



# ***GWI Annual Report***

***2021***

**GWI embraces technology**

*Webinars, Town Halls, UN written statement topics, Young Member activities*



**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.

# Contents

<b>Message from the 2019-2022 President .....</b>	<b>4</b>
<b>Message from the Executive Director .....</b>	<b>6</b>
<b>Where we work .....</b>	<b>8</b>
<b>2021 Year-at-a-Glance .....</b>	<b>9</b>
<b>2021 GWI Leadership, Staff, Interns .....</b>	<b>13</b>
<b>Bina Roy Projects in Development Summaries .....</b>	<b>14</b>
<b>A Note from the Treasurer .....</b>	<b>20</b>
<b>GWI Financials .....</b>	<b>21</b>

[Photos courtesy of Adobe Stock]





# Message from the 2019-2022 President

Dear GWI Family,

2021 has again been, due to the pandemic, a remarkable year for Graduate Women International as the Board of Officers, our GWI committees, and our Members, the National Federations or Associations (NFAs) as well as our Independent Members have been attending most of our meetings be it at local, national, or international level electronically or as we say these days online.

After attending various Commission on the Status of Women (CSW 65) online meetings, parallel events organised by GWI and/or our NFAs as well other international non-governmental organisations, the Board of Officers and the Executive Director turned our attention to GWI's Organizational Development (OD) process to accelerate GWI's work for women's and girl's education which we presented at two Town Hall Meetings in June 2021, to our members.

Our aim is to create an unprecedented working relationship between GWI Board, Staff and NFAs to create a cohesive, distilled, organisational focus on the advancement of SDG 4: "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all"; to partner with foundations, United Nations and other global development agencies focusing on women's and girls' education; and to provide our NFAs with opportunities to engage with these global entities and to work, with them so that NFAs can make a greater impact on education in their respective countries. Under the wonderful guidance of GWI's Immediate Past President Geeta Desai, the Board of Officers initiated this complex process. We want to thank all the NFAs who participate in this process and who have selected a member from their organisation to serve on the Organizational Development Steering Committee. And of course, a great thank you to all Steering Committee members who are participating in this process for all your excellent work, research, and ideas. All efforts are very much appreciated, and we expect to complete this process in 2022, so that we can initiate changes at our online Triennial General Assembly and Conference in November 2022.

Mission-based  
Strategic Plan

Membership &  
Communications

Regional  
Meetings

NFA2NFA  
Projects

NFA  
Marketplace



## Message from the 2019-2022 President *(cont)*

Furthermore, our members continued to receive GWI's statements, the GWI Updates, and the opportunity to participate in the GWI Membership Marketplace which has two streams, the innovative Peer-to-Peer stream (PP) and the NFA-to-NFA (National Federation and Association) stream. These streams 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.

Finally, I would like to thank our Executive Director, Stacy Dry Lara and our interns, all the Officers of our 2019-2022 Board, and especially our immediate past vice-president for Membership Eileen Focke-Bakker, who resigned from the Board in September 2021 for personal reasons, for all their efforts and hard work they have put in for the good of GWI.

My thanks of course, also goes to all GWI Committees members, Young Members Group, and our UN Representatives as well as all our member NFAs and Independent Members for their commitment to GWI and our efforts for right to and receiving better education for all women and girls in this changed and changing world, be it at the UN, regional, national, or local level.

*Terry Oudraad,  
President Graduate Women International*



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

# Message from the Executive Director

Dear Graduate Women International Family,

Thank you for making 2021 yet another remarkable year for Graduate Women International (GWI)! This year marked 102 years of our global network of friendship and work for the safe access to quality education and lifelong learning.

We saw the COVID-19 pandemic rage on yet, with acute commitment, so did GWI. A few 2021 highlights are:

- GWI United Nations (UN) Representatives generously carried on with virtual attendances at the UN campuses in Geneva, New York, Paris and Vienna covering UNICEF, UNESCO, Commission on the Status of Women (CSW65), Human Rights Council (HRC), High-Level Political Forum (HLPF), Kyoto Crime Prevention Congress and more. I offer my sincere thanks to our UN Representatives in New York Maureen Byrne, PhD, Maryella Hannum, and Sophie Turner-Zaretsky, PdD; in Vienna, Elisabeth Francis; and in Paris Dominique Ciavatti and Eliane Didier for their support and contributions.
- GWI continued to successfully operate the Teachers for Rural Futures programme in collaboration with our Association of University Women Uganda Ltd. despite Makerere University shift to online learning.
- Thousands of women and girls are benefiting from the 2021 round of Bina Roy Partners in Development (BRPID) programmes. These BRPID projects focus on education and training on historical heritage through making traditional crafts (Egypt), educating girls about the benefits of recycling to combat environmental pollution (Ghana), empowerment through literacy training and income generation activities (Nepal), and training adolescents, parents, and teachers in the making of reusable sanitary pads (Uganda).
- GWI was awarded Top-Ranked and Effective Organisation awards from crowd funding source, GlobalGiving.

Additionally, GWI initiated an Organizational Development process as a means to contribute globally to the achievement of Sustainable Development Goal (SDG) 4.

As the COVID-19 virtual world persisted in 2021, we remained engaged with our membership, by organizing several webinar series that include the Young Member Network (YMN) Connecting Across Generations series and Global North-South Dialog addressing GWI mission-related topics.

Advocacy

Commission  
on the  
Status of Women

Human Rights  
Council

United  
Nations  
New York,  
Vienna, Paris  
Geneva

Webinars &  
Workshops

## Message from the Executive Director *(cont)*

Fifteen webinars that welcomed no less than 1000 GWI members from 45 countries were produced.

The YMN is comprised of passionate change makers and proactive young women from over 20 countries across the globe that unite to advocate for issues impacting youth. YMN President, Sudha Srivastava, regularly contributes to the GWI Update newsletter and the YMN contributes to greatly to the GWI mission.

They are an inspiring group whom I enjoy working with and offer my appreciation.

International advocacy remained at the forefront of GWI's work. To this end in 2021, we submitted three Human Rights Council statements 1) calling for increase in domestic funding for education, 2) addressing shrinking civil society space at the UN, and 3) raising awareness that education as the most valuable weapon to tackle the climate crisis.

In addition, GWI urged the UN Commission on Crime Prevention and Criminal Justice to accelerate a gender perspective in all crime and anti-corruption policies. In a statement to the HLPF, we spoke about the interconnection of poverty, corruption, and education. We used the CSW65 session as a platform to raise our voices that decades of progress towards women's full and effective participation and decision-making in public life are undergoing appalling reversals.

Through a comprehensive communication strategy to advance the GWI mission locally, nationally, and internationally, GWI posted more 2000 social media posts, released 27 Update newsletters that offered members 210 write ups, published 18 press releases, infographics calling for action related to barriers faced in education, and international advocacy toolkits on specific issues related to education.

I extend my sincere gratitude to the GWI Board, members, UN Representatives, donors, collaborators, and interns *for their unwavering encouragement and commitment throughout 2021. Together, you are at the pulse of GWI.*

*Respectfully,*

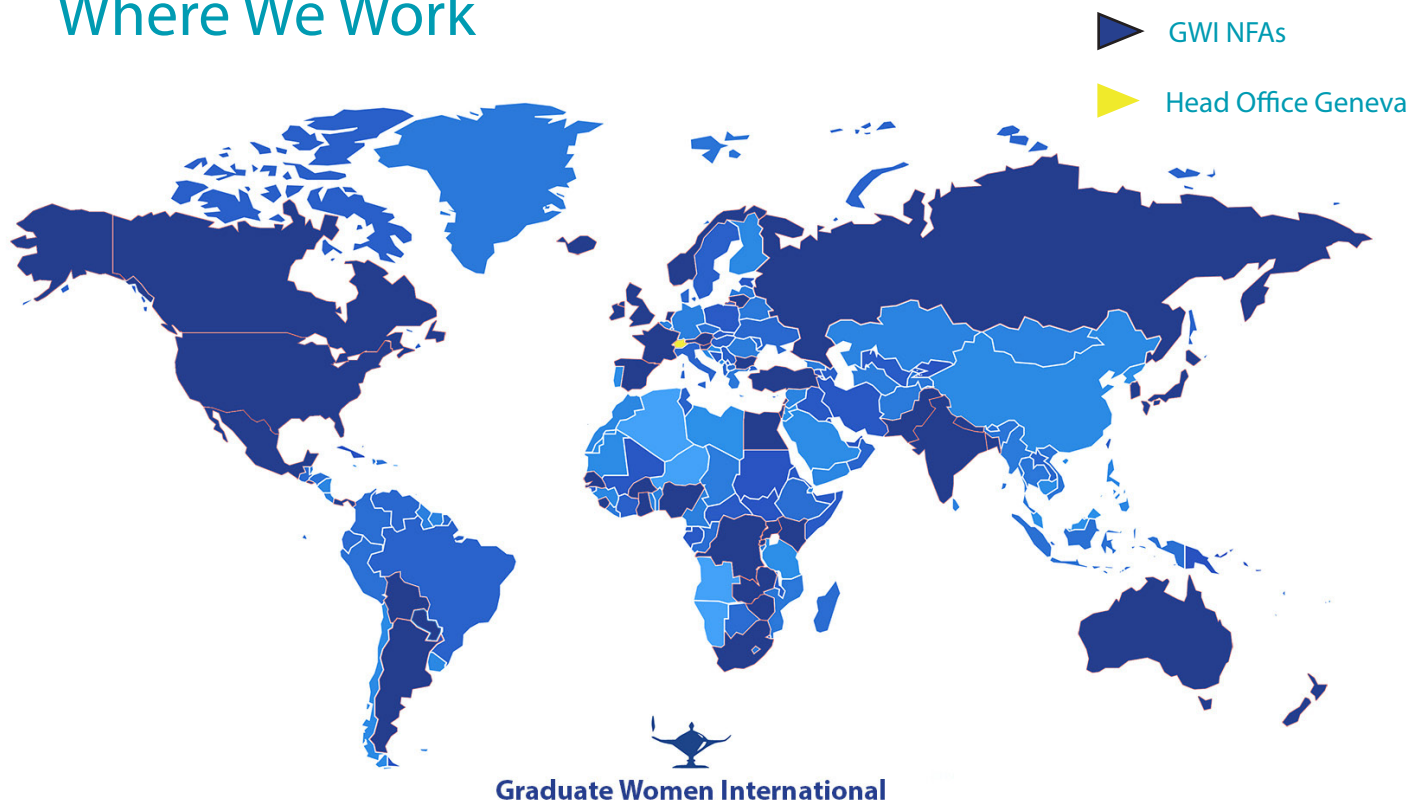
*Stacy Dry Lara, Executive Director*



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



# 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

Graduate Women International has both National Federations or Associations (NFAs) members and 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.

# Graduate Women International (GWI)

## 2021 YEAR-AT-A-GLANCE



### GWI on the front line 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.

- ✓ Initiated **Organisational Development Process** in support of the implementation of Sustainable Development Goal 4 and capacity building within the United Nations (UN), its agencies and GWI.
- ✓ Announced the 100% virtual **34th Triennial General Assembly** and conference cohosted by the Indian Federation of University Women's Associations.
- ✓ Relocated GWI headquarters to Chemin de Balexert, 7-9, CH-1291 Chatelaine, Switzerland.
- ✓ Awarded **Top-Ranked and Effective** badges from GlobalGiving.



## GWI Membership

- ✓ Served over **12'000 members from around the world**. Our members work nationally and internationally to promote safe access to quality, lifelong education for women and girls everywhere.
- ✓ Successfully ran **Membership Marketplace NFA-to-NFA Projects** such as Spanish-speaking culture bridge, sexual harassment at work, Afghan peace negotiations; and **Peer-to-Peer courses** on positive parenting, early career skills, Spanish lessons, Information and Communication Technology (ICT) literacy skills and more!
- ✓ **Graduate Women New Zealand (GWNZ)** turned **100 years old!**



## GWI Webinar Series

Adapting to the virtual world, GWI organized multiple webinar series, virtual Meet-n-Greets and educational series amounting to 15 webinars. Thanks to the GWI Board, Committees, NFAs and Independent Members as well as the Office staff and interns who made these webinars a success.



More than 1000 GWI members from 45 different countries participated in the 15 webinars.



Over 90% of participants rated the webinars as excellent/ very good.



100% of participants reported that they will recommend a GWI webinar!



Hosted webinars on networking, women's leadership and women in Afghanistan.



## 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 2,000 social media posts published across Instagram, Facebook, LinkedIn, and Twitter.



Registered a 96% increase in views for social media posts, updates, and other content.



Published 27 Update Newsletters, totalling around 210 article write-ups.



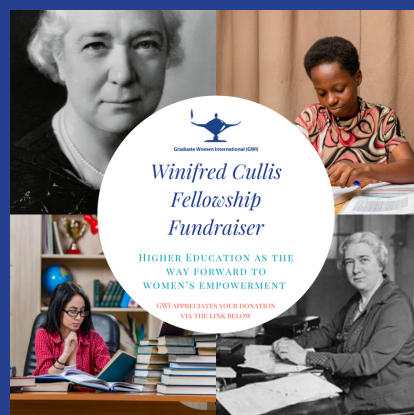
Issued 18 press releases, infographics and NFA press release templates.





## GWI Projects and Programmes

- ✓ Continued the **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 post COVID-19. In the past year, **nearly \$5000 has been raised**.
- ✓ Globally, NFAs adapted to COVID-19 and initiated **new Bina Roy Parters in Development projects in Egypt, Ghana, Nepal and Uganda** to recycle plastics, educate on making female sanitary pads and income generation.
- ✓ Received the **second year of funding from the City of Geneva** to continue the Teachers for Rural Futures programme.
- ✓ Accepted three new students to the **Teachers for Rural Futures programme** to support women and girl's empowerment and quality education in rural Uganda.
- ✓ Launched the **Winifred Cullis Fellowship** to fund women's doctoral education.



## GWI Advocacy

**GWI created six impactful advocacy campaign toolkits offering impactful information, advocacy ideas and comprehensive social media campaigns, three of which were published by WUNRN.**



- ✓ **International Menstrual Hygiene Day Toolkit**
- ✓ **International Day of the Girl Toolkit (WUNRN)**
- ✓ **16 Days of Activism Against Gender-Based Violence (WUNRN)**
- ✓ **International Day of Education Toolkit**
- ✓ **International Day of Rural Women Toolkit (WUNRN)**

## GWI at the United Nations

- ✓ GWI remained an active participant in global affairs this year, engaging with the United Nations through written and oral statements, event attendance and organization, and communication and collaboration with other international NGOs.
- ✓ GWI was appointed to lead role as **President of the NGO Committee on Human Rights, Geneva**.
- ✓ Delivered **three oral statements** at the United Nations and cosponsored **six written statements** by other international and ECOSOC NGOs.
- ✓ Submitted a written statement to the Commission on the Status of Women with **13 cosponsors**.
- ✓ Organized **two parallel events** at the Commission on the Status of Women.
- ✓ Held leadership role for the **NGO Committee on the Status of Women, Geneva** and co-organised the first **NGO CSW Geneva Consultation Day**.

4 QUALITY EDUCATION



5 GENDER EQUALITY



## GWI Young Member Network (YMN)



- ✓ GWI YMN is comprised of **passionate change makers and proactive young women from over 20 countries** across the globe, advocating for issues impacting youth.
- ✓ YMN President, Sudha Srivastava, regularly **contributed to the GWI Update Newsletter and submitted creative work on UN and GWI advocacy Days of Observance**.
- ✓ **Organised a successful 'Connecting Across the Generations' webinar series**. All four webinars marked special International Days and many guest speakers including ILO experts were hosted.
- ✓ **Co-organised and participated** in the GWI CSW65 'Mock Trial'.
- ✓ **Actively participated** in ECOSOC Youth Forum, Generation Equality Forum, Geneva Peace Week, and NFA's gender forums.

## GWJ 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 (2019-2021)  
Netherlands

Glenda Hecksher (2021-2022)  
Mexico

### VP Fundraising

Başak Ovacik, Turkey

### VP Marketing

Glenda Hecksher, Mexico

### Treasurer

Katharina Strub, Switzerland

## GWJ Staff



Stacy Dry Lara  
Executive Director



Clémence Mathiaud  
Programme Officer

## GWJ Interns



Nell Yacef  
(French/Swiss/Algerian)



Julie Oddon  
(French)



Alexa Grace  
(Canadian)



Alex Taylor  
(American)



Talysha Rustam  
(American)



# Bina Roy Partners in Development Projects

## Project Summaries 2020 - 2021

*The Bina Roy Partners in Development (BRPID) programme supports locally-developed and operated projects initiated by Graduate Women International (GWI) National Federations and Associations that will 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 USD \$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 leadership and decision-making for women and girls. BRPID began in 1978 and was later renamed in honour on Dr. Bina Roy, educator and former GWI President from India.*

For the 2021-2022 round of funding, the selected projects are located in Uganda, Nepal, Ghana and Egypt. These BRPID projects focus on education and training on historical heritage through making traditional crafts (Egypt), educating girls about the benefits of recycling to combat environmental pollution (Ghana), empowerment through literacy training and income generation activities (Nepal), and training adolescents, parents and teachers in the making of reusable sanitary pads (Uganda).



# Selection, Criteria, Implementation, Monitoring and Evaluation

## Selection criteria

Projects are selected according to pre-established criteria. These include: relevance of project to GWI's overall mission, adequate stakeholder consultation, development of logical goals and SMART (Specific, Measurable, Actionable, Realistic and Time-bound) objectives, how the proposed project activities address needs and integrate monitoring and evaluation of project quality. In addition, applicants need to respect agreed application formulae. Implementation of the 2021 project continues as COVID-19 measures are lifted across the globe.

Each project will be implemented by members of the local NFA in close partnership and consultation with the local community and various stakeholders.

## Monitoring and evaluation

Each project includes a monitoring and evaluation plan, conducted by members of the NFAs. The monitoring and evaluation are based on the targets, benchmarks and SMART objectives defined prior to the projects' implementation to monitor progress in achieving outcomes and impact.

Each project is required to submit a mid-term and a final report, complete with pictures and full detailed analysis.

GWI regards evaluation as a crucial step for the BRPID projects. Through a comprehensive evaluation process, GWI and the projects committee will:

- ensure that the projects remain in line with our mission and objective
- enable our NFAs to improve future projects through feedback of lessons learned
- provide a basis for accountability, including provision of information to our donors, stakeholders and to the public

GWI, NFAs and the Special Projects Committee look forward to bringing you news of successful projects and their achievements throughout the year.

## Egypt: Preserving the Ancient Egyptian Historical Heritage By Educating the Contemporary Egyptian Generations

The ancient Egyptian heritage is considered a main aspect of the Egyptian identity. Yet, some of its industries have begun to disappear, such as the handmade papyrus, carpet and pottery industries. At the same time, a reduction in job opportunities for graduate women has been observed, resulting in an increase in the unemployment rate.



This project would like to address this issue, by reducing the number of unemployed female graduates and help them to find job opportunities, while preserving Egyptian historical heritage with workshops and training to produce products and display them in bazaars and fairs. The project targets graduate women from different Egyptian theoretical universities, who want to enrich their skills and learn about how to produce ancient Egyptian goods.

This project will be operated by the Alexandria Branch of the **Egyptian Association of University Women (EAUW)** in the region of Alexandria, Egypt. It aims to **empower graduate women, culturally and economically**, by providing them with practical training courses related to ancient Egyptian heritage.

### The specific goals are to:

- Create job opportunities for graduate women.
- Reduce women's unemployment in the community.
- Educate women and girls on the ancient Egyptian heritage.
- Increase income for graduate women.
- Create a new generation of women entrepreneurs.
- Preserve Egyptian culture.



### Project Beneficiaries and Outcomes:

Three hundred to five hundred women are expected to benefit from these training courses. After completion of the project the women will be able to manufacture papyrus, pottery, carpets, baskets, wicker dishes, Nubian mats, Siwa salt lampshades and other traditional Egyptian products. The women will have an income through selling their products and will become entrepreneurs.



**Timeframe:** One year, depending on COVID-19 restrictions



## Ghana: Recycling as a Solution to Environmental Pollution



Plastic waste generated in Ghana is mostly made up of plastic bottles, polythene bags, sachet rubbers and wrappers. With about 30,000 metric tons of plastic products produced in Ghana per year and about 12,000 metric tons imported, at least 20 to 30% of its waste ends up in water bodies, soil and on the streets. To address this issue citizens, need to be educated on their roles and responsibilities in the management of waste and the reduction in environmental pollution. The University of Cape Coast has spent a

significant amount of money to clear up accumulated waste made up of about of 60% plastic. Finding a way to reuse these plastic bottles whether in construction or crafts would mean there would be less need to extract more natural resources from the environment. It would also mean a significant reduction in the volume of non-degradable waste generated.

This project will be carried out by **Ghana Association of University Women** and aims **to educate girls about environmental pollution and recycling in order to curb plastic and glass waste.**

### The specific goals are to:

- Educate girls about the negative impacts of plastic and glass pollution.
- Educate girls about the benefits of recycling.
- Acquire creative skills in sustainably recycling plastic and glass waste.
- Train girls on how to enhance their entrepreneurial abilities.



### Project Beneficiaries and Outcomes:

Forty schoolgirls from upper primary to junior high school are expected to benefit from this project. The girls participating in the project will gain an understanding of environmental pollution and how to recycle plastic waste. They will know how to use plastic waste to build things that can become profitable such as flower pots and other basic building construction. They will have the opportunity to display their handiwork to attract buyers and in turn they will learn how to become entrepreneurs.



**Timeframe:** One year, depending on COVID-19 restrictions

## Nepal: Women Empowerment Through Education and Income Generation Activities

In Bagol (Lalitpur, Nepal), the average literacy rate is 78% for women. The main target group for this project are the illiterate women in Bagol ages 30-45 years old, who did not have the opportunity to go to school due to poverty, early marriage at 14-16 years old and/or early childbirth.

There are 40 illiterate women that will participate and the majority of them are from the Newar ethnic group. The project aims to conduct three months of non-formal education, which will enable the women to be literate, enhance the skills they already have and learn new skills in order to generate an income for themselves and their families.



This project aims to **empower illiterate women through education and income generation activities**. The project will be implemented by the **Nepal Association of University Women (NAUW)**, and will be undertaken in Bagdol, which is an urban area located in the Lalitpur district of Nepal.

### The specific objectives of this project are to:

- Provide women with basic literacy skills through education classes.
- Enhance women's capabilities through different types of skill training as requested by the trainees.
- Teach women about basic accounts and marketing knowledge.
- Provide training on the principle of cooperative for ensuring saving and credit.



### Project Outcomes:

After completion of the course, the women will be able to read and write in the Nepali language and do simple arithmetic. They will be economically empowered through income generating activities by using the skills acquired in the different training courses. The women will be able to understand the mechanism of saving and credit, basic accounting and marketing skills and will be empowered and encouraged to develop their own entrepreneurship.



**Timeframe:** One year, depending on COVID-19 restrictions

## Uganda: Training Adolescents, Teachers and Parents to Make Reusable Sanitary Pads in Uganda's Luuka District



The Luuka district is one of the most remote districts in Uganda with the highest poverty levels. An average family in Luuka district earns less than \$1 US dollar per day. Due to poverty rates, families struggle to meet girls' needs. As a result, many girls go without school supplies, sanitary pads, under garments and clothing. When girls are menstruating, they cannot go to school due to a lack of access to sanitary pads and personal health education specifically when it comes to menstrual hygiene. Girls in rural areas of Uganda also lack role models within their

communities and are often involved in customary practices, which encourage early marriage and pregnancy. Many girls in rural Uganda are forced to drop out of school to get married to meet their basic survival needs. It was reported that the number of pregnancies among schoolgirls is increasing due to a lack of awareness and sex education. About 64% of girls who get married early and become teenage mothers do not complete their primary education level.

This project will be carried out by the **Association of University Women Uganda LTD** and aims to **increase attendance and staying in school and reduce early marriages among girls of school going age.**

### The specific objectives of the project are to:

- Increase girls' retention in school.
- Train adolescents, parents and teachers to become skilled in making reusable sanitary pads.
- Generate a source of income.
- Improve the personal health of young girls and women.
- Reduce early marriages among school girls.
- Improve awareness and knowledge about menstrual health and personal hygiene among teachers, parents, students and the community.



### Project Beneficiaries and Outcomes:

Students, parents, teachers and the community at large will benefit from the project. The reusable sanitary pads will be made and sold to other members in the community. The parents, teachers and students, who will have acquired the skill of making reusable sanitary pads, will train other members of the community at a fee which will generate an income for a better quality of life.



**Timeframe:** One year, depending on COVID-19 restrictions

## A note from the GWI Treasurer

The 2021 financial report of GWI has now been verified by the licensed auditing firm PKF. It has been found to comply with Swiss accounting and reporting recommendations, with Swiss law and with GWI's Constitution.

Notably, the 2021 financial year ended with a significant positive result of 43'433 Swiss Francs. This together with the capital available on 1 January 2021 of 28'877 Swiss Francs and the reserve fund created in 2020 of 51'000 Swiss Francs constitutes a financial cushion of 123'310 Swiss Francs for GWI's future. This is encouraging. However, the GWI office continues to function under an austerity budget and to minimize operating costs in an effort to improve the optimal minimal reserve of an organisation, which ideally covers the expenses for a whole year. The Board of Officers and the Executive Director, therefore, continue to focus on finding other sources of revenue in addition to the GWI membership fees so that the organisation can continue and enlarge its mission of promoting the education and advancement of women and girls worldwide.

Several factors account for the positive financial outcome of 2021 (a detailed comparison between the actual and the budgeted expenses is available for members on GWI's website). On one hand, the income from subscriptions and donations was higher than budgeted and on the other hand, office costs were significantly reduced by reducing staff and relocating to smaller office space and thereby reducing rent commitments. In addition, the optimisation of financial reporting in collaboration with the Finance Committee reduced the accounting cost. Further, due to the pandemic, there was no travel cost incurred by the Board and the office.

Despite the pandemic, which worsened the economic situation worldwide, GWI continues successfully to receive donations for all the restricted funds, either directly or via the GlobalGiving platform. In 2021, four new Bina Roy projects were launched and one new student was admitted to GWI's Teachers for Rural Futures programme in Uganda which experienced the longest school closings globally in 2021. Two additional students are expected for 2022. Our main sponsor for the Teachers for Rural Futures programme, the City of Geneva, renewed its contribution after receiving the 2020 activity report from the Executive Director.

The Finance Committee scrutinized and approved the budget and the quarterly financial reports of 2021 by the now well-established procedure before being reviewed and voted on by the Board of Officers. I would like to thank the members of the Finance Committee for their diligent work and commitment. This cooperation strengthens control over GWI's financial situation. The solid financial situation of GWI at the beginning of 2022 allows the Board and the Executive Director to prepare for GWI's triennial General Assembly and Conference in November 2022 with positive anticipation.



# GWI 2021 Financials

## Contents

<b>Report of the Independent Auditor 2021 .....</b>	<b>23</b>
<b>Balance Sheet .....</b>	<b>24</b>
<b>Statement of Revenues and Expenses .....</b>	<b>25</b>
<b>Notes to the Financial Statements .....</b>	<b>27</b>
<b>Movements in Restricted Funds .....</b>	<b>32</b>
<b>Movements in Teachers for Rural Futures .....</b>	<b>33</b>
<b>Movements in General Reserve Fund .....</b>	<b>34</b>



# **REPORT**

of the Independent Auditor  
on the Limited Statutory Examination  
for the year ended December 31, 2021  
to the General Assembly of

## **Graduate Women International Geneva**



(N° 553/22 – OV)

Report of the Independent Auditors on the limited statutory examination  
to the General Assembly of the  
**Graduate Women International**

**CHÂTELAINE**

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, 2021.

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

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

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

Geneva, February 18, 2022

PKF Fiduciaire SA

*Olivier Volper*

03.03.2022

 Signature électronique simple  
Signé sur Skribble.com



Olivier Volper  
*Licensed audit expert*  
*(Auditor in charge)*

*Marc-Olivier Gobat*

03.03.2022

 Signature électronique simple  
Signé sur Skribble.com



Marc-Olivier Gobat  
*Licensed auditor*

Enclosures: - Financial statements as at December 31, 2021 (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds)

**Enclosure 1****Balance Sheet as at 31 December****2021****2020**

	<i>Notes</i>	CHF	CHF
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash		379'822	310'175
Expenses paid in advance and other debtors		2'597	2'527
Rent Deposit		1'288	0
		<u>383'707</u>	<u>312'702</u>
<b>TOTAL ASSETS</b>		<u><b>383'707</b></u>	<u><b>312'702</b></u>
<b>LIABILITIES, RESTRICTED FUNDS, UNRESTRICTED FUNDS AND CAPITAL</b>			
<b>Current Liabilities</b>			
Creditors and accrued liabilities		7'457	3'723
Dues received in advance		84'964	75'541
		<u><b>92'421</b></u>	<u><b>79'264</b></u>
<b>Restricted Funds</b>			
Restricted Funds	<i>Enclosures 4.1 &amp; 4.2</i>	<u>167'976</u>	<u>153'561</u>
<b>Total Restricted Funds</b>		<u><b>167'976</b></u>	<u><b>153'561</b></u>
<b>Unrestricted Funds</b>			
General Reserve Fund	<i>Enclosure 4.3</i>	<b>51'000</b>	<b>51'000</b>
<b>Capital</b>			
Capital as per 1 January		28'877	80'792
Allocation to the General Reserve Fund		0	(51'000)
Allocation of the current result		43'433	(915)
<b>Total Capital</b>		<u><b>72'310</b></u>	<u><b>28'877</b></u>
<b>TOTAL LIABILITIES, FUNDS AND CAPITAL</b>		<u><b>383'707</b></u>	<u><b>312'702</b></u>



**Enclosure 2.1****Financial Revenue and Expenditure Statement  
31 December**

		<b>2021</b>	<b>2020</b>
	<i>Notes</i>	CHF	CHF
<b>CURRENT INCOME</b>			
Subscription fees NFAs, current		212'083	233'108
Subscription fees NFAs, arrears		6'051	225
Independent members		2'079	1'692
Donations		10'261	12'870
Teachers for Rural Futures - donations	<i>Enclosure 4.2</i>	18'748	22'711
Restricted Funds - donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	<i>Enclosure 4.1</i>	11'180	1'008
Restricted Funds - fund variation (BPRID, Hegg Hoffet, Fellowships and Grants Fund)		5'530	6'019
Income from project and fund management		5'721	0
<b>Total current income</b>		<b>271'653</b>	<b>277'633</b>
<b>Total Expenditure (Enclosure 2.2)</b>		<b>228'220</b>	<b>278'548</b>
<b>Current result for the year, allocated to capital</b>		<b>43'433</b>	<b>(915)</b>

## Enclosure 2.2

Financial Revenue and Expenditure Statement  
31 December

2021 2020

	Notes	CHF	CHF
<b>EXPENDITURE</b>			
<i>Programme</i>			
International advocacy & UN/NGO Affiliation fees		414	379
Membership development		0	0
Fundraising		0	0
Marketing, public relations and communication		8'503	8'068
Restricted Fund - Teachers for Rural Futures - grants		8'096	0
Restricted Funds - grants (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	Enclosure 4.1	7'417	7'027
Restricted Funds - Teachers for Rural Futures - fund variation (donations allocated to Restricted Funds)	Enclosure 4.2	10'652	27'551
Restricted Funds - funds variations (donations allocated to Restricted Funds)		9'293	0
		<b>44'375</b>	<b>43'025</b>
<i>Governance</i>			
Board & committees meetings		0	0
		<b>0</b>	<b>0</b>
<i>General Administration</i>			
Salaries, social charges and other employee costs		144'673	166'512
Office rent and upkeep, moving		16'732	24'601
./. COVID 19 financial support obtained on rent		0	(2'943)
Equipment and maintenance		4'161	1'523
General administration		4'824	4'619
Bank charges and exchange differences		(310)	17'375
		<b>170'080</b>	<b>211'687</b>
<i>Professional Fees</i>			
Audit		4'308	4'308
Bookkeeping		9'457	11'835
Consulting fees		0	7'693
		<b>13'765</b>	<b>23'836</b>
<b>Total expenditure</b>		<b>228'220</b>	<b>278'548</b>

## Enclosure 3

### Notes to the Financial Statements 31 December 2021

---

#### 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 44 countries, independent members in 14 additional countries comprising a worldwide membership of approximately 12'000 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 2021.

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 2021.

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.

Enclosure 3

**Notes to the Financial Statements**  
**31 december 2021**

---

**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.

The achievement of Sustainable Development Goal (SDG) 4, that aims to ensure inclusive and equitable quality education and lifelong learning for all, is the central goal of GWI. Education is the explicit goal of SDG 4, yet GWI's international advocacy work on SDG 4's is closely linked with all the other SDGs such as SDG 5, gender equality and SDG 8, decent work. Under this umbrella, GWI also puts forth effort towards emerging challenges in education such as new technologies and skills demands on students, teachers, and governments. Education is a key enabler for sustainable development and GWI's focus on SDG 4 is also a means of strengthening partnerships with UN agencies and the private sector.

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.

Since its inception in 1936 by the Swiss association, GWI's Hegg Hoffet Fund has assisted graduate women who have been displaced because of war, political upheaval or other serious emergencies. For qualified candidates, the programme provides short-term grants for recertification courses for re-entry into the candidates' professional field. If this is not possible, eligible candidates can apply for training courses leading to some other employment, for language training and other courses to bolster them towards integration into their new 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 2021

---

**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 2021 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 2021**

---

**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 = 0.911141 Swiss francs (in 2020 0.883944) and 1 Euro = 1.03615 Swiss francs (in 2020 1.08155).

**5 Commitments**

The commitment for premises is CHF 40'324.75 (CHF 36'900 in 2020).

**6 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.

**7 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 2021

---

#### **8 Risk assessment**

The Board remained with the 2021 Budget and succeeded in strengthening the financial situation of GWI by ending the year 2021 with a positive result of CHF 43'433. 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

<b>Movements in Restricted Funds</b>	<b>2021</b>	<b>2020</b>
Movements in Restricted Funds are analysed as follows:	CHF	CHF
<b>Fellowships and Grants Fund</b>		
Opening balance as at 1 January	19'309	19'309
Donations received	3'910	0
Donations received for GWI 34th Triennial Winifred Cullis Fellowship	3'781	0
Grants paid	0	0
Management fee on fundraising	(574)	0
Balance as at 31 December	<u>26'426</u>	<u>19'309</u>
<b>Hegg Hoffet Fund</b>		
Opening balance as at 1 January	76'605	75'679
Donations received	2'560	1'008
Grants paid	0	0
Management fee on fundraising	(301)	0
Bank charges	(82)	(82)
Balance as at 31 December	<u>78'782</u>	<u>76'605</u>
<b>Bina Roy Partners in Development Fund (BRPID)</b>		
Opening balance as at 1 January	30'096	37'041
Donations received	929	0
Grants paid	(6'321)	(6'945)
Management fee on fundraising	(139)	0
Balance as at 31 December	<u>24'565</u>	<u>30'096</u>
<b>Total balances in Restricted Funds</b>	<u><b>129'773</b></u>	<u><b>126'010</b></u>
<b>Total movements in Restricted Funds :</b>		
Total Restricted Funds opening balance as at 1 January	126'010	132'029
Total donations	11'180	1'008
Total grants paid	(7'417)	(7'027)
<b>Total balances in Restricted Funds as above</b>	<u><b>129'773</b></u>	<u><b>126'010</b></u>



**Enclosure 4.2****Movements in Teachers for Rural Futures (TFRF)**

<b>2021</b>	<b>2020</b>
<b>1 Jan - 31 Dec</b>	<b>1 Jan - 31 Dec</b>

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

CHF

CHF

**Movement in Restricted Fund TFRF**

Balance constituted as at 1 January	27'551	4'840
Donations received - GlobalGiving	3'748	5'817
Donations received - New Zealand	0	1'894
Donations received - City of Geneva	15'000	15'000
Grants paid	(3'389)	0
Management fee on fundraising	(4'707)	0
Balance as at 31 December	<u>38'203</u>	<u>27'551</u>

**TOTAL BALANCES IN RESTRICTED FUNDS AS PER  
BALANCE SHEET AS OF 31 DECEMBER****167'976****153'561**

**Enclosure 4.3**

**Movements in General Reserve Fund**

**2021**  
**1 Jan - 31 Dec**

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

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.

**General Reserve Fund**

CHF

CHF

Balance as at 1 January

51'000

0

Allocation to the General Reserve Fund

0

51'000

Balance as at 31 December

51'000

51'000



**Graduate Women International (GWI)**

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

Graduate Women International  
Chemin de Balexert, 7-9  
CH-1291 Châtelaine, Geneva  
Switzerland  
Tel: +41 22 731 2380

Email: [gwi@graduatewomen.org](mailto:gwi@graduatewomen.org)  
Website: [www.graduatewomen.org](http://www.graduatewomen.org)

© GWI 2022