



Graduate Women International

*From Growth to  
Sustainability*

34th Triennial  
General Assembly and Conference

(to be held virtually)

11 November - 13 November 2022

**Circular 7 / 2022**  
**15 July 2022**

**To:** National Federation and Association (NFA) Presidents & CIRs  
**From:** Graduate Women International (GWI) Board of Officers  
**Subject:** **INTERNAL RESOLUTION 3: The Rate of Annual Dues Payable to GWI by NFAs**

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### **INTERNAL RESOLUTION 3: The Rate of Annual Dues Payable to GWI by the NFAs**

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee (FinCom)

The 34<sup>th</sup> GWI General Assembly resolves that:

- the rate of annual dues to GWI payable in 2023, 2024 and 2025 is based on the Gross Domestic Product / Purchasing Power Parity (GDP/PPP) per capita as per the latest available World Bank data.
- the annual dues payable by each NFA will be calculated based on the triennial per capita rate.
- the amount of dues payable by each NFA will be calculated based on the number of individual members as reported yearly by each NFA.
- the dues of NFAs with more than 1'000 members will be calculated using scaling by member number.
- the NFAs receiving concessional rates on dues, or a 40% alleviation of dues will continue to receive the same rates/alleviations in 2023. A payment plan will be negotiated with these NFAs to adapt their dues to the standard rates starting in 2024.

**Deadline for submitting amendments to Internal Resolution 3 is 10 September 2022.**  
**Amendments will not be accepted thereafter.**

### **Background**

At the 33rd GWI Triennial Conference, the General Assembly, approved the Internal Resolution 3 (2019) which stated that “the need for a dues increase will be evaluated by the FinCom each year so that at least two years’ notice of a likely increase can be given to NFAs and independent members” and “a recommendation for an increase in dues, however small, should be made at least within each two triennia or 6-year period”.



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Accordingly, the GWI Board, in March 2020, installed a special **Ad-Hoc Committee for Dues Structure (CDS)**, in line with the GWI Constitution.

CDS members from all six regions of GWI, divided into two groups, Mission and Finance. They developed Mission and Dues scenarios to make GWI sustainable and financially viable for the future. The pre-stated conditions (“no go zones”) for both groups were: 1) keep all NFAs (members), 2) apply no general dues increase in 2023 and, 3) not to apply a dues reshuffle that is not accepted by NFAs.

The CDS report was discussed by the FinCom on 2 September 2020 and on 9 June 2022. Based on the report, FinCom Recommendations 9 and 26 were made to the GWI Board for the presentation of the dues voting structure at the 2022 General Assembly as follows:

- The current dues formula, based on countries' GNI and HDI, no longer reflects the economic reality of the different countries, as shown by the fact that half of all NFAs is in the highest group.
- The FinCom agrees with the CDS Finance Group and recommends that the dues are allocated according to the per capita Gross Domestic Product (GDP) Purchasing Power Parity (PPP) data. The per capita GDP based on PPP data is published by the World Bank and therefore easily available, albeit with a delay of about two years. The PPP reflects differences in cost of living and accounts for the actual cost of living and rate of inflation in the different countries.
- The breakdown of the dues by GDP (PPP) occurs in eight **rate levels/groups** instead of the current seven levels/groups, resulting in some mid-range NFAs moving down at least one level, thereby encouraging mid-level NFAs to continue membership with GWI (see Table 1).



**Table 1: The proposed dues structure based on GDP per capita (PPP) groups**

<b>Proposed Dues Structure</b>			
<b>Current rates CHF</b>	<b>Proposed Rates version CHF</b>	<b>Allocation of dues based on value of GDP(PPP) of the NFA country</b>	<b>GDP per capita (PPP) groups</b>
25.00	25.00	$X \geq 50,000$	1
21.50	23.00	$50,000 > X \geq 40,000$	2
18.00	19.00	$40,000 > X \geq 30,000$	3
14.50	17.00	$30,000 > X \geq 20,000$	4
11.00	14.00	$20,000 > X \geq 10,000$	5
7.50	11.00	$10,000 > X \geq 5,000$	6
4.00	7.50	$5,000 > X \geq 3,000$	7
	4.00	$X < 3,000$	8

- FinCom also agrees with the CDS Finance Group report that the dues of NFAs with more than 1'000 members should be calculated using scaling (see Table 2). This will encourage larger NFAs to continue membership with GWI and also encourage NFAs to grow their membership. The scaled dues for large NFAs will commence at the starting dues rate of the particular NFA, which is determined by the GDP (PPP) of the country.



**Table 2. The proposed dues structure with GDP (PPP) scaled by member number**

Member number	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1-1000	25	23	19	17	14	11	7.5
1,001-2,000	23	19	17	14	11	7.5	4
2,001-3,000	19	17	14	11	7.5	4	
3,001-4,000	17	14	11	7.5	4		
4,001-5,000	14	11	7.5	4			
5,001-6,000	11	7.5	4				
6,001-7,000	7.5	4					
>7,001	4						

- Some NFAs have been receiving concessional rates on dues and one NFA has been receiving a 40% alleviation of dues because of a strong currency devaluation (see Table 3). The FinCom recommends that these NFAs continue to receive the same rates/alleviations in 2023. However, a payment plan should be negotiated with these NFAs to adapt their dues to the standard rates starting in 2024.



• Table 3: Group wise dues per capita on the basis of the GDP (PPP)

Sr. No.	Country	Group	GDP(PPP) 2020 International dollars	Members Nos. 2022	Proposed Dues per capita	Current Dues	Proposed 2023 Dues	Remarks
1	Singapore		98'520	20		25.0	500	
2	Ireland		93'350	177		25.0	4'425	
3	Switzerland		71'745	578		25.0	14'450	
4	USA	<b>Group 1</b>	63'207	149	<b>CHF</b>	25.0	3'725	
5	Netherlands	<b>x≥50,000</b>	59'267	42	<b>25</b>	25.0	1'050	
6	Hong Kong		59'234	60		25.0	1'500	
7	Austria		55'686	272		25.0	6'800	
8	Iceland		53'617	42		25.0	1'050	
9	Australia		53'317	77		25.0	1'925	
10	France		46'991	163		25.0	3'749	
11	Canada		46'572	2762		21.5	54'954	Based on 2022 member number, sliding scaled avg rate is projected to be CHF 19.9 in 2023.
12	England and Wales		46'483	275	<b>CHF</b>	25.0	6'325	
13	Scotland	<b>Group 2</b>	46'483	34	<b>23</b>	25.0	782	
14	Korea, South	<b>50,000&gt;x≥40,000</b>	45'226	70		25.0	1'610	
15	New Zealand		44'491	204		25.0	4'692	
16	Japan		42'390	312		25.0	7'176	
17	Israel		39'489	91		25.0	1'729	
18	Cyprus (Turkish)	<b>Group 3</b>	39'373	20	<b>CHF</b>	25.0	380	
19	Lithuania	<b>40,000&gt;x≥30,000</b>	38'881	25	<b>19</b>	25.0	475	
20	Spain		37'756	151		25.0	2'869	
21	Russia		29'812	30		25.0	510	
22	Turkey	<b>Group 4</b>	27'235	1'404	<b>CHF</b>	14.5	13'594	Received 40% alleviation in 2022. Based on 2022 member number, the sliding scaled avg rate is projected to be 16.1 CHF in 2023. 40% alleviation continues in 2023.
23	Panama	<b>30,000&gt;x≥20,000</b>	26'782	22	<b>17</b>	21.5	374	
24	Argentina		20'771	20		21.5	340	

Table 3 continued page 6.



• Table 3: Group wise Dues per Capita on the basis of the GDP (PPP) continued

25	Mexico		18'444	120		18.0	1'680	
26	Thailand		18'233	50		14.0	700	Re-affiliated in 2022 using GDP (PPP) for dues calculation (FinCom recommendation)
27	South Africa	<b>Group 5</b>	13'361	20	<b>CHF</b>	14.5	280	
28	Paraguay	<b>20,000 &gt; x ≥ 10,000</b>	13'069	20	<b>14</b>	18.0	280	
29	Egypt		12'607	25		14.5	350	
30	Fiji Islands		12'079	36		14.5	504	
31	El Salvador		8'420	26		18.0	286	
32	Bolivia	<b>Group 6</b>	8'275	35		11.0	385	
33	India	<b>10,000 &gt; x ≥ 5,000</b>	6'504	490	<b>CHF</b>	4.0	1'960	Concessional rate. Remains 4 CHF in 2023 and increases in 2024 as negotiated with the NFA.
34	Ghana		5'744	25	<b>11</b>	11.0	275	
35	Nigeria		5'186	208		4.0	832	Concessional rate. Remains 4 CHF in 2023 and increases in 2024 as negotiated with the NFA.
36	Bangladesh		5'139	56		4.0	224	Concessional rate. Remains 4 CHF in 2023 and increases in 2024 as negotiated with the NFA.
37	Pakistan	<b>Group 7</b>	4'813	90	<b>CHF</b>	7.5	675	
38	Nepal	<b>5,000 &gt; x ≥ 3,000</b>	4'009	41	<b>7.5</b>	4.0	164	Concessional rate. Remains 4 CHF in 2023 and increases in 2024 as negotiated with the NFA.
39	Zimbabwe		3'537	25		4.0	188	
40	Senegal		3'503	52		7.5	390	
41	Zambia		3'458	22		7.5	165	
42	Uganda		2'294	25		4.0	100	
43	Rwanda	<b>Group 8</b>	2'214	30	<b>CHF</b>	4.0	120	
44	Sierra Leone	<b>X &lt; 3,000</b>	1'727	45	<b>4</b>	4.0	180	
45	Dem Rep Congo		1'142	25		4.0	100	

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