



# ***GWI Annual Report***

## ***2020***

**GWI on the frontline of unprecedented and multidimensional challenges  
to the education systems from COVID-19.**

*Aiming to influence the creation of more resilient education systems that are responsive and adaptive to future crises*



**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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[Photos courtesy of Adobe Stock]



# Message from the 2019-2022 President

Dear GWI Family,

In 2020 the members of the Board of GWI started out planning for attending the Status of Women Committee meeting in March 2020 in person. However, it rapidly became clear that due to the worldwide COVID-19 pandemic all UN business was postponed and/or moved to online sessions. And, instead of having our Board meeting in person as planned in April 2020 at our GWI office in Versoix, Switzerland, the Board continued having all her Board in 2020 electronically or as we say these days online. Every member of GWI be it the National Federations or Associations (NFAs), the individual members the NFAs or GWI's Independent members have been affected by this pandemic. Various GWI's program's such as GWI internship and volunteers had to be put on hold due to the travel and workplace restrictions unless they had a possibility to work from home. Our Executive Director (ED), Stacy Dry Lara, and our Programme Officer, Clémence Mathiaud, worked tirelessly mostly from home during 2020. And the Board would like to thank them both profusely for all their dedicated hard work and efforts in 2020 for the benefit of GWI and her members.

Our members continued to receive GWI's statements, the GWI Updates, and were given the opportunity to participate in the Webinar series which the GWI Office, Board and Committee members put together.

These webinars were and are an excellent opportunity for all our (individual) members to learn more about GWI topics such as advocacy at the UN, national or local level for which our VP for Advocacy and Education, Louise Mcleod, made possible together with our ED, committee members and others. Members of GWI could and can participate online worldwide without having to travel to the venue, with all that entails.

I must also mention the launch in September 2020 of the GWI Membership Marketplace for which our VP for Membership, Eileen Focke-Bakker, together with the Office, her committee members, and others, dedicated a lot of time and effort to set up this GWI Twinning programme application. The GWI Membership Marketplace (MM) comprises of two streams, an innovative Peer-to-Peer stream (PP) and an NFA-to-NFA (National Federation and Association) stream. The PP is a place where GWI members across the world can foster friendship, share skills set and expertise. Our (individual) members can offer free online activities relating to their area knowledge and expertise to other members, and thus contribute to building experience and fostering friendship, be it language, thematic or crafts lessons,

The NFA-to-NFA stream offers two NFAs the opportunity to join for a project beneficial to both NFAs and that can be replicated by other NFAs.

And last but certainly not least GWI, despite decline of membership due to the (economic and/or pandemic) hardship of some of NFAs, must keep her focus on the right to education for all but especially for women and girls as the setbacks in women's and girls' education have increased even more in 2020.

UNESCO estimates that Following the COVID-19 pandemic and its unprecedented disruption to education, UNESCO estimates that 11 million girls may not return to school. Girls aged 12-17 are at particular risk of dropping out of school in low and lower-income countries, whereas boys are more at risk in upper-middle and high-income countries. Before COVID-19, there was already a long way to reach gender equality in and through education.

Thus, the GWI Board, ED, Office, GWI Committees, Young Members Group, and UN Representatives as well as all our member NFAs and Independent members have to continue her efforts for right to and receiving of better education for all women and girls in this changed and changing world, be it at the UN, regional, national, or local level.

We all, in the coming months, years, must look to see how GWI and her members can improve her/our commit to education for all and especially for women and girls worldwide.

Terry Oudraad,  
President Graduate Women International





# Message from the Executive Director

Dear Graduate Women International Family,

The year 2020 etched a notable mark in Graduate Women International (GWI), our National Federations and Associations (NFAs), partners, and friends. Inconceivably, the world was rapidly changed in 2020 by a pandemic that created some of the greatest disruptions in global history, revealing pre-existing social, economic, and environmental inequalities and giving rise to new injustices.

By all estimations, the pandemic has taken an inordinate toll on women's and girls' lives and rights. Women and girls have experienced the pandemic in their own tragic way with increases in job losses, gender-based violence, poverty, and violation of rights to healthcare, safe housing, food, water and, catastrophically, education. All indications are that these rights will not be reprioritized during the next decade. I see these times as an opportunity to organise and re-engage with women and organisations around the world to reclaim these rights. GWI stands ready to lead the way.

Unsurprisingly, education suffered immeasurably due to COVID-19 measures with the greatest setbacks in women's and girls' education than ever before in history. Equally unsurprising is the fact that most country governments, as they try to regroup economically, have not prioritize education for billions of women and girls; education budgets worldwide are at record lows. Yet, the right to education for all as enshrined in the Sustainable Development Goal 4 remained at the heart of GWI in 2020.

GWI adapted rapidly to the changing times created by the COVID-19 pandemic and became especially vigilant about the shadow pandemic of gender-based violence (GBV) and domestic violence resulting from global lockdowns. On 25 March, GWI published 52 NFA-specific outreach statements warning of the shadow pandemic of GBV during COVID-19 and offering local help center and hotline details.

A few 2020 highlights include:

- GWI opened the GWI Girls Education for Brighter Futures GlobalGiving fundraising project.
- GWI was awarded 3-year funding from the City of Geneva to continue the Teachers for Rural Futures programme. The first five young women supported by GWI through the programme successfully graduated in January 2020 despite the pandemic.
- More than 1200 girls and women benefitted from the 2020 Bina Roy Partners in Development programmes held in Democratic Republic of Congo, El Salvador, Ghana, India, Mexico and Turkey.
- GWI United Nations (UN) Representatives in New-York authored a substantial report on Education and COVID-19 subsequently published by UNESCO.
- Globally, GWI NFAs remained at the frontline of COVID-19 response in their communities and have moved online to adapt to the situation and continue their advocacy work.

Seizing the new virtual world and to stay engaged with our membership, GWI organized webinar series, amounting to 18 webinars on relevant topics for our membership. The webinar series offered multiple engagement opportunities and advocacy action plans on current issues such as digital learning and rising gender-based violence. More than 1000 GWI members participated in the 18 webinars reporting an average of 97% rate of excellent.

Despite 2020 circumstances forcing all UN mechanisms and sessions to be postponed and/or move online, GWI participated throughout the year in the Human Rights Council, High-Level Political Forum, Commission on Social Development, UN General Assembly, Geneva Peace Week and Commission on the Elimination of All Forms of Discrimination Against Women (CEDAW). The office submitted five written statements and one oral statement. GWI UN representatives in New York, Geneva, Paris, and Vienna submitted 22 UN reports.

Our international advocacy strategy reached new heights and exposure with multiple advocacy toolkits for members with most published on the Women's United Nations Report Network. Some 2150 social media posts were made over four platforms registering 52% increase in post engagement over 2019. The office published 24 Update newsletters, totalling 247 informational write-ups for our membership.

I extend my sincere gratitude to the GWI Board, members, donors, collaborators, UN representatives, staff, interns, and volunteers for their support, encouragement, and determination throughout 2020. Together, you are at the heartbeat of GWI. We are looking forward to a productive and mutually empowering 2021 as we think critically about the incredible place that GWI and its NFAs will occupy in an irrevocably altered world.

With appreciation and the



Stacy Dry Lara  
Executive Director  
Graduate Women International

Advocacy

Commission  
on the  
Status of Women

Human Rights  
Council

United  
Nations  
New York,  
Vienna, Paris  
Geneva

Webinars &  
Workshops



Graduate Women International (GWI)

# Graduate Women International (GWI) 2020 YEAR-AT-A-GLANCE

## GWI on the frontline of COVID-19 resilience building



Since the beginning of the crisis, GWI expressed concerns about the pervasive gendered impacts of the pandemic through the rise of Gender Based Violence (GBV) and its impact on women's and girls' education opportunities.

- ✓ On 25 March 2020, **GWI published 52 outreach statements** tailored to each National Federation and Association (NFAs) warning of the **shadow pandemic of GBV during COVID-19**.
- ✓ The GWI United Nations (UN) Representatives in New-York (NY) **authored a substantial report on Education and COVID-19** was accepted by UNESCO.
- ✓ Globally, **GWI NFAs have been at the frontline of COVID-19 response** in their communities and have moved online to adapt to the situation and continue their advocacy work.

## GWI Webinar Series

Adapting to the virtual world, GWI organized two webinar series, amounting to 17 webinars.

Thanks go to the GWI Board, Committees, NFA and Independent members as well as the Office who made these webinars a success.



- ✓ More than **1000 GWI members** participated in the 17 webinars.
- ✓ **97% of participants** rated the webinars as excellent.
- ✓ **95% of participants** reported that they will recommend a GWI webinar.
- ✓ Hosted webinars on **membership, digital learning challenges and GBV**.

## Communication



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

- ✓ More than **2150 posts** on major social media platforms.
- ✓ Registered a **52% increase in posts engagement** and **25% increase in followers** over 2019.
- ✓ Published **24 Update Newsletters**, totaling **247 write-ups**.
- ✓ Issued **11 press releases**, infographics and NFA press release templates.
- ✓ Produced a **member video** for International Day of Education.

## THANKS FOR YOUR SUPPORT!

We look forward to making positive contributions to rural communities in Uganda and beyond with your continued support in 2020!



## GWI Projects and Programmes

- ✓ **Awarded 3-year funding** from the City of Geneva to continue the Teachers for Rural Futures programme.
- ✓ More than **1200 girls and women benefitted** from the **2020 Bina Roy Partners in Development** projects held in Democratic Republic of Congo, El Salvador, Ghana, India, Mexico and Turkey.
- ✓ **Opened the GWI Girls Education for Brighter Futures GlobalGiving fundraising programme** to develop, coordinate and manage advocacy projects and initiatives focusing on promoting the rights of girls and women.
- ✓ The **first five young women** supported by GWI through the Teachers for Rural Futures programme **successfully graduated**. GWI is currently planning to onboard **four new young women**.
- ✓ Received **26 Hegg Hoffet Fund for Displaced Women applications** and is currently reviewing new applicants from Sudan, Afghanistan and Eritrea.

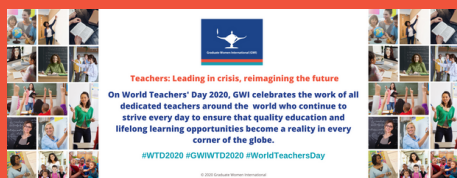
## GWI Membership

- ✓ Served some **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.
- ✓ Two young members received the **international Women have Wings recognition award**.
- ✓ Successfully launched the **Membership Marketplace Peer-to-Peer and NFA-to-NFA programmes**.
- ✓ GWI supported **52 affiliates**.
- ✓ NFAs in **India** and **Norway** celebrated 100 years.
- ✓ The GWI Office referred **127 applications** to local NFAs.
- ✓ GWI comprised **36 Independent Members** from **23 countries**.



## GWI Advocacy

GWI created four impactful advocacy campaign toolkits offering gripping information, advocacy ideas and comprehensive social media campaigns. Published by WUNRN:



- ✓ **International Menstrual Hygiene Day Toolkit**
- ✓ **International Day of the Girl Toolkit**
- ✓ **16 Days of Activism Against Gender-Based Violence Toolkit**
- ✓ **World Youth Skills Day Toolkit**
- ✓ **World Teachers' Day Toolkit**



## GWI at the United Nations

Despite 2020 circumstances forcing all UN mechanisms and sessions to be postponed and/or move online, GWI participated throughout the year in the Human Rights Council, High Level Political Forum, Commission on Social Development, UN General Assembly, Geneva Peace Week and Commission on the Elimination of All Forms of Discrimination Against Women (CEDAW), and more.



Submitted five written statements and one oral statement; co-sponsored nine others.



GWI UN representatives in New York, Geneva, Paris and Vienna submitted 17 UN reports.



## Collaboration in Geneva



GWI is an active participant and leadership role holder in the **NGO Committee on the Status of Women, Geneva, Vienna and New-York**, strategic bodies for women's rights advocacy.



Active participation with the **NGO Committee on Human Rights, NGO Committee on Ageing and gender networks** to promote the protection of education and women's rights.

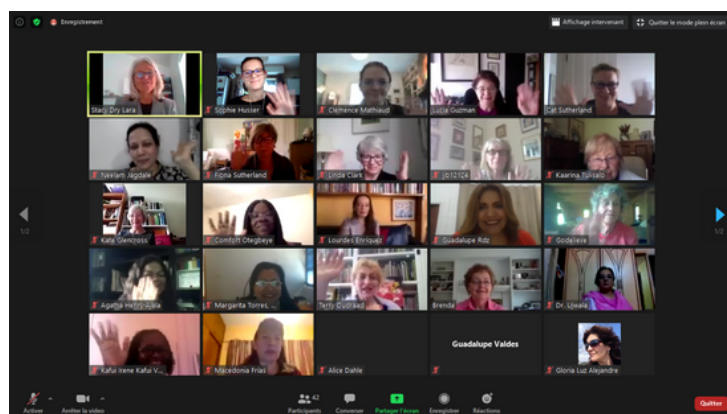
## GWI Leadership and Staff

**Seven Board Members:** Terry Oudraad, President, Veena Bathé, VP Legal and Governance, Eileen Focke-Bakker, VP Membership, Glenda Hecksher, VP Marketing, Louise McLeod, VP Education & Advocacy, Basak Ovacik, VP Fundraising, Katharina Strub, Treasurer.

**Two Staff Members:** Stacy Dry Lara (Executive Director) and Clémence Mathiaud (Programme Officer).

**Five interns** from France, Switzerland and the United States.

Awarded **Top-Ranked and Effective** badges from GlobalGiving.



@GraduateWomenInternational

@gradwomen

@gradwomen

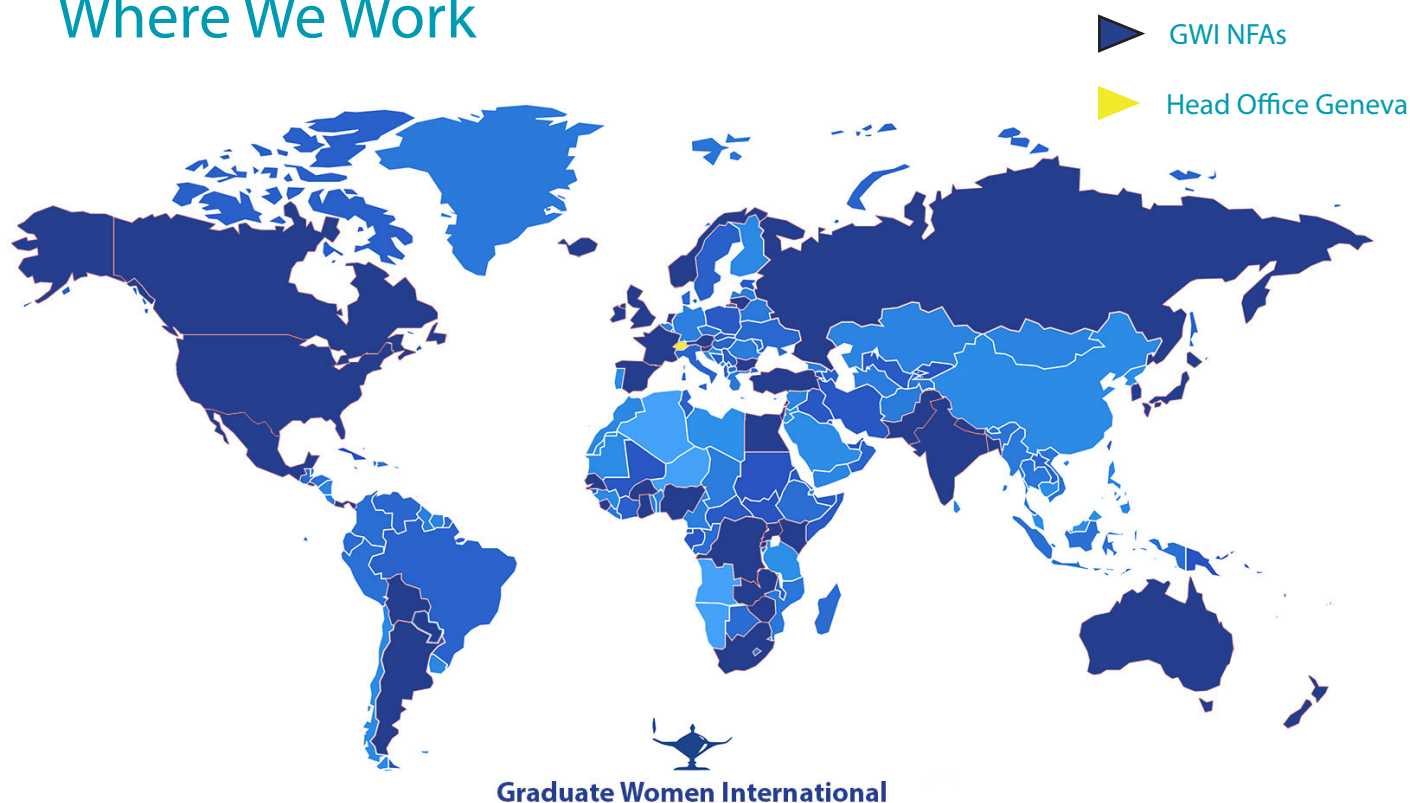
Graduate Women International

Join a GWI affiliate today at [www.graduatewomen.org](http://www.graduatewomen.org)

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## Where We Work



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

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

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.

*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.*

## **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.

### **President**

Terry Oudraad, Netherlands

### **VP Advocacy & Education**

Louise McLeod, United States

### **VP Legal & Governance**

Veena Bathe, India

### **VP Membership**

Eileen Focke-Bakker,  
Netherlands

### **VP Fundraising**

Başak Ovacik, Turkey

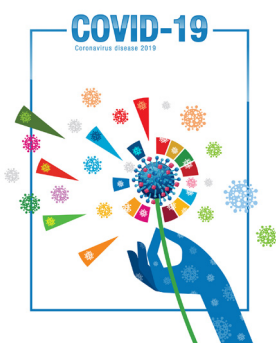
### **VP Marketing**

Glenda Hecksher, Mexico

### **Treasurer**

Katharina Strub, Switzerland

# 2019-2022 Board Vision



Corona virus and the COVID-19 pandemic that began in late 2019 covered the globe with infections and a higher than average death rate particularly amongst the elderly and people with underlying health conditions. COVID-19 upset health systems, financial systems, the economic environment, the political spectrum, education and educational institutions, and international relationships all leading to deprivation effects on the earth's population on every level including human rights and gender equality in its broadest terms. Not taking for granted a return to 'normal' or 'business as usual' in the immediate future GWI immediately made a re-assessment of its goals and operations that included research on alternative funding sources, budget scenarios for a post-covid world, and safe and alternative practices and protocols especially those involving modifications to its operating environment. Every NFA of GWI was affected by the pandemic. It is not a localized disaster restricted to a given area of the planet usually experienced as a result of war and conflict, localized economics or environment disasters. GWI recognizes the needs of its NFAs accompanied by expectations of a downturn in revenues from membership dues as our NFAs continue with their own struggles and their own fragile economies.



The COVID-19 crisis is bringing into light again the significance of education while simultaneously highlighting its vulnerability during global emergencies. The COVID-19 compulsory social distancing created more dependency on technology and forced the drastic and widespread adaptation of education methods to digital platforms.

Concerningly, in an era of networked societies, COVID-19 school shutdowns affected women and girls particularly, putting them at higher risk of dropping out, of losing their fundamental human right to education and of jeopardizing their present and future academic and professional opportunities.

The COVID-19 pandemic led to a global learning disruption of unprecedented scale and severity and has caused the most significant threat in history to education. A staggering **300 million students** are out of school.



The closure of schools, universities, and other knowledge institutions and the interruption of literacy and lifelong learning programmes have disrupted the lives of an estimated **1.6 billion students** globally.

The pandemic threatens a seismic reversal of the hard-earned gains of 180 million more girls enrolling in primary and secondary school, and a three-fold increase in third-level education since adopting the Beijing Declaration and Platform for Action 25 years ago. The pandemic is the largest shock to education in history, and the magnitude of this shock is not yet realised. The World Bank report estimates a loss of **\$10 trillion dollars** in earnings over time for the current generation of students.

With the strict social and physical distancing measures in place due to COVID-19, offline populations are further isolated and risk being excluded from various services that are being increasingly digitalized.

The world is currently witnessing large-scale efforts to implement the use of technology in support of distance learning with a commendable adaptation capacity of educators globally. The advancement of Information and Communication Technology (ICT) makes education more flexible and accessible, allowing disenfranchised populations to cross the systemic barriers they face to access quality lifelong education.

With digital technology and ever-increasing applications for education, GWI began expanding its support to embrace the new realities.

*Graduate Women International (GWI) acknowledges the promising possibilities of distance learning as a means towards equal, safe and inclusive access to education for all and especially critical for women and girls highlighting the imperative of leaving no one behind.*



This is true for children and youth affected by a lack of resources or enabling environment to access learning, the teaching profession and their need for training in new methods and for the education community at large including local communities upon whom the education community depends during a crisis, key to building back better.

**In written statements to the United Nations Human Rights Council, GWI** stressed the need for governments to ensure that e-learning will not broaden existing digital inequalities and urges them to participate in reducing such imbalances by ensuring equal access to digital tools and skills.



The United Nations 2030 Agenda and its centrepiece, the Sustainable Development Goals (SDGs), call for transforming how societies interact with the planet and each other. This transformation requires new technologies, new ways of structuring societies and economies and, above all else, innovative and equal educational

opportunities.

GWI insists on the crucial importance of Sustainable Development Goal (SDG) 17 on the power of partnerships. Governments are urged to partner with telecom industries, to collaborate with the Ministries of Education and Energy, NGOs, educational institutions and teachers to identify local requirements and domestic funding partners to reduce the digital divide. At the heart of partnerships must be the commitment to SDG 4 (education) and SDG 5 (gender equality), alongside SDG 10 (reduced inequalities).

GWI aims to heighten awareness about the critical digital learning crisis continuing as pandemic fallout. GWI voices deep concerns about the disturbing inequalities in education exacerbated globally by the COVID-19 pandemic, especially the digital divide affecting women and girls and lack of domestic funding for education. Therefore, Graduate Women International calls for the increase in domestic funding for education as a means to confront the seismic results of the COVID-19 pandemic on education.

The ongoing pandemic has stressed the vast discrepancy in home e-learning environments and working conditions between men and women. Women working and studying remotely are more likely than men to spend time on housework and care work, preventing them from solely concentrating on work or studies. GWI urges states to ensure decent working conditions to all women and girls.

***COVID-19 has shown what digital exclusion looks like, especially for girls***

The provision of decent learning conditions must be completed with a vital follow-up of all students learning remotely. In this sense, GWI states that distance learning should not replace face-to-face lessons, as women and girls are at higher risk of dropping out. Studies build identity and strengthen essential social bonds, which are at the core of integration in societies.

***GWI unites women graduate voices worldwide; women who are staunch advocates for the empowering potential of education, in-classroom or online.***



## Resources

- Gwi UNHRC Written statement (2020): Distance learning and digital technologies as a strategical and challenging turn towards inclusive access to education for women and girls
- UNESCO Policy Brief: Education During COVID 19 and Beyond, [https://www.un.org/development/desa/dspd/wp-content/uploads/sites/22/2020/08/sg\\_policy\\_brief\\_covid-19\\_and\\_education\\_august\\_2020.pdf](https://www.un.org/development/desa/dspd/wp-content/uploads/sites/22/2020/08/sg_policy_brief_covid-19_and_education_august_2020.pdf)
- <https://en.unesco.org/news/unesco-report-illustrates-leap-forward-girls-education-over-past-25-years-now-threatened-1>
- <https://sdgs.un.org/goals/goal4>
- Alex Twinomugisha, “The promise and the challenges of virtual schools”, World Bank Blogs, 4 October 2019
- Cathy Li, Farah Lalani, “The COVID-19 pandemic has changed education forever. This is how”, World Economic Forum, 29 April 2020
- “ICTs to achieve the United Nations Sustainable Development Goals”, ITU Plenipotentiary Conference 2018 website
- [https://www.delltechnologies.com/content/dam/delltechnologies/assets/perspectives/2030/pdf/SR1940\\_IFTFforDell-Technologies\\_Human-Machine\\_070517\\_readerhigh-res.pdf](https://www.delltechnologies.com/content/dam/delltechnologies/assets/perspectives/2030/pdf/SR1940_IFTFforDell-Technologies_Human-Machine_070517_readerhigh-res.pdf)
- <https://reports.weforum.org/future-of-jobs-2016/chapter-1-the-future-of-jobs-and-skills/>
- <https://elearningindustry.com/distance-learning-pedagogy-developing-countries/amp>



# A note from the GWI Treasurer

GWl's 2020 financial report, certified by the licensed auditing firm PKF in accordance with Swiss law and the GWI Constitution, shows that income and expenses were balanced, ending with a slight deficit of 995 Swiss francs. GWl's assets of 312'702 Swiss francs consisted approximately half of restricted funds, a newly created reserve fund of 51'000 Swiss francs, advanced dues payments of 74'264 Swiss francs and a capital of 28'877 Swiss francs.

Two important changes in reporting should be highlighted: At the recommendation of the Finance Committee, the Teachers for Rural Futures Fund has been converted to a restricted fund and a reserve fund of 51'000 Swiss francs has been created with the positive balance of the 2019 conference. The reserve fund is an unrestricted fund that can be used by the Board in consultation with the Finance Committee.

Thanks to GWl's Executive Director, Stacy Dry Lara, GWl received a grant of 45'000 Swiss francs from the City of Geneva, which guarantees the Teachers for Rural Futures Fund an income of 15'000 Swiss francs over three years. In January 2020, all five former students graduated as planned and just at the beginning of the pandemic. Due to the COVID-19 situation, it was impossible to recruit new students in Uganda in 2020. However, starting in January 2021, the Fund will cover the cost of a new student initially, with the goal to add three additional students in the fall. In 2020, Bina Roy scholarships were paid to Mexico, Ghana, India and the Democratic Republic of Congo.

Regretfully, the dues income declined by 14% in 2020 mostly due to member loss in large NFAs but also due to the current economic situation, which makes it impossible for certain NFAs to pay their dues. The membership of Niger was terminated and 40% alleviation of dues was granted to Bo-

livia and Turkey because of significant losses in the currency exchange rates. Upon recommendation of the Finance Committee, the Board accepted payment plans extending into 2021 for three NFAs.

The loss in the exchange rates of many currencies against the Swiss franc in 2020 was a problem for many NFAs as well as for GWl, who lost more than 10'000 Swiss francs in exchange differences. We can mention positively that due to the pandemic we received a financial support for the rent payment from the Canton of Geneva in the amount of 2'943 Swiss Francs and the Board travel expenses were cancelled due to travel restrictions.

Under the guidance of VP Membership Eileen Focke-Bakker, an ad-hoc Committee was convened to work out a new basis for the dues calculation as requested by the General Assembly. The ad-hoc Committee's report was sent out to the NFAs for consultation and received the approval of the Finance Committee and the Board for the presentation to the General Assembly. Notably, the new formula does not increase the dues for most NFAs in 2023.

The Board of Directors has focused throughout the year on bringing expenditures into line with declining revenues. At the recommendation of the Finance Committee, it has become standard procedure that all financial reports and the budget are first approved by the Finance Committee before being reviewed and voted on by the Board of Directors. The Board would like to thank the Finance Committee for their dedication and hard work. The close cooperation between the two strengthens GWl's control over its financial situation.

13 August 2021  
Treasurer Katharina Strub

# GWI 2019 Financials

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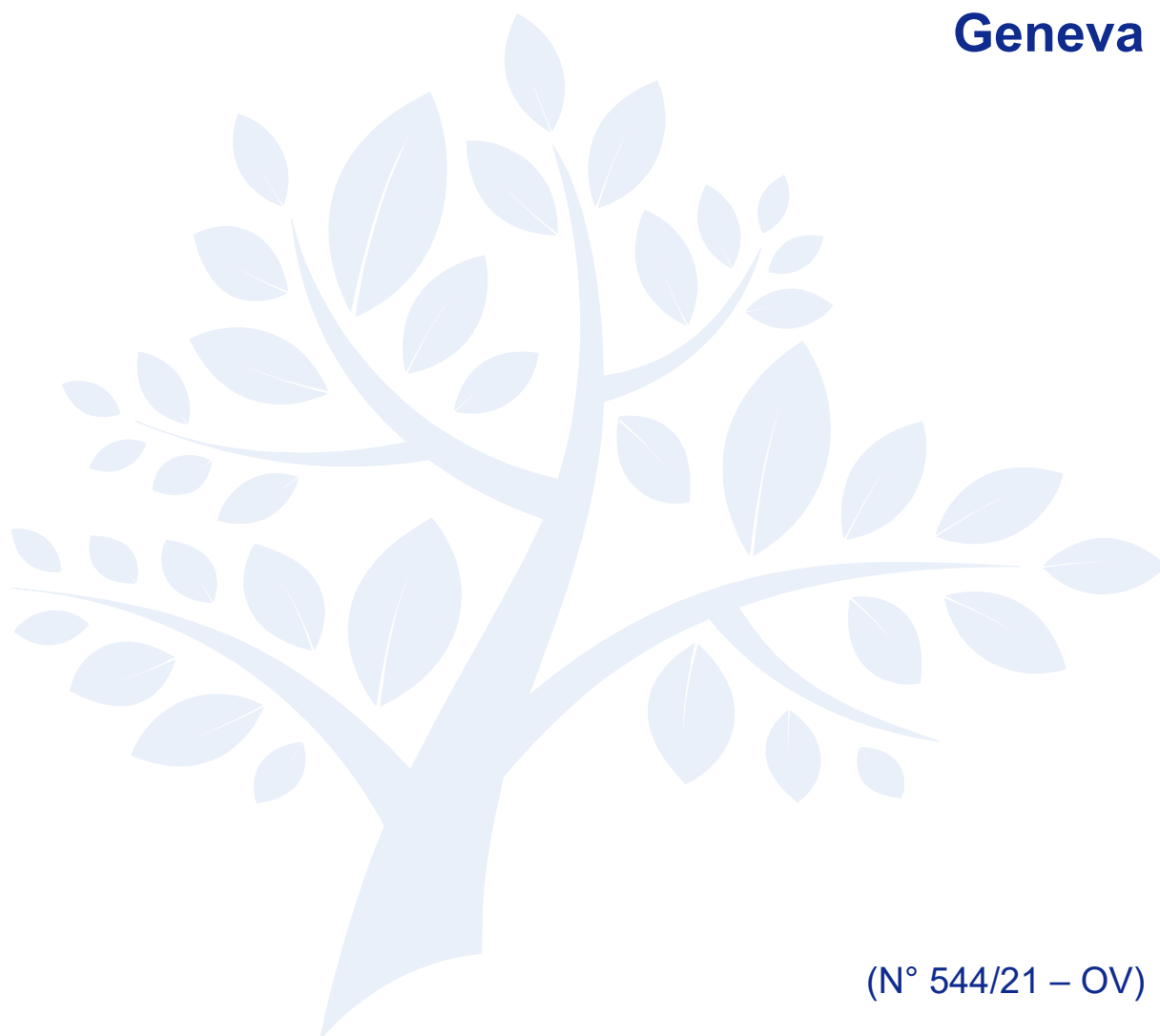
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# **REPORT**

of the Independent Auditor  
on the Limited Statutory Examination  
for the year ended December 31, 2020  
to the General Assembly of

## **Graduate Women International Geneva**



(N° 544/21 – 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, 2020.


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.

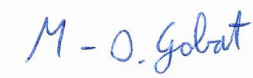
Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and Graduate Women International constitution and by-laws.

Geneva, April 23, 2021

PKF Fiduciaire SA



Olivier Volper  
Licensed audit expert  
(Auditor in charge)



M-O. Gobat  
Marc-Olivier Gobat  
Licensed auditor

Enclosures: - Financial statements as at December 31, 2020 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)

## Enclosure 1

## Balance Sheet as at 31 December

2020

2019

	Notes	CHF	CHF
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash		310'175	248'574
Expenses paid in advance and other debtors		2'527	1'990
		<u>312'702</u>	<u>250'564</u>
<b>TOTAL ASSETS</b>		<u><b>312'702</b></u>	<u><b>250'564</b></u>
<b>LIABILITIES, RESTRICTED FUNDS, UNRESTRICTED FUNDS AND CAPITAL</b>			
<b>Current Liabilities</b>			
Creditors and accrued liabilities		3'723	18'463
Dues received in advance		75'541	19'280
		<u><b>79'264</b></u>	<u><b>37'743</b></u>
<b>Restricted Funds</b>			
Restricted Funds	Enclosures 4.1 & 4.2	<u>153'561</u>	<u>132'029</u>
<b>Total Restricted Funds</b>		<u><b>153'561</b></u>	<u><b>132'029</b></u>
<b>Unrestricted Funds</b>			
General Reserve Fund	Enclosure 4.3	<b>51'000</b>	<b>0</b>
<b>Capital</b>			
Capital as per 1 January		80'792	(22'910)
Allocation to the General Reserve Fund		(51'000)	0
Allocation of the current result		(915)	103'702
<b>Total Capital</b>		<u><b>28'877</b></u>	<u><b>80'792</b></u>
<b>TOTAL LIABILITIES, FUNDS AND CAPITAL</b>		<u><b>312'702</b></u>	<u><b>250'564</b></u>

## Enclosure 2.1

Financial Revenue and Expenditure Statement  
31 December

		2020	2019
	Notes	CHF	CHF
<b>CURRENT INCOME</b>			
Subscription fees NFAs, current		233'108	260'904
Subscription fees NFAs, dues refund		0	(1'995)
Subscription fees NFAs, arrears		225	13'339
Independent members		1'692	1'707
Donations		12'870	1'388
Teachers for Rural Futures - donations	Enclosure 4.2	22'711	2'734
Restricted Funds - donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	Enclosure 4.1	1'008	39'996
Restricted Funds - fund variation (BPRID, Hegg Hoffet, Fellowships and Grants Fund)		6'019	0
Conference 2019		0	71'422
General fundraising		0	4'820
Bracelet project		0	50
<b>Total current income</b>		<b>277'633</b>	<b>394'365</b>
<b>Total Expenditure (Enclosure 2.2)</b>		<b>278'548</b>	<b>290'663</b>
<b>Current result for the year, allocated to capital</b>		<b>(915)</b>	<b>103'702</b>



## Enclosure 2.2

Financial Revenue and Expenditure Statement  
31 December

		2020	2019
	Notes	CHF	CHF
<b>EXPENDITURE</b>			
<i>Programme</i>			
International advocacy & UN/NGO Affiliation fees		379	3'386
Membership development		0	1'407
Fundraising		0	534
Marketing, public relations and communication		8'068	7'060
Restricted Fund - Teachers for Rural Futures - grants		0	7'208
Restricted Funds - grants (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	Enclosure 4.1	7'027	32'029
Restricted Funds - Teachers for Rural Futures - fund variation (donations allocated to Restricted Funds)	Enclosure 4.2	27'551	0
Restricted Funds - funds variations (donations allocated to Restricted Funds)		0	7'967
		<b>43'025</b>	<b>59'591</b>
<i>Governance</i>			
Board & committees meetings		0	1'848
		<b>0</b>	<b>1'848</b>
<i>General Administration</i>			
Salaries, social charges and other employee costs		166'512	170'584
Office rent and upkeep, moving		24'601	24'452
./. COVID 19 financial support obtained on rent		(2'943)	0
Equipment and maintenance		1'523	2'905
General administration		4'619	5'918
Bank charges and exchange differences		17'375	3'804
		<b>211'687</b>	<b>207'663</b>
<i>Professional Fees</i>			
Audit		4'308	4'308
Bookkeeping		11'835	12'253
Consulting fees		7'693	5'000
		<b>23'836</b>	<b>21'561</b>
<b>Total expenditure</b>		<b>278'548</b>	<b>290'663</b>

## Enclosure 3

### Notes to the Financial Statements 31 December 2020

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#### 1 Organisation

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.

GWI has maintained special consultative status with the Economic and Social Council of the United Nations (UN) since 1947. 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 45 countries, independent members in 14 additional countries comprising a worldwide membership of approximately 13'000 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. Our membership was strongly affected by the pandemic in 2020.

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 the continued improvement of its programs, partnerships and fundraising efforts. Membership services improved and outreach to private partners and foundations has been consistent throughout 2020.

GWI continues the austerity budget operating internationally with one staff member, the Executive Director, and 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 Argentina and Turkey were reduced by 40% due to a corresponding drop of the country's currency exchange rate as compared to the Swiss Franc. A payment plan was set up for Bolivia. Turkey and Bolivia are not yet paid up and payment negotiations are still ongoing. The contacts with Burkina Faso, Kenya and Somalia were disrupted since 2018 and, according to the Constitution, their membership in GWI was terminated retrospectively for the end of 2018. There were no NFA reaffiliations in 2020.

## Enclosure 3

## Notes to the Financial Statements

31 december 2020

**2 GWI Strategic Goals and Activities**

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 United Nations 17 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. Also, SDG 5 on Gender Equality and SDG 17 Partnership for the Goals.

In order to accomplish these goals GWI provides women with tools to advocate with their governments and global leaders; supports NFAs with short-term projects for economic empowerment; provides financial tri-annual fellowships; fosters friendship, cooperation and mutual respect within membership.

**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, in partnership with the Association of University Women Graduates in Uganda, addresses the lack of qualified, female secondary school teachers in rural areas of Uganda. GWI has successfully sponsored five young women from Beyunde District, who graduated in January 2020. These young independent women are qualified to work in their communities and serve as role models to encourage more girls to pursue secondary education in their turn. In January 2021 GWI onboarded a new candidate.

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 and with the aim to replicate the programme on other NFAs. All projects are in line with GWI's mission towards lifelong education, advancement and participation in leaderships and decision-making for women and girls.

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 NFA-to-NFA programme: To achieve its mission, encourage international collaboration and to promote global knowledge, friendship and solidarity, GWI fosters cross-border projects conceived of and implemented by two or more NFAs.

Enclosure 3

Notes to the Financial Statements  
31 December 2020

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**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 2020 have been prepared in accordance with the provisions of the Swiss Law regarding accounting and financial reporting.

**3.2 Revenue recognition**

Subscription fees are recorded when collected. Subscriptions received in advance of the 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 average 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.



**Enclosure 3**

**Notes to the Financial Statements  
31 December 2020**

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**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 = 0.883944 Swiss francs (in 2019 0.968374) and 1 Euro = 1.08155 Swiss francs (in 2019 1.087).

**5 Commitments**

The commitment for premises is CHF 36'900 (CHF 59'040 in 2019).

**6 Pension fund liabilities**

As of 31 December 2020, the pension fund liabilities are CHF 0.00 (2019: CHF 0).

**7 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.

**8 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 31 December 2020

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#### 10 Risk assessment

The Board remained with the 2020 Budget and succeeded in stabilising the financial situation of GWI by ending the year 2020 with a small loss. The Finance Committee was closely involved in the oversight of GWI's finances receiving quarterly statements for recommendation to the Board. Financial plans offered to some NFAs were established by the Finance Committee before approval by the Board.

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.

##### 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****2020****2019**

Movements in Restricted Funds are analysed as follows:

CHF

CHF

**Fellowships and Grants Fund**

Opening balance as at 1 January	19'309
Donations received	0
Grants paid	0
Transfer from Caroline Spurgeon Centenary Fellowship Fund	0
Balance as at 31 December	19'309

15'213
9'935
(5'987)
148
19'309

**Hegg Hoffet Fund**

Opening balance as at 1 January	75'679
Donations received	1'008
Grants paid	0
Bank charges	(82)
Balance as at 31 December	76'605

68'592
7'168
0
(81)
75'679

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

Opening balance as at 1 January	37'041
Donations received	0
Grants paid	(6'945)
Balance as at 31 December	30'096

29'433
17'969
(10'361)
37'041

**Caroline Spurgeon Centenary Fellowship Fund**

Opening balance as at 1 January	0
Donations received	0
Grants paid	0
Bank charges	0
Transfer to Fellowships and Grants Fund	0
Balance as at 31 December	0

10'824
4'924
(15'300)
(300)
(148)
0

**Total balances in Restricted Funds**

126'010
132'029

**Total movements in Restricted Funds :**

Total Restricted Funds opening balance as at 1 January	132'029
Total donations	1'008
Total grants paid	(7'027)

124'062
39'996
(32'029)

**Total balances in Restricted Funds as above**

126'010
132'029

## Enclosure 4.2

**Movements in Teachers for Rural Futures (TFRF)****2020**  
**1 Jan - 31 Dec**

In 2020, GWI decided to account TFRF as a Restricted Fund.

CHF

**Opening balance as of 1 January**

Donations from previous years 2016-2019	43'625
Grants out from previous years 2016-2019	(38'785)
Balance constituted as of 1 January 2020	4'840

**Movement in Restricted Fund TFRF**

Balance constituted as of 1 January 2020	4'840
Donations received - GlobalGiving	5'817
Donations received - New Zealand	1'894
Donations received - City of Geneva	15'000
Grants paid	0
Balance as of 31 December 2020	27'551

**TOTAL BALANCES IN RESTRICTED FUNDS AS PER BALANCE SHEET AS OF 31 DECEMBER 2020****153'561**



**Enclosure 4.3****Movements in General Reserve Fund**

**2020**  
**1 Jan - 31 Dec**

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As per motion at the Board meeting 18 June 2020, it was decided to allocate CHF 51'000 of the surplus of the 33rd Triennial GWI General Assembly to a General Reserve Fund.

CHF

**General Reserve Fund**

Opening balance as of 1 January	0
Allocation to the General Reserve Fund	51'000
Balance as of 31 December 2020	51'000



**Graduate Women International (GWI)**

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

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