common concern.

Board Liaison, Eileen Focke-Bakker, VP Membership, GWI-Netherlands.

GWI Regional Groups

AFRICA: Federation of University Women of Africa (FUWA) – leadership Linda Williams, Sierra Leone Association of University Women

ASIA: University Women of Asia (UWA) – leadership, Irene Boey, University Women's Association (Singapore)

EUROPE: University Women of Europe (UWE) – leadership, Anne Negre, Association Française des Femmes Diplômées Des Universites

LATIN AMERICA: Federación Latinamericana de Mujeres Universitarias (FLAMU) – leadership, Glenda Hecksher, Federación Mexicana de Mujeres Universitarias

PACIFIC: Pacific Graduate Women's Network (PGWNet) – leadership, Elizabeth Fong, Graduate Women Fiji

CAMEUS: Canada, Mexico and United States of America – leadership, Grace Hollett, Canadian Federation of University Women

GWI Committees

Education Committee (EduCom)

The EduCom plans and promotes programmes that carry out the purposes, projects and resolutions of GWI and facilitates liaison with international and inter-governmental bodies; is responsible for planning the GWI action theme for the triennium and for providing a conceptual outline, implementation guidelines for national affiliates' study and action, resource material and website material, as appropriate. The Committee also coordinates the interdisciplinary seminars and workshops at GWI Conferences and highlights projects and triennial theme activities showing best practice.

Board Liaison: Louise McLeod, VP Advocacy and Education, Women Graduates-USA.

Finance Committee

The Finance Committee advises on all GWI financial policy and administration; prepares annual estimates for the approval of the General Assembly, supervises the annual expenditure of GWI and the use and investment of its funds, and is responsible for ensuring that the expenditure of GWI remains within the terms of the budget approved by the General Assembly. "The GWI FinCom plays a critical role in overseeing GWI financial policy. In this regard, the FinCom safeguards that the expenditure remains within the limit of the budget that the General Assembly approved", says Dr. Katharina Strub, GWI Treasurer.

Board Liaison, Dr. Katharina Strub, Swiss Association of University Women.

Education Committee (EduCom)
2019-2022 Leadership

Committee Convenor: Shirley Gillett, Graduate Women New Zealand

Committee Members: Shaila Mistry, Women Graduates-USA; Gloria Ramirez, Federación Mexicana de Mujeres Universitarias; Confidence Dikgole, South African Association of Women Graduates; Alba Evelyn Cortez, Asociación de Mujeres Universitarias de El Salvador



Finance Committee (FinCom) 2019– 2022 Leadership

Assistant Treasurer Canada, Beverley Rhodes, Canadian Federation of University Women

Assistant Treasurer Switzerland, Karoline Dorsch, Swiss Association of University Women

Committee Members: Kathryn B. Horvat, Women Graduates-USA; Pat Sivertsen, Graduate Women New Zealand; Abeda Inamdar, Indian Federation of University Women

Hegg Hoffet Committee

The Hegg Hoffet Committee oversees the Hegg Hoffet Fund for Displaced Women Graduates and deals with applications for assistance from graduate women (in special cases tertiary women students) who have been displaced as a result of war or political upheaval, natural disasters, or other serious emergencies. They award short term grants for required courses for re-entry into the candidates' professional fields, retraining courses if the candidate is not able to practise her previous profession, and courses for integration into the new country of residence. They also correspond with grantees to follow their progress and offer moral support. In addition, they develop initiatives to publicize grant availability and solicit funds for future grants.

Board Liaison, Basak Ovacik, VP Fundraising, Turkish Association of University Women.

International Fellowships Committee

The Fellowships Committee reviews applications for GWI fellowships and grants and selects the candidates to be recommended to the GWI Board of Officers to receive awards. Members are expected to assess applications submitted to the GWI fellowships competition by finalists from the national affiliates and independent members.

Board Liaison, Basak Ovacik, VP Fundraising, Turkish Association of University Women.

Membership Committee

Membership Committee (MemCom) promotes GWI membership growth and establishes new national federations and associations (NFAs) for GWI. MemCom is responsible for reviewing applications for new GWI NFAs and it takes an advisory role with the Board of Officers to create membership policy. "The MemCom is of utmost importance to GWI. This triennium MemCom's primary focus is membership development and growth, including close contact

Hegg Hoffet Committee 2019 – 2022 Leadership

Convenor: Jazmeira Cabrera, Panama Association of University Women

Committee Members: Margaret Giles from the Australian Graduate Women Inc.; Gomathy Venkateswar from the Indian Federation of University Women's Associations



International Fellowships Committee 2019-2022 Leadership

Committee Convenor: Cynthia Burek, British Federation of Women Graduates

Committee Members: Ranjana Banerjee, Indian Federation of University Women's Associations; Margarita Almada, Federación Mexicana de Mujeres Universitarias; Fay Weber, Women Graduates–USA; Bettie Higgs, Independent Member



Membership Committee (MemCom) 2019–2022 Leadership

Committee Convenor: Meera Bondre, Indian Federation of University Women's Associations

Committee 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

with the GWI Young Members. The Committee develops new membership communication channels with members to better understand the critical areas they face in their countries. MemCom is a very enthusiast group", says Eileen Focke-Bakker, GWI VP Membership. Additionally, MemCom advises NFAs on best practice and organisational structures, and itis involved in the selection process of new national affiliates as well as the establishment of proper operations for the affiliates.

Board Liaison, Eileen Focke-Bakker, VP Membership, GWI-Netherlands.

Project Development Committee

The Special Committee on Project Development assists GWI affiliates in the development and implementation of viable, sustainable community development, capacity building (e.g. membership or leadership training) and income-generating projects. Committee members are expected to help with the initiation, assessment, monitoring and evaluation of projects and may be called upon to offer assistance in the screening and developing of funding proposals, including those for the Bina Roy Partners in Development Programme.

Board Liaison: Louise McLeod, VP Advocacy and Education, Women Graduates-USA.

Resolutions Committee

The Resolutions Committee oversees the call for resolutions to the General Assembly; receives proposed resolutions, encourages joint submissions, checks for conformity in structure and wording and prepares final versions of resolutions for circulation to national affiliates. The Committee assists in the preparation of amendments and works with staff to assemble a consensus document for distribution to delegates prior to the final voting session at the General Assembly. Between Conferences the Committee works closely with the Education Committee, the Special Committee for Project Develop-

ment and the UN Representatives in relating the resolutions to the implementation of activities by GWI and national affiliates.

Board Liaison, Eileen Focke-Bakker, VP Membership, GWI-Netherlands.

Project Development Committee 2019-2022 Leadership

Committee Convenor: Nita Mawar, Indian Federation of University Women's Associations

Committee 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



Resolutions Committee (ResCom) 2019–2022 Leadership

Committee Convenor: Catriona Sutherland, Graduate Women Scotland

Committee Members: Neelam Jadgale, Indian Federation of University Women's Associations; Lucía Guzman de Malo, Federación Mexicana de Mujeres Universitarias; Rachel Malek, Canadian Federation of University Women; Marianne Waraich, Canadian Federation of University Women

Looking ahead Action to Growth • 2019-2022 Board Vision



A note from the GWI Treasurer

The GWI's audited financial report of 2019 was closed with a positive capital of 80'792 Swiss Franc. This is very good news, because it is the first time since 2016 that our capital exceeds the Restricted Funds and a Reserve Fund can be re-established as requested by our members.

The positive capital is the result of continued drastic cost-cutting measures implemented over the past years by the previous and the current Board of Officers as well as by the Executive Director to reduce GWI's expenditure and the very close oversight on all expenses related to the conference. It is also due to the fact that we were able to achieve a positive financial outcome of the conference. This was not an easy task, considering that the registration fee was lower than that of the last two Triennial General Assemblies in a country known for its high cost of living. Many factors contributed to this:

i) The very careful control of all expenses and the extensive work by the Geneva office including the volunteer work of the interns

- ii) a very substantial amount of time spent by all Board members on the organisation of the conference
- iii) the gratuity of the contributions of the members of the UN Offices and the WHO and University members to the conference
- iv) the great volunteer work provided by Swiss members
- v) the generous donations and vi) last but not least, the fact that the Rector, with the support of the Director of the Gender Equality Office of the University of Geneva, waived the fees for the venue of the Conference. The current GWI Board would like to express its heartfelt gratitude to all, contributors and attendees, once again for making GWI's Triennial General Assembly and its 100 anniversary such a wonderful and successful event.

In the current financial situation, the GWI board looks confidently into the future. However, membership numbers are still declining and great efforts are needed to recruit members of the younger generations and to expand the financial resources of GWI.



GWI 2019 Financials Contents

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REPORT

of the Independent Auditor on the Limited Statutory Examination for the year ended December 31, 2019 to the General Assembly of

Graduate Women International Geneva

 $(N^{\circ} 535/20 - OV)$

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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, 2019.

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, December 8, 2020

PKF Fiduciaire SA

Olivier Volper

Licensed audit expert)

(Auditor in charge)

Marc-Olivier Gobat

M-O. Gobat

Licensed auditor

 Enclosures: - Financial statements as at December 31, 2019 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)

Balance Sheet as at December 31,		2019	2018
	Notes	CHF	CHF
ASSETS			
Current Assets			
Cash and banks		248 574	323 056
Expenses paid in advance		1 990 250 564	727 323 783
Total Assets		250 564	323 783
LIABILITIES, RESTRICTED FUNDS, UNRESTRICT	ED FUNDS AND CAPITAL	-	
Current Liabilities Creditors and accrued liabilities		18 463	10 899
2019 Triennial General Assembly and Conference Dues received in advance	Enclosure 4.2	0 19 280	74 955 136 777
Dase received in advance		37 743	222 631
Restricted Funds	Factorius 4.4	400,000	404.000
Restricted funds Total Restricted Funds	Enclosure 4.1	132 029 132 029	124 062 124 062
Capital as per 01.01		-22 910	-64 019
Allocation of the current result Total Capital		103 702 80 792	41 109 -22 910
TOTAL LIABILITIES, RESTRICTED FUNDS AND C	APITAL	250 564	323 783

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Enclosure 2.1

Statement of Income and Expenses

for the year ended December 31,		2019	2018
	Notes	CHF	CHF
CURRENT INCOME			
Subscription fees NFAs current		260 904	268 044
Subscription fees NFAs dues refund		(1 995)	(14 770)
Subscription fees NFAs arrears		13 339	1 519
Independent members		1 707	1 625
Donations		1 388	10 883
Teachers for the Rural Future - donations		2 734	5 986
Restricted funds - donations		39 996	22 134
Conference 2019	Enclosure 4.2	71 422	0
General Fund Raising		4 820	0
Escalade Fund Raising		0	2 241
Charriol fund Raising		0	9 183
Bracelet project		50	235
Miscellanous revenue		0	95
Total current income		394 365	307 175
Total Expenditure (Enclosure 2.2)		290 663	266 066
Current result for the year, allocated to capita	I	103 702	41 109

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

Enclosure 2.2

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

for the year ended December 31,		2019	2018
	Notes	CHF	CHF
EXPENDITURE			
Programme			
International advocacy & UN/NGO Affiliation fees		3 386	2 757
Public Relations and Communication		7 060	7 338
Teachers for the Rural Future - Grants		7 208	8 133
Restricted funds - Grants		32 029	13 812
Restricted funds - funds variations (donations allocated to			
restricted funds)		7 967	8 322
Fund Raising		534	1 044
Membership Development		1 407	2 124
Conference 2019	Enclosure 4.2	0	20 000
		59 591	63 530
Governance			
Board & committees meetings		1 848	3 074
		1 848	3 074
General Administration			
Salaries, social charges and other employee costs		170 584	134 975
Office rent and upkeep, moving		24 452	24 548
Equipment and maintenance		2 905	5 360
General administration		5 918	6 352
Bank charges and exchange differences		3 804	2 897
		207 663	174 132
Professional Fees			
Audit		4 308	4 308
Bookkeeping		12 253	12 852
Consulting fees		5 000	8 170
		21 561	25 330
Total expenditure		290 663	266 066

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Notes to the Financial Statements December 31, 2019

1 Organisation and activity

Graduate Women International (GWI), formerly International Federation of University Women, was founded one hundred years ago to outreach, to organize and mobilize graduate women around the world to advance human rights, particularly the right to education and the right to live in peace for all women and girls. GWI is a non-governmental organisation (NGO) that is financed primarily by membership fees paid by their National Federations and Associations (NFAs) and by private donations and crowdfunding contributions. GWI, acknowledged as a public service organisation, is exempt from all taxes in Geneva as well as at the Swiss Federal level and in the U.S.A. State of New York.

GWI has maintained special consultative status with the Economic and Social Council of the United Nations (UN) since 1947, one of the first 10 organisations to earn such status. GWI UN representatives participate, year- round in mission-related activities held in Geneva, New York, Paris and Vienna that support gender equality, education and economic empowerment of women and girls. GWI also maintains partners of UNESCO and the special relations with the International Labor Organisation.

GWI has NFAs in 54 countries, independent members in 14 additional countries comprising a worldwide membership of approximately 15'000 who work towards implementing GWI's mission to advocate for the advancement of women and girls' rights, equality and empowerment through the safe access to quality education and lifelong training up to the highest levels; to demonstrate leadership in the advancement of human rights and to collaborate internationally in the implementation of its mission.

Of these 54 NFAs, 24 are located in countries benefitting from Official Development Assistance according the list established by the Development Cooperation Directorate of the Organization of Economic Cooperation and Development. Additionally, many of our NFAs are located in countries that are currently at war or are entrenched in internecine conflicts or have been devastated by wars or are in countries that receive refugees and displaced persons.

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 improved and outreach to private partners and foundations has been consistent throughout 2019. One such effort resulted in a contribution from Roche Diagnostics to the Bina Roy Partners in Development programme (BRPID).

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. 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.

In agreement with the constitution of GWI, the dues of Cyprus and Turkey 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 since 2018 due to aggravated conditions in these countries and, according to the Constitution, their membership had to be terminated. There were no NFA reaffiliations in 2019.

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 under the theme Peace through Education held 25-28 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 participated in this event. GWI hosted a programme of world leaders in the fields of peace, education and human rights who will speak in support of the conference theme. The conference achieved a positive result allowing for the repayment to GWI of the contingent liability for CHF 20'000 provided by GWI in 2018 with final positive results of about CHF 51'000.

Notes to the Financial Statements December 31, 2019

2 GWI Goals and strategy

GWI's primary advocacy work is carried out to advance the status of women and girls through education by promoting secondary, tertiary, continuing and non-traditional education for girls and women, promoting 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; encouraging and empowering women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

Under this umbrella, a main goal is the accomplishment the 2030 Agenda with special emphasis on the achievement of UN Sustainable Development Goals (SDG), with emphasis on SDG 4 which is to ensure that there is universal safe access to quality inclusive, equal education; teachers are adequately trained to provide 21st century education to their students and school facilities are improved and upgraded. This goal includes addressing the many cross-cutting education issues.

In order to accomplish this goal GWI provides women with tools to advocate with their governments and global leaders; supports NFAs with short-term projects for economic empowerment; provides financial support for eligible doctoral women students displaced by wars and economic crisis; fosters friendship, cooperation and mutual respect within membership.

3 Programmes

GWI operates several programs which positively impact the lives of women and girls around the world and helping to empower them. These programs include:

The Teachers for Rural Futures Program in Uganda: This project seeks to address the major obstacle to women's education in rural areas of the country, namely the lack of female secondary school teachers. In partnership with the Association of University Women Graduates in Uganda, GWI is sponsoring education of five young women from rural areas to enable them to become secondary school teachers. Once graduated from Makerere University in Kampala, these young independent and salaried women will be able to work in their communities and will, in turn, be able to encourage more girls to pursue secondary education in their turn. All five girls are on course to graduate in January 2020.

The BRPID Programme: This programme supports locally developed and operated projects initiated by GWI NFAs and that will galvanize and empower women and girls through education and leadership development. BRPID grants are awarded on a competitive basis to NFAs in countries with a Gross National Income of less than US\$ 12,616 per annum and who are fully paid members of GWI. All projects are in line with GWI's mission towards lifelong education, advancement and participation in leaderships and decision-making for women and girls. BRPID began in 1978 and was later renamed in honour of Dr. Bina Roy, educator and former GWI President from India. For the 2019 round of funding, the selected projects were located in the Democratic Republic of Congo, El Salvador, Ghana, India, Mexico and Turkey with projects ranging from mentorships, to workshops in human rights; vocational training to enhancing employability skills.

The Hegg Hoffet Programme: Since its creation in 1936, this fund has assisted women graduates displaced by wars, natural disasters and political and economic crises. Beneficiaries of this program receive support to finance language courses or re-accreditation to enable them to practice their professions and acquire the skills necessary for their empowerment, inclusion and assimilation into their new host countries.

The Twinning Programme: In order to encourage international collaboration and to promote global knowledge, friendship and solidarity, GWI has supported cross-border projects conceived of and implemented by two or more NFAs.

Notes to the Financial Statements December 31, 2019

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 2019 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.

Notes to the Financial Statements December 31, 2019

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 =0.968374 Swiss francs (in 2018 0.985784) and 1 EUR = 1.087 Swiss francs (in 2018 1.1269).

5 Commitments

The commitment for premises is CHF 59'040.

6 Pension fund liabilities

As of December 31, 2019, the pension fund liabilities are CHF 0.00 (2018: CHF 877).

7 Fire insurance

As of December 31, 2019, the fire insurance value of fixed assets amounted to CHF 200'000 (2018: 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.

Notes to the Financial Statements December 31, 2019

10 Risk assessment

The Board applied continued operating its austerity budget in 2019 and succeeded in improving the financial situation of GWI by ending the year 2019 with a positive result, largely due to the combined efforts of the Board and staff for a successful conference. 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 for the 33rd Triennial General Assembly and Peace through Education Conference to Loterie Romande, PICTET Foundation, Hans Wilsdorf Foundation and the Ville de Geneve.

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	2019	2018
Movements in restricted funds are analysed as follows:	CHF	CHF
Fellowships and Grants Fund		
Opening balance as at 01.01.	15 213	15 213
Donations received	9 935	0
Grants paid	-5 987	0
Transfer from Caroline Spurgeon Centenary Fellowship Fund	148	0
Balance as at December 31	19 309	15 213
Hegg-Hoffet Fund		
Opening balance as at 01.01.	68 592	68 042
Donations received	7 168	3 535
Grants paid	0	-2 863
Bank charges	-81	-122
Balance as at December 31	75 679	68 592
Bina Roy Partners in Development Fund (BRPID)		
Opening balance as at 01.01.	29 433	30 485
Donations received	17 969	9 775
Grants paid	-10 361	-10 827
Balance as at December 31	37 041	29 433
Caroline Spurgeon Centenary Fellowship Fund		
Opening balance as at 01.01.	10 824	2 000
Donations received	4 924	8 824
Grants paid	-15 300	0
Bank charges	-300	0
Transfer to Fellowship and Grand Fund	-148	0
Balance as at December 31	0	10 824
Total Balances in Restricted Funds	132 029	124 062
Total movements in Restricted Funds :		
Total restricted Funds opening balace as at 01.01.	124 062	115 740
Total Donations	39 996	22 134
Total Grants paid	-32 029	-13 812
Total Balances in Restricted Funds as above	132 029	124 062

Enclosure 4.2

	2019	2018
2019 Triennial General Assembly and Conference		
Opening balance 01.01.	74 955	0
Accumulated expenses	-238 556	-7 152
Accumulated income	215 023	82 107
Balance as at December 31	51 422	74 955
Recognized in the Statement of Revenues and Expenses (Enclosure 2.1):		
Contingent liability - advance for the conference	0	-20 000
Contingent liability - reimbursment of the advance for the conference	20 000	0
Conference 2019	51 422	0
Result	71 422	-20 000



Graduate Women International (GWI)

Until April 2015, International Federation of University Women (IFUW)

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