



From Growth to Sustainability

GWI 34th Triennial General Assembly and Conference

11 November - 13 November 2022
(to be held virtually)

Graduate Women International

34th Triennial General Assembly

From Growth to Sustainability through Renewing and Rebuilding



34th TRIENNIAL GENERAL ASSEMBLY DOCUMENTATION¹

¹ This documentation includes only the documents listed in the Table of Contents. All other triennial reports may be found on the website. An electronic copy of all reports and other General Assembly documentation, together with the General Assembly minutes, will be put into PDF format and posted on the **website**.



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Draft Agenda for the Graduate Women International

34th Triennial General Assembly

(*All times are Central European Time*)

(**Agenda subject to revisions as per the GWI Board**)

From Growth to Sustainability through Renewing and Rebuilding

DAY 1 - FRIDAY, 11 NOVEMBER 2022

3:00 PM (15h00) - 4:00 PM (16h00)

**Registration of Voting Delegates and
credentials verification**

3:00 PM (15h00)-4:00 PM (16h00)

Conversation Café

4:00 PM (16h00) - 4:30 PM (16h30)

Formal Opening

1. Welcome Video
2. Welcome from the GWI President
3. Welcome from co-hosting NFA President,
Indian Federation of University Women's Associations
4. Welcome from Keynote Speaker - **Dr Helen Bond**

GWI Impact on the Acceleration of the Global Implementation of SDG 4

4:30 PM (16h30) - 6:00 PM (18h00)

Business Session 1

5. Introduction of delegates and other General Assembly members
6. Introduction of General Assembly functionaries and staff
7. Apologies and remembrances (moment of silence)
8. Membership Committee confirmation from the Credentials Committee of a quorum
9. Adoption of the Agenda
10. Adoption of the Rules of Procedure
11. Minutes of the 33rd Assembly
12. Welcoming of re-affiliates
13. Introduction of candidates for the GWI Board of Officers
14. Introduction of candidates for GWI Standing Committees

6:00 PM (18h00) - 7:00 PM (19h00)

Business Session 2

15. Overview of GWI's finances
 - a) Triennial Report of the Treasurer
 - b) Triennial Report of the Finance Committee by the Swiss Assistant Treasurer
16. Presentation followed by discussion of the audited reports 2019, 2020 and 2021
17. Presentation followed by discussion of the Triennial Financial Planning 2023-2025
18. Presentation followed by discussion of the Proposed Dues structure model.



19. Vote on:

- a) Internal resolution 1: Acceptance of audited accounts 2019, 2020 and 2021
- b) Internal resolution 2: Acceptance of Triennial Planning 2023-2025
- c) Internal resolution 3: Acceptance of the proposed dues structure
- d) Internal resolution 4: Acceptance of auditor and auditor type
- e) Internal resolution 5: Appointment of Assistant Treasurers
- f) Result of the Vote
- g) Introduction of Dr Vinaybala Mehta Sustainable Development Seed Fund

7:00 PM (19h00) – 7:45 PM (19h45)

**Voting for Board of Officers
and Standing Committees**

7:45 PM (19:45h) - 9:15 PM (21h15)

Business Session 3

- 20. Report of Board of Officers
- 21. Report of Executive Director
- 22. Report of the Resolutions Committee
- 23. Report of the Nominations Committee
- 24. Report of the Membership Committee
- 25. Report of the Education Committee
- 26. Report of the Committee for the Award of International Fellowships
- 27. Report of the Special Committee on Project Development
- 28. Report of the Special Committee for the Hegg Hoffet Fund
- 29. Report of the Young Members Network
- 30. Report of the Regional Networks
- 31. Reports of the National Affiliates
- 32. Reports of GWI Representatives to the United Nations
 - a. United Nations Representatives, Geneva
 - b. United Nations Representatives, New York
 - c. United Nations Representatives, Vienna
 - d. United Nations Representatives to UNESCO

9:15 PM (21h15) - 9:45 PM (21h45)

Conversation Café



DAY 2 SATURDAY, 12 NOVEMBER 2022

2:00 PM (14h00) - 3:30 PM (15h30)	Indian Federation of University Women's Association Culture Event
3:30 PM (15h30) – 4:00 PM (16h00)	Registration of Voting Delegates and credentials verification
3:30 PM (15h30) – 4:00 PM (16h00)	Conversation Café
4:00 PM (16h00) - 4:30 PM (16h30)	Plenary Session – Renew & Rebuild <i>Geeta Desai, GWI Immediate Past President and Initiator of GWI's Organisational Development Process</i>
4:30 PM (16h30) - 5:00 PM (17h00)	Business Session 4
33.	Membership Committee confirmation from the Credentials Committee of a quorum
34.	Results of elections for President, Vice-Presidents and Treasurer
5:00 PM (17h00) – 5:30 PM (17h30)	
35.	Emergency resolutions from the floor (if needed)
36.	Introduction of Policy Resolutions
37.	Presentation of Policy Resolutions 1 – 5
5:30 PM (17h30) – 6:00 PM (18h00)	
38.	Presentation of Policy Resolutions 6-10
6:00 PM (18h00) - 6:15 PM (18h15)	Delegate voting on Policy Resolutions 1-10
6:15 PM (18h15)	Results of Voting on Policy Resolutions
6:30 PM (18h30) – 7:30 PM (19h30)	Business Session 5
39.	Introduction of Constitutional Amendments
40.	a. Vote on Constitutional Amendments
	b. Result of the vote on Constitutional Amendments
41.	Results of elections for GWI Standing Committees
7:30 PM (19h30) – 8:15 PM (20h15)	Business Session 6
42.	Unfinished business
43.	Opening of the 35 th Triennium
44.	Closing of the 34 th Triennium
45.	GWI Every Women and Every Girl Song
8:15 PM (20h15) - 9:45 PM (21h45)	Indian Federation of University Women's Association Culture Event (Repeat)



DAY 3 - SUNDAY, 13 NOVEMBER 2022 PUBLIC CONFERENCE

(* All times are given as Geneva Time, Central European Time (CET) *) (**Agenda subject to revisions as per the GWI Conference Day organizers**)

From 1:00 PM CET November 13 to 1:45 AM CET November 14, workshops and seminars covering the five subthemes will be presented by GWI member experts from our NFAs.

Session 0 Time: 13h00 CET

Conference Day Opening

Session 1 Time: 13h15 CET – 90 minutes (choose 1 event)

Event Type	Event Number	Event Description
Workshop	1 Theme 2	<i>Localising the SDGs: GWI Young Members Network, the SDGs Ambassadors</i> Young Members Network: Sudha Srivastava (UK), Dr Başak Ovacik (Turkey)
Workshop	2 Themes 3/4	<i>Exploring the causes for inequality in education by reviewing actual cases occurring, and attempting to develop women's competence of discussing such serious issues in English</i> Dr Valerie Anne Wilkinson (Japan), Kei Foran (Japan)

Session 2 Time: 15h00 CET – 90 minutes (choose 1 event)

Event Type	Event Number	Event Description
Seminars	4a Theme 4	<i>Citizens from the cradle: Sowing the seeds of Peace</i> Malvina Segovia (Paraguay)
	4b Theme 3	<i>I came to you as a co-learner: Living with Blocks and Filters in Japan</i> Dr Valerie Anne Wilkinson (Japan)
	4c Theme 4	<i>How to Take Advantage of Being a Woman in the Workplace</i> Dr Marité Mehr (Spain) <i>Moderator: Glenda Hecksher</i>
Workshop	5 Theme 4	<i>Hope for the Future</i> Dr Başak Ovacik (Turkey), Emine Tuba Sahin (Turkey)
Workshop	6 Theme 2	<i>Graduate Women and the Localisation of the SDGs to the grassroots in Nigeria</i> Dr Kehinde Grace Adeosun (Nigeria), Professor Comfort Onifade (Nigeria)

Session 3 Time: 16h45 CET – 60 minutes

GWI Programme	Video Presentations from GWI fellowship awardees and recipients for Teachers for Rural Futures
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Session 4 Time: 18h00 CET – 90 minutes (choose 1 event)

Event Type	Event Number	Event Description
Workshop	7 Theme 4	<i>Gender and Women. Promoting peace through arts</i> Glenda Hecksher (Mexico)
Workshop	8 Theme 1	<i>Capacity Training Workshop for Youths as Change Makers for Equal and Quality Education for all in Nigeria</i> Professor Emily Ayo-John (Nigeria), Dr Comfort Otegbeye (Nigeria)
Workshop	9 Theme 4	<i>How To Empower Women Beyond Basic Skills</i> Nuray Akmeric (Turkey), Zekiye Mihcioglu (Turkey)



Session 5 Time: 19h45 CET – 90 minutes (choose 1 event)		
Event Type	Event Number	Event Description
Seminars	10a Theme 5	<i>Women and Girls in Care Work during the COVID-19 pandemic and post-pandemic effects in Mexico (in Spanish)</i> Dr Gloria Luz Alejandre (Mexico)
	10b Theme 4	<i>Teaching beyond the Canon (or how hip hop can decolonise syllabi and inspire students to co-create and commit to learning</i> Dr Rachel Anne Gillett (Netherlands)
	10c Theme 4	<i>Intergenerational leadership steering education through climate change</i> Shaila Rao Mistry (USA)
	10d Theme 1	<i>SDG 101, Introduction to the SDGs</i> Dr Başak Ovacik (GWI VP Fundraising 2019-2022) Moderator: Dr Başak Ovacik
Workshop	11 Theme 2	<i>Women Graduates-USA & Institute of International Education (IIE) Scholar Rescue Fund (SRF) Partnership</i> Maryella Hannum (USA), Laura Christoffersen (USA)
Workshop	12 Theme 5	<i>Social behaviour while facing COVID-19 (in Spanish)</i> Dra Teresita Ledezma de Calderon (Bolivia), Dra. Gloria Artovar Ossio (Bolivia)
Session 6 Time: 21h30 CET - 90 minutes (choose 1 event)		
Event Type	Event Number	Event Description
Seminar	13a Theme 3	<i>Women's Organisations are diminishing. Why is that?</i> Alyson Manning (New Zealand)
	13b Theme 3	<i>Assessing the Gender Gap in Academia and the Effects of COVID-19</i> Rae Duff (New Zealand)
	13c Theme 5	<i>COVID-19: Compensating for the effects of COVID-19 on education for women and girls; how to adapt and move forward</i> Rosa Maria Mendoza Hidalgo (El Salvador)
	13d Theme 1	<i>Tackling Growing Inequalities in Education in New Zealand and Sierra Leone</i> Yeabu Tholley (Sierra Leone), Dr Shirley Gillett (New Zealand) Moderator: Sudha Srivastava
Workshop	14 Theme 3	<i>How we do Advocacy - Fighting for Social Justice with Education</i> Heather Oxman (Canada), Kathy Wosnick (Canada)
Workshop	15 Theme 4	<i>Educating the new generations for a more equal, peaceful, and sustainable world.</i> Malvina Segovia (Paraguay), Noemí Castillo (Panama), Dr Marité Mehr (Spain)



Session 7 Time: 23h15 CET - 90 minutes (choose 1 event)		
Event Type	Event Number	Event Description
Workshop	16 Theme 4	<i>Learning for Life: Enhancing social citizenship</i> Dr Linda Robertson (New Zealand), Dr Sian Halcrow (New Zealand)
Workshop	17 Theme 5	<i>An international Bank for women, a way to compensate for the inequity that deepened COVID-19</i> Ana Milagro Marroquín Funes (El Salvador), Rosa Maria Mendoza Hidalgo (El Salvador)
Workshop	18 Theme 2 English and Spanish	<i>Educating the Nature Mindset for the UN SDGs: A Motivational Synergy to Solve the Climate Crisis -- "Educar una mentalidad impregnada de Naturaleza para las Metas de Desarrollo Sostenible de la ONU (UN SDGs): una sinergia motivacional para resolver la crisis climática"</i> Laura Rojo MacLeod (USA), Midge Delevan (USA)
Session 8 Time: 01h45 CET		
Conference Day Close		



Rules of Procedure for Virtual Meetings of the GWl General Assembly

11-12 November 2022

1. VIRTUAL GENERAL ASSEMBLY

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

1.2. **Membership:**

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

a. The voting delegates and alternate delegates accredited to the General Assembly by National Federations and Associations (NFA) in accordance with the provisions of Art.V.6 (1).

b. The elected Board of Officers of GWl (Art.V.7(2)).

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

a. All other members of fully paid-up NFAs

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

c. Past GWl/IFUW Presidents (Art.V.10).

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

a. Members of NFAs that are not fully paid-up

b. The general public who may attend public sessions.

1.2.4. Executive Director shall attend all sessions of the General Assembly. She may designate another member of the Headquarters' staff to attend a session in her stead (Art.VIII.3)

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

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

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

1.6. All the proceedings of the General Assembly will be conducted in English.

2. VOTING

2.1. At the General Assembly, decisions are taken by a simple majority of members entitled to vote and voting. In the case of a tied vote, the proposal shall be deemed to be rejected (Art.V).



- 2.2. **Exception:** Amendments to the Constitution require for adoption a two-thirds majority of the members of the General Assembly entitled to vote and voting (Art.XII.2).
- 2.3. **Abstentions** will be recorded but will not be counted in the tallying of the vote.
- 2.4. No proxy voting for any vote will take place at a virtual meeting.
- 2.5. No member of the General Assembly may vote in more than one capacity. (Art.V.8.).

3. ELECTIONS

- 3.1 The **Board of Officers** of GWI is elected by the General Assembly. Elections are by ballot. The election of the **President** and the **Treasurer** shall take place first, followed by the election of the **Vice-Presidents**, in that order. Each election shall be determined by majority vote.
- 3.2 The Members of the GWI Finance Committee and the Conveners and Members of GWI Education, Governance, Membership and Project Development Committees are elected by the General Assembly from a slate of nominees recommended by the Nominations Committee. (Art.VII.6.8.).
Exceptions:
 - a. The Assistant Treasurers, who are appointed by the General Assembly.
 - b. Members of the Special Committees e.g., Award for International Fellowships, Resolutions, and Hegg Hoffet, are appointed by the Board of Officers from a list of names submitted by the Nominations Committee.
- 3.3 The election of the Conveners of committees and committee members shall be conducted by a ballot.

4. RESOLUTIONS

See Resolutions Regulations.

4.1. Voting

- 4.1.1. Debates and subsequent amendments for all resolutions will take place prior to the General Assembly via electronic means.
- 4.1.2. At the business session where voting on resolutions is to take place, the resolution is to be presented in its final consensus form.
- 4.1.3. Board resolutions proposed from the Chair do not require a second.
- 4.1.4. No resolution debate will take place at the virtual General Assembly, except in the case of emergency resolutions. The Chair shall determine an appropriate amount of time for discussion.
- 4.1.5. The Chair shall read the resolution in its final form from the screen. The authoritative text of the resolution shall be the text on the screen. There shall be no further discussion and the vote shall be taken.
- 4.1.6. A simple majority of the votes cast is required for adoption. A tied vote is deemed rejected.



4.2. Emergency Resolutions

- 4.2.1. Only an issue which requires immediate action on the part of GWI and which has arisen after the deadline for submission of resolutions may be dealt with as an emergency resolution.
- 4.2.2. Emergency resolutions may be submitted only by members of the General Assembly entitled to vote.
- 4.2.3. An emergency resolution must be seconded and must be received and announced by the Chair on the first day of the General Assembly. If accepted, a 10-minute debate for the emergency resolution will be included with the other proposed resolutions for voting during the following day.
- 4.2.4. A two-thirds majority of the members of the General Assembly entitled to vote and voting is required for an emergency resolution to be accepted for debate. This vote is to determine the emergency nature of the resolution, not on its substance. If accepted, the resolution is put for debate and requires only a simple majority vote for its adoption.

5. AMENDMENTS TO THE CONSTITUTION

- 5.1. Amendments to the Constitution shall be presented at the General Assembly in accordance with Art. XII (1,2, & 3) of the Constitution.
- 5.2. Formal discussions on proposed amendments will take place prior to the General Assembly via electronic means. The proposed text of such amendments will be firmed up and uploaded to the voting site prior to the online General Assembly.
- 5.3. No urgent amendments will be taken up at the General Assembly.
- 5.4. The proposed amendments in their amended form are to be presented for voting by the delegates to the General Assembly.
- 5.5. No amendments to the proposed amendments will be held during the online General Assembly.
- 5.6. The Chair shall read the proposed amendments in their final amended form from the screen. There shall be no further discussion and the vote shall be taken.
- 5.7. A two-thirds majority of the members of the General Assembly entitled to vote and voting shall be required for the adoption of any constitutional amendment.
- 5.8. An amendment shall come into effect immediately after its adoption.



6. STANDING ORDERS

- 6.1. **Chair to direct the meeting:** The Chair shall declare the opening and closing of each meeting, shall direct the discussions, ensure the observance of the rules and shall accord the right to speak, put questions to the vote and announce decisions. The Chair may also call a speaker to order if her remarks are not relevant to the subject under discussion.
- 6.2. All **motions** must be seconded except in the case of Board resolutions proposed from the Chair or otherwise provided for in these Rules.
- 6.3. **Speech to be directed to the question:** Each member who wishes to speak must raise her hand, be called upon, and address the Chair and shall direct her speech to the issue under discussion, or to a question of order. Before speaking, the speaker shall announce her name and function at the meeting. No one may speak longer than two minutes at a time without the unanimous consent of the General Assembly. The rulings of the timekeeper shall be strictly adhered to, and a signal will indicate one minute before the time limit of each speaker expires.
- 6.4. **Supplementary speeches:** No member shall be allowed to speak a second time on the same question so long as any member who has not spoken on that question desires the floor, except that a committee Convener or Chair making a report, or a speaker presenting the subject, shall have two minutes for closing the debate.

7. AMENDMENTS

Subject to the provisions of the GWI Constitution, amendments to these rules may be proposed under Item 10 of the agenda, Adoption of the Rules of Procedure by the General Assembly or the Board of Officers. After mutual consultation the General Assembly adopts its amended rules.



Candidates for the GWI Board of Officers 2022-2025

1 President, 7 Vice Presidents, 1 Treasurer - to be elected by the members

Board candidates' profiles can be viewed [HERE](#)

President Candidate

Patrice WELLESLEY-COLE

British Federation of Women Graduates (BFWG)

Vice President Advocacy Candidates

Shaila Rao MISTRY

Women Graduates-USA (WG-USA)

Shevata Rai TALWAR

Indian Federation of University Women (IFUWA)

Vice President Education Candidates

Shirley GILLET

Graduate Women New Zealand (GWNZ)

Lucía GUZMÁN

Mexican Federation of University Women (FEMU)

Vice President Fundraising Candidate

Nneka CHIEDOZIE-UDEH

Nigerian Association of University Women (NAUW)

Vice President Legal & Governance Candidate

Ujjwala SHINDE

Indian Federation of University Women (IFUWA)

Vice President Marketing Candidates

Shruti SONTALIA

Indian Federation of University Women (IFUWA)

Vice President Membership Candidates

Meera BONDRE

Indian Federation of University Women (IFUWA)

Vice President Projects Candidates

Mildred ASMAH

Ghana Association of University Women (GAUW)

Marité MEHR

Spanish Federation of University Women

Treasurer

Sudha SRIVASTAVA

British Federation of Women Graduates (BFWG)



Candidates for the GWI Committees 2022-2025

Committee candidates' profiles can be viewed [HERE](#)

Education Committee Candidates

(1 Convenor, 4 Members - to be elected by the members)

Convenor

Lucía GUZMÁN

Mexican Federation of University Women (FEMU)

Members

(vote for 4)

Genevieve Etornam ADUKPO

Ghana Association of University Women (GAUW)

Confidence DIKGOLE

South African Association of Graduate Women (SAAWG)

Christine HELLER

Women Graduates USA (WG-USA)

Nahide Nesrin KOC

Turkish Association of University Women (TAUW)

Momtaz KHALIL

Graduate Women New Zealand (GWNZ)

Comfort Adenike ONIFADE

Nigerian Association of University Women (NAUW)

Suchitra ROY

Indian Federation of University Women (IFUWA)

Marianne SINGH-WARAICH

Canadian Federation of University Women (CFUW)

Finance Committee Candidates

(2 Assistant Treasurers to be appointment by the GA and 3 committee members- to be elected by the members)

Assistant Treasurers

Karoline DORSCH-HÄSLER

Swiss Association of Graduate Women

Susan LANE

Canadian Federation of University Women (CFUW)

Members

Rosa Maria MENDOZA

Asociación de Mujeres Universitarias de El Salvador

Neeta PATWARDHAN

Indian Federation of University Women (IFUWA)

Nuran Uzun TURAN

Turkish Association of University Women (TAUW)

Governance Committee Candidates

(1 Convenor, 4 Members- to be elected by the members)

Convenor

No candidate

Members

(No candidates for two positions as members)

Aylin MORALIOGU

Turkish Association of University Women (TAUW)

Pat PATTON

Canadian Federation of University Women (CFUW)



Membership Committee Candidates

(1 Convenor, 4 Members - to be elected by the members)

Convenor

Meera BONDRE

Indian Federation of University Women (IFUWA)

Convenor & Member

Eloísa SÁNCHEZ-AMILLATEGUI

Spanish Federation of University Women

Magda KANIKI

Women Graduates-USA (WG-USA)

Members

Jolie MASSAY

Association Congolaise des Femmes Diplômées des Universités

Pat REAVY

Canadian Federation of University Women (CFUW)

Emine Tuba ŞAHİN

Turkish Association of University Women (TAUW)

Projects Development Committee Candidates

(1 Convenor, 4 Members - to be elected by the members)

Convenor

Ogechi ADIUKU

Nigerian Association of University Women

Aisha ALSHAWAF

British Federation of Women Graduates (BFWG)

Members

Saira BANO

Pakistan Federation of University Women (PFUW)

Medha RANADE

Indian Federation of University Women (IFUWA)

Yesim SARISU

Turkish Association of University Women (TAUW)

Kathryn WILKINSON

Canadian Federation of University Women (CFUW)

Award of International Fellowships Committee Candidates

(1 Convenor and 2-6 committee members – to be appointment by the Board)

Convenor

Başak OVACIK

Turkish Association of University Women (TAUW)

Convenor & Member

Nirshila CHAND

Women Graduates-USA (WG-USA)

Members

Naa Adjeley ALAKIJA SEKYI

Ghana Association of University Women (GAUW)

Ranjana BANERJEE

Indian Federation of University Women (IFUWA)



Hegg HOFFET Committee Candidates

(1 Convenor and 2-6 committee members – to be appointed by the Board)

Convenor

No candidate

Members

Cynthia ADINORTEY

Eser ALKIN

Rekha MONANI

Brenda ROBERTSON

Ghana Association of University Women (GAUW)

Turkish Association of University Women (TAUW)

Indian Federation of University Women (IFUWA)

Canadian Federation of University Women (CFUW)

Resolutions Committee Candidates

(1 Convenor 2-4 committee members – to be appointed by the Board)

Convenor

Catriona SUTHERLAND

Graduate Women Scotland (GWS)

Members

Neelam JAGDALE

Laura Rojo MACLEOD

Beryl MATTHEWSON

Indian Federation of University Women (IFUWA)

Women Graduates-USA (WG-USA)

Canadian Federation of University Women (CFUW)



Report of the Treasurer: Triennial Review 2019-2022

Dr Katharina Strub, Treasurer

August 2019- December 2019

Following the very successful centenary celebration at the GWI General Assembly in July, GWI closed the conference budget with a positive balance of 51,422 Swiss francs. This is due to the generous contribution from the University of Geneva, which waived the fees for the premises. GWI would also like to acknowledge and express its gratitude for the great personal and financial commitment of the Swiss NFA, which contributed significantly to the success of the event. GWI's 2019 financial year ended with an overall positive result of 103'702 Swiss francs (including the conference result).

1 January - 31 December 2020

GWI continued to operate with an austerity budget and one full-time and one part-time employee. For the first time, the 2020 budget included a functional in addition to the financial budget. Since 2020, quarterly financial and functional reports have been prepared and published on the GWI website after recommendation by the Finance Committee (FinCom) and acceptance by the Board. Despite a lower income from NFA dues than anticipated in the triennial planning (90 %), the expenses remained within budget ending with a small negative balance of 915 Swiss francs (see triennial financial and functional reports 2020-2022 in Annex I and II). Upon recommendation of FinCom, the Board accepted to constitute a reserve fund of 51'000 Swiss francs. The reserve fund is an unrestricted fund that can be used by the Board in consultation with FinCom. In view of an important grant secured by the Executive Director from the City of Geneva, it became necessary to convert funding for the programme *Teachers for Rural Futures* into a restricted fund. During the 2019 audit of the financial report, GWI was made aware that in-kind contributions, as determined in the Memorandum of Understanding signed by CFUW and GWI on 16 July 2019, will be taxed in Switzerland, if they exceed 10'000 Swiss francs. In consultation with the auditor and with FinCom, the Board decided to remove all in-kind contributions as shown in the triennial planning, from GWI's financial reports. This is justified as they do not contribute to operate GWI's office in Geneva, but contribute to membership development, advocacy and capacity building in countries other than Switzerland. As a result of the pandemic, GWI suffered considerable currency losses on the one hand, but received compensation from the Canton of Geneva for one month's rent due to the general closure of the office during the pandemic on the other.

1 January – 31 December 2021

In 2021, income from NFA dues continued to diminish to 80% of the planned income. In addition, the Board was informed about further losses in the future. In order to keep the budget in balance, it was decided to terminate the contract with the part-time employee to the Board's and the Executive Director's great regret. Furthermore, the office was moved from Versoix to a much smaller place in Geneva. The Board also decided upon recommendation of FinCom to introduce a 15% management fee on donations to the restricted funds. A management fee of 15 % is rather modest as compared to the real cost and time spent by the office and the accountant. As a result of the increased austerity measures and the absence of travel expenses due to the pandemic, the financial year of 2021 resulted with a positive result of 43'433 Swiss francs. Considering the workload, the situation with only the Executive director left in GWI's office is not acceptable. Geeta Desai's proposal to take GWI through an organisational development process was therefore gratefully accepted by the Board in the belief that this will help strengthen the links between the NFAs, refocus the organisation's activities and open up new pathways to a more sustainable financial situation.



1 January – 31 December 2022 (projected)

As expected, dues income in 2022 has dropped significantly and amounts to only 61% of the planned income. However, due to the measures already implemented in 2021 and thanks to the generous donations of GWI members, expenses are expected to remain in balance with income (Annex I).

Functional reporting 2020-2022

GWI's triennial functional report is shown in Annex II and the expenditure presented as a pie chart in Annex III. The graph shows the sum of financial resources and work force invested in the respective sectors. It clearly shows that the three central activities of GWI are advocacy, programmes and communication. Other important sectors are membership services and governance. The latter includes the work involved with Board and Committee meetings and statutory matters. In particular, limited resources are spent on general office management and administration (support management).

Fundraising

The Executive Director secured a major grant of 45'000 Swiss francs from the City of Geneva for the programme *Teachers for Rural Futures*. She also successfully launched the fundraising project *Girls Education for Brighter Futures* on Global Giving, a non-profit organisation providing an online crowdfunding platform (see also VP Fundraising report).

Restricted Funds: SDG-related programmes

GWI continues to implement the four programmes that are designated as restricted funds. They are well funded and, except for *Teachers for Rural Futures*, which is managed by the office, the other three programmes are run by three GWI committees (see Annex IV for Movements in Restricted Funds). The activities of all four programmes are described in the respective reports. Notably, GWI paid fellowship awards for 10'280.95 Swiss francs in 2022 to the awardees selected by the Fellowships and Grants Fund committee. In addition, three members (Fay Weber, Crosby Hall and Cythia Burek) paid a total amount of 12'000 Swiss francs and 3'000 US dollars directly to three awardees to avoid bank transfer cost. These person-to-person payments are not shown in the financial report, although they are part of the 2022 GWI awarding round. In 2022, GWI signed a memorandum of understanding to create a new restricted fund, the *DR. VINAYBALA MEHTA SUSTAINABLE DEVELOPMENT GOALS (SDGs) SEED FUND* of 10'000 Swiss francs. It is not yet shown in the 2022 projection and in the financial planning.

Membership and dues alleviation

In 2022, GWI has 44 fully paid-up NFAs. The membership included 14'376 members in 2019 and 8'456 in 2022. Regrettably, we lost 5 NFAs, Bulgaria, Haiti, Lebanon, Norway and Rwanda and many of the larger NFAs suffered significant member loss. The Thai Association of University Women re-affiliated with GWI in 2022. Upon recommendation of FinCom, Turkey and Argentina received dues alleviations for the three consecutive years because of significant losses in the exchange rates between the local currencies and the Swiss franc.

Finance Committee

In accordance with the Constitution, I have taken on the role of Convenor of FinCom. We have met frequently to discuss reports, budgets, payment plans and more (see FinCom report). I am grateful to all FinCom members for their support and cooperation, their contributions and their availability on short notice.

GWI's dues

As requested at the General Assembly 2019, a commission was created by VP membership Eileen Focke-Bakker in 2020 to discuss the new dues structure (Commission on the Dues Structure, CDS). Their recommendations were received by the Board in August 2020 and discussed by FinCom in summer 2020 and



again in summer 2022 for a final recommendation to the Board. The Board accepted the recommendation by FinCom (Internal resolution 3).

Financial management

As requested at the 2019 General Assembly, full reports were established quarterly and a functional budget was added to the financial budget in 2020 and thereafter. The accountant, Catherine Herbez (Fiduciaire Herbez Locca), the Executive Director and myself met every three months in the office or by zoom to review the financial situation and discuss solutions to potential issues. All financial documents (budget, reports etc) and functional reports were then transferred to the FinCom for review and, if accepted, recommended to the Board for discussion and vote. Quarterly reports are published on GWI's website and can be consulted by all members (<https://graduatewomen.org/members-login/constitutional-material/finances/>). Notably, since 2020, all financial decisions of the Board have been made after consultation with and on the recommendation of FinCom. Like in the previous triennium, I continued to assume the tasks associated with the dues collection from the NFAs.

General Assembly and Conference 2022

The budget for the 2022 General Assembly and Conference, as well as the registration fee, were presented to the Board by FinCom and approved by the Board. The GWI's financial situation required that expenses be covered by the registration fee and the anticipated income from sponsors and donations. The organisation of an electronic meeting requires technical and administrative support and there is also a significant cost for the use of suitable software. The budget therefore includes a part-time employee from May to November and technical support from a company we have been successfully working with long ago. The total budgeted cost amounts to 38'400 Swiss francs.

Triennial Planning 2023-2025

The triennial planning 2023-25 was prepared in collaboration with the Executive Director, the accountant, Geeta Desai, immediate past President, and the FinCom members and upon recommendation of FinCom was accepted by the Board. It is based on the outcome of the June 2022 vote, in which internal resolutions 1 and 2 and subsequent amendments to GWI's Constitution were accepted by a large majority of NFAs. The focus on SDG4 and the consolidated cooperation between GWI and NFAs should enable the organisation to receive grants from global funders. In our planning we assumed that on average 25% of the grants will be spent on management and 10% on overhead costs. It should be noted that each grant will have its own budget and will be used entirely for the respective purpose (restricted fund). Another prerequisite included in the planning was to increase membership, as the first step in renewing and rebuilding the organisation will be an intensive membership recruitment campaign. Under these conditions, we expect a balanced budget in 2024 with a concomitant increase in staff support for the office. The projected negative result for 2023 can easily be absorbed by GWI's accumulated funds which amount to 123'310 Swiss francs by the end of 2021 (accumulated funds: 72'310 and reserve fund: 51'000 Swiss francs). The proposed budgets serve as a guideline to the new Board and will have to be adapted yearly to GWI's actual financial situation.

Acknowledgements

My most sincere thanks go to the Executive Director, Stacy Dry Lara, and the Accountant, Catherine Herbez. It was always a pleasure to meet with them and we had an enriching and productive collaboration from which I learned a lot. The support and commitment of the FinCom members was a tremendous help in fulfilling my task, as were the messages from all the NFA leaders who took the time to respond to my emails and keep me informed about their associations. A big thank you also goes to the board members who participated in the numerous financial discussions and provided support in difficult situations.



Report of the Treasurer, Annex I

FINANCIAL REVENUE AND EXPENDITURE STATEMENT 31 December

	Triennium 2020-2022 Actuals			
	Actuals 2020	Actuals 2021	Projected 2022	Total Triennium 2020-2022
	CHF	CHF	CHF	CHF
CURRENT INCOME				
Subscription fees NFAs, current	233'108	212'083	159'000	604'191
Subscription fees NFAs, arrears	225	6'051	7'530	13'806
Other revenue	0	0	0	0
Independent members	1'692	2'079	1'000	4'771
General donations and fundraising	12'870	10'261	13'000	36'131
Teachers for Rural Futures - donations	22'711	18'748	17'528	58'987
Restricted Funds - donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	1'008	11'180	15'872	28'060
Restricted Funds - fund variation (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	6'019	5'530	0	11'549
Income from project and fund management	0	5'721	4'200	9'921
TOTAL CURRENT INCOME	277'633	271'653	218'130	767'416
TOTAL EXPENDITURE	278'548	228'220	218'008	724'776
CURRENT RESULT OF THE YEAR, ALLOCATED TO CAPITAL	-915	43'433	122	42'640
EXPENDITURE				
<i>Programme</i>				
International advocacy & UN/NGO Affiliation fees	379	414	1'200	1'993
Membership development	0	0	500	500
Fundraising	0	0	500	500
Mission-related communication and instruments	8'068	8'503	18'000	34'571
Restricted Fund - Teachers for Rural Futures - grants	0	8'096	12'414	20'510
Restricted Funds - grants (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	7'027	7'417	15'872	30'316
Restricted Funds - Teachers for Rural Futures - fund variation (donations allocated to Restricted Funds)	27'551	10'652	5'114	43'317
Restricted Funds - funds variations (donations allocated to Restricted Funds)	0	9'293	0	9'293
	43'025	44'375	53'600	141'000
<i>Governance</i>				
Board & committees meetings	0	0	500	0
	0	0	500	500
<i>General Administration</i>				
Salaries, social charges and other employee costs	166'512	144'673	125'000	436'185
Office rent and upkeep, moving	24'601	16'732	10'800	52'133
/./ COVID 19 financial support obtained on rent	(2'943)	0	0	(2'943)
Equipment and maintenance	1'523	4'161	2'800	8'484
General administration	4'619	4'824	5'000	14'443
Bank charges and exchange differences	17'375	(310)	4'000	21'065
Equipment software projects (sales force) expensed	0	0	0	0
	211'687	170'080	147'600	529'367
<i>Professional Fees</i>				
Audit	4'308	4'308	4'308	12'924
Bookkeeping	11'835	9'457	12'000	33'292
Consulting fees	7'693	0	0	7'693
	23'836	13'765	16'308	53'909
TOTAL EXPENDITURE	278'548	228'220	218'008	724'776



Report of the Treasurer: Annex II

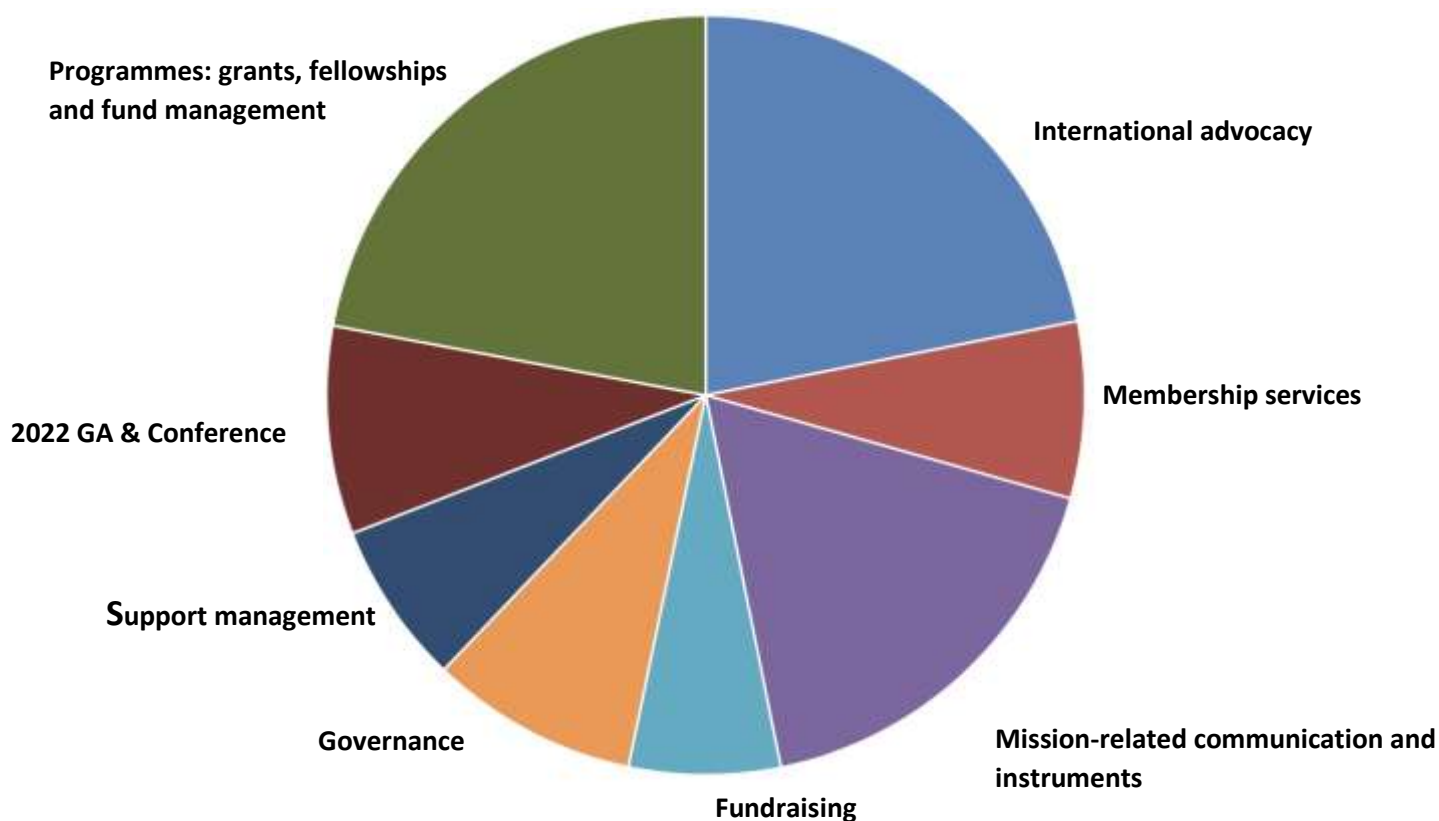
FUNCTIONAL REVENUE AND EXPENDITURE STATEMENT
31 December

	Triennium 2020-2022 Actuals			
	Actuals	Actuals	Projected	Total Triennium
	2020	2021	2022 projected	2020-2022
	UNAUDITED	UNAUDITED	UNAUDITED	UNAUDITED
	CHF	CHF	CHF	CHF
CURRENT INCOME				
Subscription fees NFAs, current	233'108	212'083	159'000	604'191
Subscription fees NFAs, dues refund	0	0	7'530	7'530
Subscription fees NFAs, arrears	225	6'051	0	6'276
Independent members	1'692	2'079	1'000	4'771
Donations	12'870	10'261	13'000	36'131
Restricted Fund - Teachers for Rural Futures - donations	22'711	18'748	17'528	58'987
Restricted Funds - donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	1'008	11'180	15'872	28'060
Restricted Funds - fundraising (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	0	0	0	0
Restricted Funds - fund variation (dissolution of the funds - BRPID, Hegg Hoffet, Fellowships and Grants Fund)	6'945	5'530	4'200	16'675
General fundraising	0	5'721	0	5'721
TOTAL CURRENT INCOME	278'559	271'653	218'130	768'342
EXPENDITURE				
<i>Programme</i>				
International advocacy	62'058	59'408	43'734	165'201
Mission-related communication and instruments	41'839	46'091	43'824	131'754
Programmes - management (BRPID, Hegg Hoffet, Fellowships and Grants Fund and TFRF)	27'226	22'446	13'672	63'344
Restricted Funds (BRPID, Hegg Hoffet, Fellowships and Grants Fund) - grants	7'027	7'417	15'872	30'316
Restricted Fund - Teachers for Rural Futures - grants	0	8'096	12'414	20'510
Restricted Funds - Teachers for Rural Futures - fund variation (donations allocated to Restricted Funds)	27'551	10'652	5'114	43'317
Restricted Funds - funds variations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	925	9'293	0	10'218
Fundraising	25'903	13'790	9'614	49'308
Conference 2022	0	2'096	33'420	35'516
	192'529	179'291	177'664	549'484
<i>Membership Services</i>				
Membership development	35'726	14'302	6'576	56'604
TOTAL	35'726	14'302	6'576	56'604
<i>Governance</i>				
Board and committee meetings	25'770	17'445	12'653	55'867
Governance documents and statutory	6'088	3'692	1'519	11'299
TOTAL	31'858	21'137	14'172	67'166
<i>Support Management</i>				
Dues collection	1'854	1'823	1'519	5'196
General office management and administration	17'508	11'668	18'076	47'252
TOTAL	19'362	13'491	19'595	52'448
TOTAL EXPENDITURE	279'474	228'221	218'008	725'703
CURRENT RESULT	-915	43'432	122	42'639



Report of the Treasurer: Annex III

FUNCTIONAL EXPENDITURE CHART: TOTAL 2020-2022



Programmes: Bina Roy Partners in Development, Fellowships & Grants, Hegg Hoffet and Teachers for Rural Futures.



34th Triennial Graduate Women International General Assembly, Annex IV

	Actuals 2020	Actuals 2021	Projected 2022
MOVEMENT OF RESTRICTED FUNDS			
	CHF	CHF	CHF
Movements in Restricted Funds are analysed as follows:			
Fellowships and Grants Fund			
Opening balance as at 1 January	19'309	19'309	26'426
Donations received	0	3'910	3'000
Donations received for GWI 34th Triennial Winifred Cullis Fellowship	0	3'781	0
Grants paid for Fellowships and Grants Fund	0	0	-10'281
Grants paid for Winifred Cullis Fellowship	0	0	-4'720
Management fee on fundraising	0	-574	-450
Balance as at 31 December	<u>19'309</u>	<u>26'426</u>	<u>13'975</u>
Hegg Hoffet Fund			
Opening balance as at 1 January	75'679	76'605	78'782
Donations received	1'008	2'560	1'314
Grants paid	0	0	0
Management fee on fundraising	0	-301	-197
Bank charges	-82	-82	0
Balance as at 31 December	<u>76'605</u>	<u>78'782</u>	<u>79'899</u>
Bina Roy Partners in Development Fund (BRPID)			
Opening balance as at 1 January	37'041	30'096	24'565
Donations received	0	929	0
Grants paid	-6'945	-6'321	-224
Management fee on fundraising	0	-139	0
Balance as at 31 December	<u>30'096</u>	<u>24'565</u>	<u>24'341</u>
Movement in Restricted Fund TFRF			
Opening balance as at 1 January	4'840	27'551	38'203
Donations received - GlobalGiving	5'817	3'748	2'528
Donations received - New Zealand	1'894	0	0
Donations received - City of Geneva	15'000	15'000	15'000
Grants paid	0	-3'389	-8'135
Management fee on fundraising	0	-4'707	-4'279
Balance as at 31 December	<u>27'551</u>	<u>38'203</u>	<u>43'317</u>
Total balances in Restricted Funds	<u>153'561</u>	<u>167'976</u>	<u>161'532</u>
Total movements in Restricted Funds :			
Total Restricted Funds opening balance as at 1 January	136'869	153'561	167'976
Total donations	23'719	29'928	21'842
Total grants paid	-7'027	-15'513	-28'285
Total balances in Restricted Funds as above	<u>153'561</u>	<u>167'976</u>	<u>161'532</u>



Audited Financials 2019

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REPORT

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

Graduate Women International
Geneva



(N° 535/20 – OV)

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

GENEVA

As Independent Auditor, we have examined the financial statements (balance sheet, statement of revenues and expenses, notes and movement in unrestricted and restricted funds) of Graduate Women International for the year ended December 31, 2019.

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


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

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

Geneva, December 8, 2020

PKF Fiduciaire SA


Olivier Volper
Licensed audit expert)
(Auditor in charge)


Marc-Olivier Gobat
Licensed auditor

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



Enclosure 1

Balance Sheet as at December 31,

2019

2018

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



Enclosure 2.1

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

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

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



Enclosure 2.2

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

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



Enclosure 3

Notes to the Financial Statements
December 31, 2019

1 Organisation and activity

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

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

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

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

GWI staff continues to provide exemplary member services for their advocacy work for girls' and women's education. Alongside these efforts, the GWI Board and staff focus on increasing membership for all NFAs, on the continued improvement of its programs, partnerships and fundraising efforts. Membership services improved and outreach to private partners and foundations has been consistent throughout 2019. One such effort resulted in a contribution from Roche Diagnostics to the Bina Roy Partners in Development programme (BRPID).

GWI continues the austerity budget operating internationally with one staff member, the Executive Director and, in agreement with the budget, with a part-time staff member. Operations are also carried out by interns from the GWI internship program and a work study program sponsored by the Canton of Geneva. Both programs aim also to advance the status of women as stated in the GWI mission.

In agreement with the constitution of GWI, the dues of Cyprus and Turkey were reduced by 40% due to a corresponding drop of the country's currency exchange rate as compared to the Swiss Franc. The contacts with Cameroon and Niger were disrupted since 2018 due to aggravated conditions in these countries and, according to the Constitution, their membership had to be terminated. There were no NFA reaffiliations in 2019.

A major effort of the Board and the office as well as of the Swiss Association of Graduate Women was focused on the organization and preparation of the 33rd Triennial General Assembly under the theme Peace through Education held 25-28 July 2019 in Geneva. A large number of UN-associated agencies and organizations such as the World Trade Organization as well as the University of Geneva participated in this event. GWI hosted a programme of world leaders in the fields of peace, education and human rights who will speak in support of the conference theme. The conference achieved a positive result allowing for the repayment to GWI of the contingent liability for CHF 20'000 provided by GWI in 2018 with final positive results of about CHF 51'000.



Enclosure 3

**Notes to the Financial Statements
December 31, 2019**

2 GWI Goals and strategy

GWI's primary advocacy work is carried out to advance the status of women and girls through education by promoting secondary, tertiary, continuing and non-traditional education for girls and women, promoting international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender and sexual orientation or other status and to advocate for the advancement of the status of girls and women; encouraging and empowering women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

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

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

3 Programmes

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

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

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

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

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



Enclosure 3

Notes to the Financial Statements December 31, 2019

3 Significant accounting policies

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

3.1 Basis of preparation

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

The financial statements for the year ending 31 December 2019 have been prepared in accordance with the provisions of the new Swiss Law regarding accounting and financial reporting. To ensure the comparability of information, the comparative figures have been restated accordingly with no impact on the net result.

3.2 Revenue recognition

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

3.3 Expenditure recognition

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

3.4 Conversion of foreign currencies

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

3.5 Funds

Funds are defined as follows:

Undesignated funds

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

Designated funds

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



Enclosure 3

Notes to the Financial Statements December 31, 2019

4 Exchange rates

The exchange rate used during the year are the average rate given by Swiss tax authorities. At year end, we used the following rates to reevaluate the foreign currency balances (cash) 1 US dollar = 0.968374 Swiss francs (in 2018 0.985784) and 1 EUR = 1.087 Swiss francs (in 2018 1.1269).

5 Commitments

The commitment for premises is CHF 59'040.

6 Pension fund liabilities

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

7 Fire insurance

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

8 Full-time equivalents

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

9 Significant events after the balance sheet date

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



Enclosure 3

Notes to the Financial Statements December 31, 2019

10 Risk assessment

The Board applied continued operating its austerity budget in 2019 and succeeded in improving the financial situation of GWI by ending the year 2019 with a positive result, largely due to the combined efforts of the Board and staff for a successful conference. The Finance Committee was closely involved in the oversight of GWI's finances receiving monthly statements on a regular basis.

The risk assessment comprises the following points:

a) Income sources

GWI depends mainly on its national federations and associations (NFAs) for revenue. GWI actively seeks private, corporate and crowdfunding fundraising opportunities. Although unsuccessful, GWI applied for funding for the 33rd Triennial General Assembly and Peace through Education Conference to Loterie Romande, PICTET Foundation, Hans Wilsdorf Foundation and the Ville de Geneve.

b) Currency exposure

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



Enclosure 4.1

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



Enclosure 4.2

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



Audited Financials 2020

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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)

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

GENEVA

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


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)



Graduate Women International, Geneva

Enclosure 1

Balance Sheet as at 31 December

		2020	2019
	Notes	CHF	CHF
ASSETS			
Current Assets			
Cash		310'175	248'574
Expenses paid in advance and other debtors		2'527	1'990
		<u>312'702</u>	<u>250'564</u>
TOTAL ASSETS		312'702	250'564
LIABILITIES, RESTRICTED FUNDS, UNRESTRICTED FUNDS AND CAPITAL			
Current Liabilities			
Creditors and accrued liabilities		3'723	18'463
Dues received in advance		75'541	19'280
		<u>79'264</u>	<u>37'743</u>
Restricted Funds			
Restricted Funds	Enclosures 4.1 & 4.2	153'561	132'029
Total Restricted Funds		153'561	132'029
Unrestricted Funds			
General Reserve Fund	Enclosure 4.3	51'000	0
Capital			
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
Total Capital		28'877	80'792
TOTAL LIABILITIES, FUNDS AND CAPITAL		312'702	250'564



Graduate Women International, Geneva

Enclosure 2.1

Financial Revenue and Expenditure Statement 31 December

		2020	2019
	Notes	CHF	CHF
CURRENT INCOME			
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 (BRPID, Hegg Hoffet, Fellowships and Grants Fund)		6'019	0
Conference 2019		0	71'422
General fundraising		0	4'820
Bracelet project		0	50
Total current income		277'633	394'365
Total Expenditure (Enclosure 2.2)		278'548	290'663
Current result for the year, allocated to capital		(915)	103'702



Graduate Women International, Geneva

Enclosure 2.2

Financial Revenue and Expenditure Statement 31 December

		2020	2019
	Notes	CHF	CHF
EXPENDITURE			
<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
		43'025	59'591
<i>Governance</i>			
Board & committees meetings		0	1'848
		0	1'848
<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
		211'687	207'663
<i>Professional Fees</i>			
Audit		4'308	4'308
Bookkeeping		11'835	12'253
Consulting fees		7'693	5'000
		23'836	21'561
Total expenditure		278'548	290'663



Graduate Women International, Geneva

Enclosure 3

Notes to the Financial Statements

31 December 2020

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-accréditation 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.



Graduate Women International, Geneva

Enclosure 3

Notes to the Financial Statements
31 December 2020

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.



Graduate Women International, Geneva

Enclosure 3

Notes to the Financial Statements 31 December 2020

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

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.



Graduate Women International, Geneva

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	15'213
Donations received	0	9'935
Grants paid	0	(5'987)
Transfer from Caroline Spurgeon Centenary Fellowship Fund	0	148
Balance as at 31 December	19'309	19'309
Hegg Hoffet Fund		
Opening balance as at 1 January	75'679	68'592
Donations received	1'008	7'168
Grants paid	0	0
Bank charges	(82)	(81)
Balance as at 31 December	76'605	75'679
Bina Roy Partners in Development Fund (BRPID)		
Opening balance as at 1 January	37'041	29'433
Donations received	0	17'969
Grants paid	(6'945)	(10'361)
Balance as at 31 December	30'096	37'041
Caroline Spurgeon Centenary Fellowship Fund		
Opening balance as at 1 January	0	10'824
Donations received	0	4'924
Grants paid	0	(15'300)
Bank charges	0	(300)
Transfer to Fellowships and Grants Fund	0	(148)
Balance as at 31 December	0	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	124'062
Total donations	1'008	39'996
Total grants paid	(7'027)	(32'029)
Total balances in Restricted Funds as above	126'010	132'029



Graduate Women International, Geneva

Enclosure 4.2

Movements in Teachers for Rural Futures (TFRF)	2020 1 Jan - 31 Dec
<hr/>	
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	<u>4'840</u>
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	<u>0</u>
Balance as of 31 December 2020	<u>27'551</u>
 TOTAL BALANCES IN RESTRICTED FUNDS AS PER BALANCE SHEET AS OF 31 DECEMBER 2020	 <u>153'561</u>



Graduate Women International, Geneva

Enclosure 4.3

Movements in General Reserve Fund

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

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



Audited Financials 2022

PKF Fiduciaire SA

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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)

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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
	Notes	CHF	CHF
ASSETS			
Current Assets			
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>
TOTAL ASSETS		<u>383'707</u>	<u>312'702</u>
LIABILITIES, RESTRICTED FUNDS, UNRESTRICTED FUNDS AND CAPITAL			
Current Liabilities			
Creditors and accrued liabilities		7'457	3'723
Dues received in advance		84'964	75'541
		<u>92'421</u>	<u>79'264</u>
Restricted Funds			
Restricted Funds	Enclosures 4.1 & 4.2	167'976	153'561
Total Restricted Funds		<u>167'976</u>	<u>153'561</u>
Unrestricted Funds			
General Reserve Fund	Enclosure 4.3	51'000	51'000
Capital			
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)
Total Capital		<u>72'310</u>	<u>28'877</u>
		<u>383'707</u>	<u>312'702</u>
TOTAL LIABILITIES, FUNDS AND CAPITAL		<u>383'707</u>	<u>312'702</u>



Graduate Women International, Geneva

Enclosure 2.1

Financial Revenue and Expenditure Statement 31 December

		2021	2020
	Notes	CHF	CHF
CURRENT INCOME			
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	Enclosure 4.2	18'748	22'711
Restricted Funds - donations (BRPID, Hegg Hoffet, Fellowships and Grants Fund)	Enclosure 4.1	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
Total current income		271'653	277'633
Total Expenditure (Enclosure 2.2)		228'220	278'548
Current result for the year, allocated to capital		43'433	(915)



Enclosure 2.2

Financial Revenue and Expenditure Statement 31 December

		2021	2020
	Notes	CHF	CHF
EXPENDITURE			
<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
		44'375	43'025
<i>Governance</i>			
Board & committees meetings		0	0
		0	0
<i>General Administration</i>			
Salaries, social charges and other employee costs		144'673	166'512
Office rent and upkeep, moving		16'732	24'601
J. 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
		170'080	211'687
<i>Professional Fees</i>			
Audit		4'308	4'308
Bookkeeping		9'457	11'835
Consulting fees		0	7'693
		13'765	23'836
Total expenditure		228'220	278'548



Graduate Women International, Geneva

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

GWl'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 GWl. Education is the explicit goal of SDG 4, yet GWl'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, GWl 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 GWl'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 GWl 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

GWl 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. GWl 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 GWl onboarded a new candidate.

The BRPID Programme: This programme supports locally developed and operated projects initiated by GWl 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 GWl and with the aim to replicate the programme on other NFAs. All projects are in line with GWl'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, GWl'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, GWl 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.



Graduate Women International, Geneva

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.



Graduate Women International, Geneva

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

Movements in Restricted Funds	2021	2020
Movements in Restricted Funds are analysed as follows:	CHF	CHF
Fellowships and Grants Fund		
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>
Hegg Hoffet Fund		
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>
Bina Roy Partners in Development Fund (BRPID)		
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>
Total balances in Restricted Funds	<u>129'773</u>	<u>126'010</u>
Total movements in Restricted Funds :		
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)
Total balances in Restricted Funds as above	<u>129'773</u>	<u>126'010</u>



Graduate Women International, Geneva

Enclosure 4.2

Movements in Teachers for Rural Futures (TFRF)	2021 1 Jan - 31 Dec	2020 1 Jan - 31 Dec
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	 <u>167'976</u>	 <u>153'561</u>



Graduate Women International, Geneva

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

Balance as at 1 January
Allocation to the General Reserve Fund
Balance as at 31 December

CHF

CHF

51'000

0

0

51'000

51'000

51'000



FINANCIAL PLANNING 2023-2025

DETAILED FINANCIAL PLANNING		2023	2024	2025
		CHF	CHF	CHF
REVENUE				
1) Dues revenue		150'000	160'000	180'000
2) Independent members' revenue		1'700	1'700	1'700
3) General fundraising and donations		10'000	10'000	10'000
4) Restricted Fund - SDG4 project - Teachers for Rural Futures - Fundraising		15'000	15'000	15'000
Restricted Funds - SDG-related programmes - Bina Roy				
5) Partners in Development Programme (BRPID), Hegg Hoffet Fund, Fellowships & Grants Fund - Fundraising		5'000	5'000	5'000
6) Project management - Restricted Funds		3'000	3'000	3'000
7) Grants - Projects to localise SDGs in NFA Countries		23'000	70'000	120'000
8) Project management and overhead - Grants		8'050	24'500	42'000
TOTAL INCOME		215'750	289'200	376'700
EXPENDITURE				
<i>Programme</i>				
9) International advocacy and UN/NGO affiliation fees		2'000	2'000	2'000
10) Regional development		1'000	1'000	1'000
11) Fundraising, grants writing, fund development		200	200	200
12) Restricted Fund - SDG4 project - Teachers for Rural Futures - expenses		15'000	15'000	15'000
13) Restricted Funds - SDGs-related projects - BRPID, Hegg Hoffet Fund, Fellowships & Grants Fund - expenses		5'000	5'000	5'000
14) Grant expenses as per separate detailed budget		23'000	70'000	120'000
15) Mission-related communication and instruments		1'600	1'600	1'600
TOTAL		47'800	94'800	144'800
<i>Governance</i>				
16) Board expenses & committee meetings		2'000	1'775	2'515
TOTAL		2'000	1'775	2'515
<i>General administration</i>				
17) Salaries, other personnel cost and charges		127'200	137'200	173'960
18) Office rent, cleaning, storage and electricity		10'640	10'640	10'640
19) General administration		6'300	6'300	6'300
20) IT equipment and maintenance		2'800	2'800	2'800
21) Bank charges, exchange differences		3'000	3'000	3'000
<i>Professional fees</i>				
22) Audit		4'400	4'400	4'400
23) Bookkeeping		12'000	12'000	12'000
24) Website management and communications service		16'285	16'285	16'285
TOTAL		182'625	192'625	229'385
TOTAL EXPENDITURE		232'425	289'200	376'700
CURRENT RESULT		-16'675	0	0
25) DECIFIT COVERAGE WITH CAPITAL / DECREASE IN ACCUMULATED FUND		16'675	0	0



Financial Planning 2023-2025

FINANCIAL PLANNING 2023-2025

DETAILED FUNCTIONAL PLANNING	2023	2024	2025
	CHF	CHF	CHF
CURRENT INCOME			
Dues revenue	150'000	160'000	180'000
Independent members' revenue	1'700	1'700	1'700
General fundraising and donations	10'000	10'000	10'000
Restricted Fund - SDG4 project - Teachers for Rural Futures - Fundraising	15'000	15'000	15'000
Restricted Funds - SDG-related programmes - Bina Roy Partners in Development Programme (BRPID), Hegg Hoffet Fund, Fellowships & Grants Fund - Fundraising	5'000	5'000	5'000
Project management - Restricted Funds	3'000	3'000	3'000
Grants - Projects to localise SDGs in NFA Countries	23'000	70'000	120'000
Project management and overhead - Grants	8'050	24'500	42'000
TOTAL CURRENT INCOME	215'750	289'200	376'700
EXPENDITURE			
<i>Programme</i>			
International advocacy	48'302	50'018	48'340
Fundraising, grants writing, fund development	17'177	19'082	19'467
Programmes (BRPID, TFRF and Hegg Hoffet, Fellowships and Grants Fund)	23'151	25'609	30'078
Restricted Fund - SDG4 project - Teachers for Rural Futures - expenses	15'000	15'000	15'000
Restricted Funds - SDGs-related projects - BRPID, Hegg Hoffet Fund, Fellowships & Grants Fund - expenses	5'000	5'000	5'000
Grant expenses as per separate detailed budget	30'717	77'858	126'963
Mission-related communication and instruments	44'066	47'064	50'385
Conference 2025	10'804	11'144	41'063
	194'217	250'775	336'296
<i>Membership Services</i>			
Membership development	13'404	13'864	15'055
	13'404	13'864	15'055
<i>Governance</i>			
Board expenses & committee meetings	6'630	6'466	7'467
Governance documents and statutory	3'087	3'047	2'941
	9'717	9'513	10'408
<i>Support Management</i>			
Dues collection	1'543	1'524	1'470
General Office Management and Administration	13'543	13'524	13'470
	15'087	15'047	14'941
TOTAL EXPENDITURE	232'425	289'200	376'700
CURRENT RESULT	-16'675	0	0
DEFICIT COVERAGE WITH CAPITAL / DECREASE IN ACCUMULATED FUND	16'675	0	0



Financial Planning 2023-2025 Notes

FINANCIAL PLANNING 2023-2025

NOTES

1) The dues for each NFA are calculated as follows: Based on the country's GDP (PPP) per capita, the NFA's per capita dues rate is determined. The per capita dues rate is multiplied by the number of NFA members in the year prededing the invoice date.

2) Average of past years, variable.

3) Donations to be used for mission-related tasks at the discretion of the Board advised by the Executive Director. Estimated based on the average of donations received in the past years. General donations are received via GWI's website and GlobalGiving.

4) An SDG4 project run by the office in collaboration with the NFA in Uganda. It supports teacher students in Uganda enrolled in the programme by paying university fees, on campus housing, student meal plan and stipends. The programme is currently funded by the City of Geneva, donations received from GlobalGiving and general donations from the GWI website. A new grant application for the City of Geneva will have to be submitted.

5) These programmes are run by the associated GWI's committees (Hegg Hoffet Fund Committee, the Fellowship and Grants Committee and the Project Development Committee) with the support of the office. Donations are received from NFAs and individual members.

6) 15% project management calculated based on the funds received for Restricted Funds.

7) Grants received from global funders to localise, develop and overview SDG - related projects by GWI's NFAs together with UN Agencies and global decision-makers. Each project is run on a separate budget agreed upon by all actively involved parties. The office is responsible for the overall management and coordination of the projects.

8) Management and overhead costs allocated to GWI in the grant budgets. It is estimated that on average 25% project management and 10% overhead costs are incurred.

9) Expenses associated with the representation of GWI's international mission via online platforms, international organization membership fee, and partnerships required for strategic advocacy planning.

10) Serves to supplement regional meeting cost for up to 500 Swiss francs per triennium and per region as requested by regional leaders.

11) Self explanatory.

12) Self explanatory

13) Self explanatory

14) Self explanatory

15) Instruments used for international advocacy, communication, marketing and member relations.

16) Cost associated with governance and committees' tasks.

17) To cover payroll and related taxes and insurances required under Swiss law for one executive director. The Executive Director, and, when possible, interns provide the staff function for the overall global operational management of the organisation and for the functional support of GWI's mission and related activities. Starting october 2024, a staff 60% could be hired who will continue in 2025.

18) Current office and storage rent, cleaning.

19) Covers the cost for insurance, stationary, postage, telephone and IT dues collection.

20) Hardware replacements, Microsoft licenses and other IT related items such as listservs, discussion platforms, email, financial management, membership management as well the Zoho license specifically used for dues collection.

21) Self explanatory.

22) Self explanatory.

23) Self explanatory.

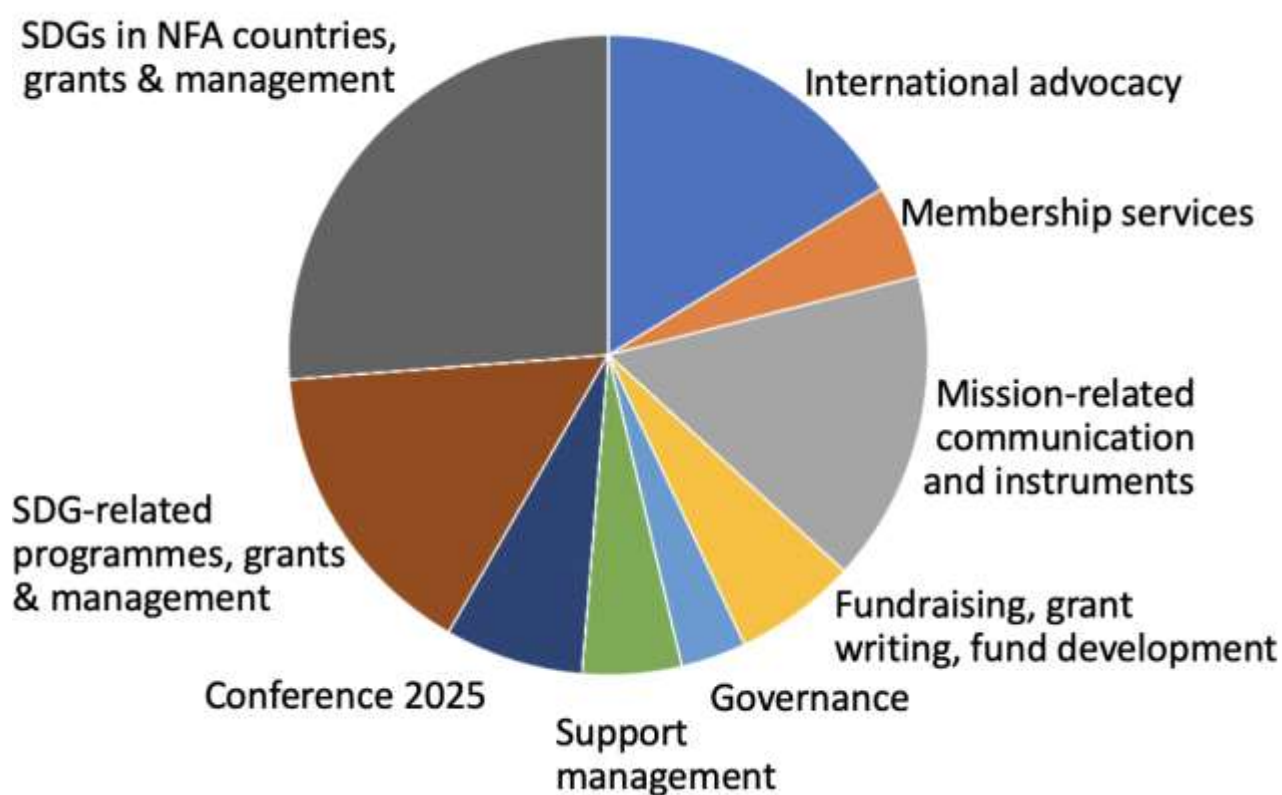
24) Website host and server maintenance, oversees website performance and troubleshoots technical problems, oversees functionality demands of GWI's dense website; assists with website content management. Additional office services as directed by the Executive Director. Services provided by Restrive in South Africa. Comprises 7.7% VAT for foreign services.

25) The GWI Capital or Reserve Fund will cover a possible (projected) temporary income shortfall. The Reserve Fund can only be used with the approval of the Finance Committee and the Board of Officers.



Functional Planning 2023-2025

Functional Expenditure Chart: Total 2023-2025





Finance Committee Report by the Swiss Assistant Treasurer 2019-2022

Karoline Dorsch-Häsler, Assistant Treasurer Switzerland

Finance Committee Members

- Dr. Karoline Dorsch-Häsler, Assistant Treasurer Switzerland, 2019-2022
- Beverley Rhodes, Assistant Treasurer Canada: 2019-2022
- Kathryn Horvat, USA, 2019-2022
- Abeda Inamdar, India, 2019-2022
- Patricia Sivertsen, New Zealand, 2019-2022
- GWI Treasurer (ex officio): Dr. Katharina Strub, Switzerland, 2019-2022, without voting rights.
- Executive Director, Stacy Dry Lara, participated in all the FinCom meetings, also without voting rights.

The Finance Committee (FinCom)

In the past three years, FinCom had a total of 13 meetings, all of them by Zoom. FinCom reports to the Treasurer, who in turn reports to the GWI Board of Officers. Based on the discussions, FinCom issued a total of 27 Recommendations to the Board of Officers.

Financial Accounts

As decided at the 2019 General Assembly, GWI has to publish a financial report four times a year. FinCom proposed to the Board that all financial matters (reports, budgets, reserve fund expenses etc.) should first be reviewed and recommended by FinCom, before a motion is moved by the Board. The proposal was accepted by the Board. The presentation of the Quarterly Report was changed and now shows a Functional Budget and a Reporting Statement. FinCom discussed all these reports in meetings or electronically (in two cases) and, based on these discussions, made recommendations to the Board of Officers. In all cases, the recommendations were positive; the finances were handled with great care by the Treasurer Katharina Strub and the Executive Director Stacy Dry Lara, as well as by the accountant Catherine Herbez of Fiduciaire Herbez in Aubonne. Total Income and Expenditures are shown and discussed in the Treasurer's report. FinCom also discussed the yearly and Triennial budgets in detail and made its recommendations.

Financial situation of GWI

Despite the austerity budget, the financial situation of GWI in the first two years of the Triennium looked reasonably stable, following the previous, financially turbulent triennium. This means that during the current triennium finances had to be handled very carefully. The major part of the income stems from the dues from the National Federations and Associations (NFAs). Unfortunately, many NFAs have lost members, which has a negative impact on the income.

Fortunately, the General Assembly 2019 had ended financially with a positive result of CHF 51'422, of which FinCom recommended to keep CHF 51'000 in a General Reserve Fund.

The financial situation of the Restricted Funds is not being discussed here; this is done in the corresponding reports. However, FinCom also discussed the financial movement in the Restricted Funds and gave its recommendations.



Expenditures

In view of the expected loss in income, mainly due to loss of members, the GWI office once more had to reduce its staff and move to an even smaller office in 2021. The Executive Director is now the only employee with a fixed salary, doing all the work, with some help by trainees and volunteers. This also means that the members of the Board have to do more work by themselves. On the positive side, monthly spending has gone down considerably.

Due to the Coronavirus epidemic, travelling was almost totally restricted and all meetings took place by Zoom. Therefore, most members of the Committees, as well as Board members only met once informally in person during the 2019 Triennial Meeting. Traveling expenses could therefore be kept very low.

Further regular discussions of FinCom involved discussing payment plans for dues for NFAs in financial difficulty, in some cases also due to big currency losses in those countries.

Recommendations

Two special recommendations are mentioned here:

Dues Structure: There was an urgent need to adjust the current dues' structure, because it no longer is adapted to the current economic situation of a number of NFAs. In November 2019, FinCom therefore proposed to the Board to assemble a working group to discuss the subject of dues and specifically the formula applied to determine the dues for each country (Recommendation 2). After a number of meetings, the *Commission on the Dues Structure* (CDS) with Convener Eileen Fokke-Bakker came up with a dues formula which suits the present situation much better than the currently used one. The proposal was discussed in detail by FinCom and recommended to the Board (Recommendation 9). FinCom also proposed that there should be a separate, lower subscription rate for young graduates.

Following the suggestion by the accountant, FinCom recommended that a management fee of 15% for managing projects could be taken from incoming donations. This apparently is standard practice with many projects financed by donations.

All in all, it was very interesting and a pleasure to be a member of FinCom. The meetings were well prepared and convened very efficiently by the Treasurer Katharina Strub. We also received a lot of helpful information from the Executive Director, Stacy Dry Lara. The discussions took place in a good atmosphere, even though they were not always that pleasant in view of the financial austerity plans. FinCom was impressed, how this difficult financial situation has been dealt with great care.



INTERNAL RESOLUTIONS

INTERNAL RESOLUTION 1

APPROVAL OF THE AUDITED FINANCIAL STATEMENTS 2019-2021

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

The 34th GWI General Assembly resolves:

- **To approve the audited financial statements for 2019, 2020 and 2021 presented by auditors PKF Fiduciaire SA.**

Note: *The auditor performed a limited statutory examination on GWI's financial statements.*

INTERNAL RESOLUTION 2

APPROVAL OF TRIENNIAL PLANNING 2023-2025

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

The 34th GWI General Assembly resolves to:

- **approve the triennial financial and functional planning 2023-2025**
- **approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next**
- **approve that the 2022-2025 Board can adjust the annual planning according to need and circumstances.**

Note: *The triennial planning is based on the outcome of the June 2022 vote in which the internal resolutions 1 and 2 and subsequent amendments to GWI's Constitution were accepted by a large majority of NFAs. The focus on SDG4 and the consolidated cooperation between GWI and NFAs should enable the organisation to receive grants from global funders. In our planning we assumed that on average 25% of the grants will be spent on management and 10% on overhead costs. It should be noted that each grant will have its own budget and will be used entirely for the respective purpose (restricted fund). Another prerequisite included in the planning was to increase membership, as the first step in renewing and rebuilding the organisation will be an intensive membership recruitment campaign. Other estimates are based on experience from previous years.*



INTERNAL RESOLUTION 3

THE RATE OF ANNUAL DUES PAYABLE TO GWI BY THE NATIONAL FEDERATIONS AND ASSOCIATIONS (NFAS)

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

The 34th 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 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 should be calculated using scaling by member number.
- 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 should be negotiated with these NFAs to adapt their dues to the standard rates starting in 2024.

Background

- *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)

Proposed Dues Structure			
Current rates CHF	Proposed Rates version CHF	Allocation of dues based on value of GDP(PPP) of the NFA country	GDP per capita (PPP) groups
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.	NFA country	Per capita dues rate group	2021 GDP per capita, PPP (current international \$)	Member Numbers 2022	Proposed per capita dues rate	2022 dues rate	Proposed 2023 dues	Remarks
1	Singapore		116'486	20		25.0	500	
2	Ireland		106'456	177		25.0	4'425	
3	Switzerland		77'324	578		25.0	14'450	
4	USA		69'288	149		25.0	3'725	
5	Hong Kong	Group 1	65'973	42	CHF	25.0	1'050	
6	Netherlands	x≥50,000	63'767	60	25	25.0	1'500	
7	Austria		58'427	272		25.0	6'800	
8	Iceland		57'646	42		25.0	1'050	
9	Australia		55'807	77		25.0	1'925	
10	Canada		52'085	2'762		21.5	62'478	Based on 2022 member number, sliding scaled avg rate is projected to be CHF 22.6 in 2023.
11	France		50'729	163		25.0	4'075	
12	England and Wales		49'675	275		25.0	6'325	
13	Scotland		49'675	34		25.0	782	
14	Korea, South		46'918	70		25.0	1'610	
15	New Zealand	Group 2	46'420	204	CHF	25.0	4'692	
16	Israel	50,000>x≥40,000	43'722	91	23	25.0	1'729	
17	Japan		42'940	312		25.0	7'176	
18	Lithuania		42'665	25		25.0	475	
19	Cyprus (Turkish)		42'556	20		25.0	380	
20	Spain		40'775	151		25.0	2'869	
21	Russia	Group 3	32'803	30	CHF	25.0	510	
22	Panama	40,000>x≥30,000	31'680	22	19	21.5	374	
23	Türkiye		30'472	1'404		8.7	15'521	Received 40% alleviation in 2022. Based on 2022 member number, the sliding scaled avg rate is projected to be 18.4 CHF in 2023. 40% alleviation continues, which results in a per capita rate of CHF 11.05. In 2024, the regular sliding scaled avg rate applies. If justified, an alleviation can be requested from FinCom.
24	Argentina	Group 4	23'627	20	CHF	13.0	260	Received 40% alleviation in 2022, which results in a per capita rate of CHF 13. Same rate applies in 2023. In 2024, the regular rate of CHF 17 applies. If justified, an alleviation can be requested from FinCom.
25	Mexico	30,000>x≥20,000	20'036	120	17	18.0	1'680	
26	Thailand		19'209	50		14.0	700	Re-affiliated in 2022 using GDP (PPP) for dues calculation (FinCom recommendation)
27	South Africa	Group 5	14'420	20	CHF	14.5	280	
28	Paraguay	20,000>x≥10,000	13'976	20	14	18.0	280	
29	Egypt		13'316	25		14.5	350	
30	Fiji Islands		12'060	36		14.5	504	
31	El Salvador		9'669	26		18.0	286	
32	Bolivia		9'030	35		11.0	385	
33	India	Group 6	7'334	490	CHF	4.0	1'960	Concessional rate. Remains CHF 4 in 2023 and increases in 2024 as negotiated with the NFA.
34	Bangladesh	10,000>x≥5,000	6'613	56	11	4.0	224	Concessional rate. Remains CHF 4 in 2023 and increases in 2024 as negotiated with the NFA.
35	Ghana		6'178	25		11.0	275	
36	Pakistan		5'878	90		7.5	675	
37	Nigeria		5'459	208		4.0	832	Concessional rate. Remains CHF 4 in 2023 and increases in 2024 as negotiated with the NFA.
38	Nepal	Group 7	4'261	41	CHF	4.0	164	Concessional rate. Remains CHF 4 in 2023 and increases in 2024 as negotiated with the NFA.
39	Senegal	5,000>x≥3,000	3'769	52	7.5	7.5	390	
40	Zambia		3'624	22		7.5	165	
41	Rwanda		2'494	30		4.0	120	
42	Zimbabwe	Group 8	2'444	25	CHF	4.0	188	
43	Uganda	X<3,000	2'398	25	4	4.0	100	
44	Sierra Leone		1'816	45		4.0	180	
45	Dem Rep Congo		1'219	25		4.0	100	



INTERNAL RESOLUTION 4

APPROVAL OF AUDITOR AND AUDIT TYPE

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

The 34th GWI General Assembly resolves to:

- **confirm PKF Fiduciaire SA for a voluntary limited statutory audit of GWI's statements 2022, 2023 and 2024.**

INTERNAL RESOLUTION 5

APPOINTMENT OF ASSISTANT TREASURERS

Proposed by the GWI Board of Officers

The 34th GWI General Assembly resolves to:

- **appoint Karoline Dorsch-Häsler, nominated by the Swiss Association of Graduate Women and Susan Lane nominated by the Canadian Federation of University Women, to the positions of Assistant Treasurers on the Finance Committee for the triennium 2022-2025.**



Proposed Policy Resolutions

Resolution 1

Securing increased Domestic Funding for Education to include equal and safe access to Digital Learning

Proposed by: Louise McLeod, GWI VP Advocacy and Education

Seconded by: GWI Educations Committee, Graduate Women Scotland, Graduate Women New Zealand, Turkish Association of University Women, Women Graduates-USA

The 34th GWI General Assembly resolves that:

Graduate Women International and its NFAs call for the increase in domestic funding for education, particularly digital education in all its forms, as a means to confront the catastrophic results of the COVID-19 pandemic on education.

Suggested Plan of Action:

1. NFAs to urge their local and national governments to increase domestic funding for education and protect education budgets especially as it applies to digital learning in all its forms.
2. NFAs to urge local and national governments to improve access to electricity in all areas rural and urban and to partner with telecom companies to invest in expanding Internet network coverage along with broadband quality of public WiFi, allow free access in all cities and municipalities and to provide reliable connectivity in remote areas. NFAs to urge local and national governments to partner with private and public sectors to provide sufficient access to the necessary hardware (computer, digital devices) to those who cannot afford it.
3. NFAs to urge local governments and educational facilities to invest in infrastructure for training all staff and students, including women and girls, to use IT services and digital devices to ensure that all students have access to appropriate devices and internet connection.
4. NFAs to encourage the development of specific training systems for educators to enhance their digital instruction skills.²
5. NFAs to encourage local higher education institutions to offer online classes and to enable students to follow online classes in decent conditions, with safe and secure environments and ensure that e-learning is augmented by the provision of support systems with digital face-to-face meetings as social exchange and coursework follow-up.
6. NFAs to urge that their governments ensure that all asylum seekers in reception centres have Internet access and the appropriate devices to enable them to continue their education.
7. NFAs to encourage the optimization of local use of radio and public television in their native language as platforms for delivery of education.
8. GWI and its NFAs to encourage women and girls to seize the opportunity of e-learning to undertake higher-level education and training.

Supporting Statement:

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 were locked out of schools.³ The closure of schools, universities, and other knowledge institutions and the

² <https://elearningindustry.com/distance-learning-pedagogy-developing-countries/amp>

³ <https://en.unesco.org/news/290-million-students-out-school-due-covid-19-unesco-releases-first-global-numbers->



interruption of literacy and lifelong learning programmes disrupted the lives of an estimated 1.6 billion students globally.⁴ 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.⁵ 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.

Even before the onset of the COVID-19 when schools were locked down and moved to virtual education platforms, two thirds of the world's school-age children and 63% of students aged 15-24 did not have internet access at home⁶. Lack of connectivity in the home is more than just communications, it is about the isolation of children, especially girls, who lose access to education opportunities and the cost to their futures.

Now, in 2022, is the time to place collaboration, international solidarity, and domestic funding for education at the centre of COVID-19 recovery and transformation towards more equal and sustainable societies. The right to education is enshrined in Article 26 of the Universal Declaration of Human Rights. The Declaration calls for free and compulsory elementary education. The Convention on the Rights of the Child, adopted in 1989, stipulates that countries shall make higher education accessible to all. What the Declaration and Convention failed to account for is a global health pandemic that would drastically alter conventional classroom access to education and traditional learning methods, perhaps forever.

This Resolution aims to heighten awareness about the critical digital learning crisis continuing during the pandemic fallout in order to urge increase in Member States' commitments to domestic funding for education especially in the areas of digital learning.

Related GWI Policy Resolutions:

[Right to Safe Access to Education for All Girls and Women \(2013, No. 7\)](#)

Additional Resources:

1. <https://www.brookings.edu/blog/brown-center-chalkboard/2022/03/03/the-pandemic-has-had-devastating-impacts-on-learning-what-will-it-take-to-help-students-catch-up/>
2. <https://plan-international.org/education/bridging-the-digital-divide/>
3. <https://www.rbr.com/introducing-public-tv-delivery-of-nextgen-at-home-learning/>

GWI Board Member proposing the resolution: Louise McLeod, GWI VP Advocacy and Education

and-mobilizes

⁴ 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

⁵ <https://en.unesco.org/news/unesco-report-illustrates-leap-forward-girls-education-over-past-25-years-now-threatened-1>

⁶ <https://www.unicef.org/press-releases/two-thirds-worlds-school-age-children-have-no-internet-access-home-new-unicef-itu>



Resolution 2

Promoting and defending human rights of women in universities and other post-secondary forms of education

Proposed by: Federacion Mexicana de Universitarias (FEMU)

Seconded by: Canadian Federation of University Women (CFUW)

The 34th GWI General Assembly resolves that:

- 1. National Federations and Associations (NFAs) urge their respective universities and other post-secondary education institutions to measure violence against women and devise suitable plans and activities to combat it**
- 2. NFAs urge their respective governments to link funding of post- secondary institutions to effective efforts to eliminate violence against women students on and off campus.**

Suggested Plan of Action:

1. NFAs can take the mobilization of the students in Universidad Nacional Autonoma de Mexico (UNAM) as an example on how to encourage their universities to organize and plan activities and campaigns to reject violence against women in universities.
2. As the Mexican Federation of University Women, we participate in the conferences and activities that other students and teachers organize to promote having the institutions protect women in universities against gender violence. We will make available materials on our web page, such as printable images, the FEMUmeter¹, (which measures violence against women), as well as conferences to promote respect of women's rights that the Museum of Women will provide.
3. NFA members are encouraged to take part in workshops online, which will allow them to train students and teachers in universities to promote local action and encouraging organisations to include gender studies in their own universities accompanied by Museo de la Mujer in Mexico.
4. We respectfully ask for GWI to utilize its special consultative status with United Nations Economic and Social Council (ECOSOC), its special partnership with United Nations Education Science and Culture Organisation (UNESCO) and cooperation with other international bodies to assist in the implementation of this resolution

Supporting Statement:

FEMU is concerned about violence against women in universities and other post-secondary forms of education as the main factor in women discontinuing their studies

We, advocate for the attainment of SDG4: "to ensure inclusive and equitable quality education and promote lifelong learning for all", as well as SDG 5; "to achieve gender equality and empower all women and girls" We simply cannot achieve these goals if harassment of women, while being educated, continues.

FEMU has developed systems that they wish to share with NFAs in order to make a difference. We promote the provision of defense services for women in universities with our allies: the university teachers in Mexican universities, especially UNAM and in private and public universities in Mexico and student organizations all around the globe.



Reference materials

1. GWI (IFUW) first addressed women's desertion in universities and post-secondary forms of education in [GWI 2019 Resolution 2 Strategic Advocacy Plan: Building Peace through Women's Education](#), also in the [GWI 2019-2022 Resolution 8 Advocacy Plan: Sustainable Development Goals, also known as the Global Goals](#)
2. As we agreed as a concert of nations in the United Nations, the education of women in key for development in countries that are a part of this worldwide visions.
<https://en.unesco.org/covid19/educationresponse/girlseducation>
3. According to the CEDAW, the American Human Rights Convention and other international law women in universities and post-secondary forms of education must be involved in making their voices heard in their education and the rights to live free of violence and discrimination.
<https://www.unwomen.org/en/digital-library/publications/2021/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2021>
4. Sexual harassment and violence in further and higher Education Research Briefing
Published: Wednesday, 09 February 2022 House of Commons Library, UK
<https://commonslibrary.parliament.uk/type/research-briefing/>
5. [Exploring the causal factors and the effects of sexual harassment on female students at the universities in Africa. An overview](#) Mediterranean Journal of Social sciences Vol. 5 No. 20 (2014): September 2014
<https://www.richtmann.org/journal/index.php/mjss/article/view/4161>
6. Australian Human Rights Commission, *National university student survey on sexual assault and sexual harassment*, <https://humanrights.gov.au/our-work/executive-summary-8>
7. FEMUmeter [See Appendix 1]

Appendix 1: FEMUmeter Toolkit

Women's Rights in Universities Meter: FEMUMETER/ femumetro

FEMUmeter is a tool kit with an ability to measure the levels of violence against women in post-secondary educational institutions.

OBJECTIVES

- To provide some context awareness of violence against women in education that will allow us to generate proposals to guarantee university women a life free of sexual violence.
- To collaborate with strategies of incidence for University Gender Justice
- The tool kit and the advocacy workshops and the printable material will be online so we can know how many entries we had per month and will be systematizing the results of universities that take our strategy and good practices in UNAM and Museo de la Mujer.

FEMUMETER Measurement Instrument:

- i. With what frequency do you find yourself exposed to misogynist comments by your colleagues and teachers, within the university environment?
- ii. Does your university have spaces where students have ways to denounce digital violence?
- iii. Do you consider that your School / Faculty has the same amount of male and female teachers?



- iv. Are there university mechanisms to defend the rights of women students faced with sexual harassment or misogynist violence? Which?
- v. Are there obligatory subjects that mainly approach women's rights, feminism or gender?
- vi. Are there organizations in your university, of women studies, feminism or for the defense of women studies facing sexual attacks, verbal, etc.?
 - What relation do these collective groups have with the university authorities?
 - Are these organisations or collective groups in some way financed by the university?
 - Are the collective groups or organizations autonomous in resources? Do they have safe spaces in the university?
- vii. Do you know how many cases of violence against university women students take place within the university campus, or outside of the university campus?
- viii. Do you feel safe at the university? Have you been given selfcare strategies?
- ix. Have you personally suffered misogynist violence at the university?
 - a. Verbal
 - b. Physical
 - c. Sexual
 - d. Digital
 - e. Who was the generator of the violence? (a student, faculty or administrative staff?).

Resolution 3 Workplace Harassment

Proposed by: Indian Federation of University Women's Associations (IFUWA)

Seconded by: Egyptian Association of Graduate Women (EAGW)

The 34th GWI General Assembly wishes to reaffirm the ir former resolutions on Workplace Harassment 2019/07 and further resolves that:

1. **National Federations and Associations (NFAs) urge their respective governments to consider workplace harassment in their COVID-19 recovery plans.**
2. **NFAs urge their respective governments to ensure that policy around workplace harassment includes hybrid and working from home as they become alternate workplaces.**

Supporting Statement:

The Indian federation worked to ensure the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and whilst developing this and resolution 2016/04 resolution on Harassment, they created their own Resolution 2019/07. 2019 Policy Resolution 7: Sexual Harassment in the Workplace

The pandemic had a devastating effect on the working conditions for many women, notwithstanding the numbers made unemployed. Home working gave workplace harassment a very different dynamic, as women were now at home but answerable to remote bosses. In addition, they were



often expected to continue with child care (exacerbated by school closures) as well as to do their jobs.

The programme devised by the Indian federation in 2019 to support the resolution had to quickly be adapted to the new online world.

Having carried out the training and consulted with other NFA ~~Due to the pandemic~~ the Indian Federation has undertaken the training and advocacy program online to help the other NFAs associated with the GWI.

As Governments talk about pandemic recovery the Indian Federation recognised the need not only to ensure that the 2013 legislation continues to be supported through the previous resolutions but that protection for those using new ways of working are included in these plans.

Suggested plan of action:

- That GWI continue to include workplace harassment as a key area in Pandemic recovery advocacy.
- That NFA's are involved in the pandemic recovery plans and emphasis the need to include protection from harassment for those working from home.
- That NFA's continue to share learning around the variance in workplace harassment legislation in their countries.
- That NFA's continue the plans set by 2019/07 around raising awareness in Corporate and Private companies.

Supporting document:

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

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

In the pandemic situation the work pattern of many employees changed, and this still continues. Due to the pandemic worldwide employees are working online i.e. work from home. It has been noticed that while working from home women employees are harassed through the online mode. Employees sometimes work online from home and sometimes offline i.e. at actual workplace. To work simultaneously online and offline is called hybrid working system. While working online the device on which employee is working is denominated as the workplace. Our aim and object is to create awareness of preventive measures and prevent workplace and online harassment of women. This harassment may be done by colleagues, employees, senior employees or clients.



References:

1. <https://yourstory.com/2018/01/sexual-harassment-law-implementation-india-experts>
2. https://www.peoplesmatters.in/article/diversity/prevention-of-sexual-harassment-at-workplace-lessons-from-case-laws-19210?utm_source=peoplesmatters&utm_medium=interstitial&utm_campaign=learnings-of-the-day
3. <https://www.hrln.org/admin/Newsroom/subpdf/article%20sex-harass3.pdf>
- 3.4. [Resolution 2019/07](#)
- 4.5. <https://www.un.org/en/coronavirus/communication-resources/un-research-roadmap-covid-19-recovery>
- 5.6. India NFA Project:
 - Powerpoint: <https://graduatewomen.org/wp-content/uploads/2022/09/POSH-basics.pdf>
 - Wrap Up session video link (29 May 2021) <https://vimeo.com/637947693>
 - The Project <https://graduatewomen.org/members-login/gwi-membership-marketplace-nfa-to-nfa/>

Resolution 4

To end underrepresentation of women in media as a positive contribution to improve the status of all women in the world

Proposed by: Turkish Association of University Women-TAUW

Seconded by: Paraguayan Federation of Graduate Women

The 34th GWI General Assembly resolves that:

Graduate Women International and its NFAs call to end underrepresentation of women in media as a positive contribution to improve the status of women in the world.

Suggested plan of action:

1. That NFAs urge their governments to reject unequal international and national policies, and agreements that are not inclusive or sustainable of women's empowerment.
2. That NFAs involve civil society, particularly women's organizations, in international consultation processes on women in media.
3. That NFAs together with GWI raise awareness about the overall presence of women experts in every media content.
4. That NFAs should partner with other NGOs and women's organizations to support and facilitate advocacy campaigns to support the involvement of women in media
5. That NFAs should write to their local government representatives and United Nations organizations about the need to uphold women in media
6. That NFAs should encourage women experts to be included in media programs, create a pool consist of women from different expertise.
7. That NFAs together with GWI encourage media companies to increase the number of female employees.
8. That NFAs together with GWI conduct campaigns that emphasize the need for equality between women and men as a key element in the media.
9. That NFAs together with GWI make successful role models visible such as reporters, anchor women, script writers, directors, etc.
10. That NFAs implement SDG Goal 5 Gender Equality in all areas of life.



Supporting statement:

Although half of the world's population consists of women, we are still underrepresented in the media. And this can be clearly seen across all aspects of the media in newspapers, radio, television, films, series, commercials, etc. Researchers found that in the media sector *around ¾ of the jobs are held by men*. (Global Report on the Status of Women in the News Media, International Women's Media Foundation, 2011). An *increase of only 6 percentage points since 1998*, (Women's Media Center). In addition, there is a serious pay gap and a glass ceiling on women in media. Men do not let us occupy decision-making positions.

Media is an industry that produces not only news, but information about the economic, political, social and cultural events at a local and even global scale, and has the capacity to broadcast them to a wide geography. Media has the power of influencing and directing minds regardless of gender, age or socio-economic status, though it is not a neutral, unbiased instrument that directly reflects information.

The core of media contents is mostly created by men, the owners and decision makers of media patterns are men, following a patriarchal structure. In addition, media contents do not empower women nor contribute to their education. We even watch men discussing about women issues on TV, on 8th March International Women's Day.

Safety is a major issue. *Studies have shown that female journalists are targeted online significantly more than their male colleagues, and that the threats they face are highly sexualized, focused on their physical features, ethnicity, or cultural background, rather than on the content of their work*, (UNESCO).

There is already a backlash within the film industry, the #MeToo hashtag campaign, shook Hollywood, the headquarters of the world's film industry. Following their statements, every actress being abused shared the #MeToo in their posts during 2017. The campaign spread over other countries and was used by millions. Actresses wore black to protest against sexual harassment at the Academy Awards (Oscars) and the Golden Globe 2018 ceremony. This high-profile discussion needs to be maintained and opened to media as a whole.

Women are often presented in the form of an angel or a devil; devoted mother, good and faithful wife, or a nasty woman who breaks the nest. They are often placed in a private sphere while taking care of children or doing housework. They are not portrayed as a professional, a leader, a decision-maker. For instance, we rarely see in films STEM women. We need to remove this patriarchal mind set, that places women in a secondary position.

GWI's Position

This resolution builds on sections of the GWI mission statement; Advocate for the advancement of the status of women and girls; and 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. This resolution encourages advocating for gender equality, supporting women's full presence in media.

Supporting Information

1. <https://www.iwmf.org/resources/global-report-on-the-status-of-women-in-the-news-media/>
2. <https://en.unesco.org/themes/violence-against-women-and-girls-media>
3. <https://womensmediacenter.com/>



Resolution 5 Violence Against Women in Politics

Proposed by: Canadian Federation of University Women CFUW

Seconded by: **Federacion Mexicana de Universitarias (FEMU)**, Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective governments at all levels to develop and implement action plans to end Violence Against Women in Politics (VAW-P) as promoted in SDG 5/10/16 targets.

Suggested Plan of Action:

1. NFAs should undertake awareness campaign activities regarding issues related to VAW-P in their respective countries.
2. NFAs should urge their respective governments to address VAW-P and
 - To broaden their response to include violence directed at all persons, including the indigenous in politics at all levels of government and
 - to fund, develop and implement action plans and procedures to prohibit such violence, and
 - to include regulatory frameworks for both media and social media companies to ensure they address the online increase of VAW-P.

Supporting Statement:

VAW-P is increasingly recognised around the world as a significant barrier to women's participation in politics. VAW-P happens at all levels of government and is the result of deep-rooted prejudice, structural inequality, and antiquated gender role theory. For the purposes of the development of this resolution, the following definition of VAW-P from Social Sciences and Humanities Research Council of Canada has been used: *"Violence Against Women in Politics is part of a spectrum of gender-based violence that includes physical, psychological, economic and symbolic actions or threats against women that result in, or are intended to result in, harm or suffering against women simply because they are women. It is intersectional, as racialized minorities, members of LGBTQ2S community, the poor, religious minorities, disabled persons, and younger women tend to experience violence in politics disproportionately based on their social identities."*

Characteristics traditionally associated with politicians, such as ambition and assertiveness, are perceived to be traits associated with men. Women who demonstrate those traits are moving outside traditional social norms and stigmatized (Carnegie, 2020). "VAW-P is motivated by a desire to repress, deter, control or otherwise coerce the political rights of the victims because of the victim's gender" (SSHRCC, March, 2019). VAW-P is increasingly recognised around the world as a significant barrier to women's participation in politics (Krook, M. L., & Restrepo Sanin, J., 2019)

A 2018 study found more than 40% of women MPs and parliamentary staff in Europe experienced sexual harassment on the job (Inter-Parliamentary Union, October 2016). A 2016 Colombian survey showed 63% of respondents (women) were victims of violent acts and, in most cases, perpetrators were colleagues (47%) or in the same party (37%) (Inter-Parliamentary Union, October 2016). Due to the expanded role of digital technology, social media, and the Internet in our societies, the proliferation of online abuse and harassment has increased where women in politics are frequent targets of abuse and threats online. Comprehensive legal



frameworks to address and prevent VAW-P is necessary to ensure that women have equal opportunity and access to participate in public life and to do so in a safe environment – both on and offline. While the focus of this resolution is on the experience of women, all individuals in politics should be protected from violence.

References:

1. Armed Conflict Location & Event Data Project - Violence targeting women in politics: trends in targets, types, and perpetrators of political violence
<https://reliefweb.int/sites/reliefweb.int/files/resources/acleddata.com-Violence%20Targeting%20Women%20in%20Politics%20Trends%20in%20Targets%20Types%20and%20Perpetrators%20of%20Political%20Violence%20281%29.pdf>
2. DiMeco, L., & Brechenmacher, S., (November 30, 2020). Tackling Online Abuse and Disinformation Targeting Women in Politics, Carnegie Endowment for International Peace. <https://carnegieendowment.org/2020/11/30/tackling-online-abuse-and-disinformation-targeting-women-in-politics-pub-83331>
3. Inter-Parliamentary Union – Violence against women in parliament <https://www.ipu.org/our-impact/gender-equality/womens-rights/combating-violence-against-women/violence-against-women-in-parliament>
4. Krook, M.L., & Restrepo Sanfin, J. (2016). Gender and Political Violence in Latin America: Concepts, Debates and Solutions. *Politica y gobierno*, Volume xx111, Number 1, Semester 2016 pp. 125-157. Retrieved from http://mlkrook.org/pdf/pyg_2016.pdf
5. Social Sciences and Humanities Research Council of Canada (SSHRC), March 8, 2019. *Democracy During #MeToo: Taking Stock of Violence Against Women in Canadian Politics: A comprehensive Scope Report Prepared for Equal Voice*. Retrieved from Equal Voice website: https://equalvoice.ca/wp-content/uploads/2022/01/VAW-P_Scope_report_-_FINAL.pdf
6. UN Sustainable Development Goals
7. <https://sdgs.un.org>
8. UN Women – Guidance Note: Preventing Violence against Women in Politics
<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2021/Guidance-note-Preventing-violence-against-women-in-politics-en.pdf>

Resolution 6

Post Pandemic Recovery for Women and Girls

Proposed by: Canadian Federation of University Women CFUW

Seconded by: British Federation of Women Graduates (BFWG), Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective Governments to develop and fund comprehensive Post-Pandemic(s) Socioeconomic Recovery Plan(s) including specific interventions to address the disparate effect of COVID-19 and other pandemics on the lives of women and girls. This should include but not be limited to the targets listed within SDG 5/8/10.



Suggested Plan of Action:

1. NFAs should undertake activities to enhance their knowledge about socioeconomic factors related to the status of women and girls in their country and abroad to comprehensively understand why women and children are disproportionately impacted by pandemics.
2. NFAs should urge their respective governments to support the implementation of a post-pandemic socioeconomic recovery plan that includes: the recovery and accountability for specific actions and strategies to address racism, the provision of affordable childcare and early learning, the expansion of protections for those experiencing gender-based violence, and the bolstering of the care and informal work sector.
3. NFAs should monitor the impacts of post-pandemic socioeconomic factors on women and children.

Supporting Statement:

The COVID-19 pandemic continues to have tremendous impacts on our daily lives across the world.

The economic, health, and social impacts of this pandemic has not had an equal impact on women and girls, particularly those who are racialized, low-income, live with disabilities, or are migrants or refugees, have been disproportionately impacted. COVID-19 presents an unprecedented opportunity to envision new policies and strategies not only to address the negative economic impacts of COVID-19 on the economic status of women but to substantially mitigate the systemic barriers women have historically faced.

Addressing the gendered impacts of the pandemic using an intersectional perspective can not only illuminate why women were vulnerable in the first place, but can also provide a framework to develop socioeconomic interventions that facilitate the full and effective participation of *all* women and girls in public life. The United Nations Sustainable Development Group (UNSDG) Recovery Plan states “[w]e are all interconnected and need borderless solidarity”. This Recovery Plan focuses on 5 Pillars to provide a comprehensive recovery framework for countries to follow as they address the COVID-19 pandemic, with “particular focus on the most vulnerable countries, groups, and people who risk being left behind”. These 5 pillars are:

1. Protecting health services and systems
2. Ensuring social protection and basic services
3. Protecting jobs, small-and-medium size enterprises and informal sector workers
4. Supporting macroeconomic response and multilateral collaboration
5. Strengthening social cohesion and community resilience

A comprehensive socioeconomic recovery plan that addresses the disparate effects of pandemics on women’s lives is crucial to building back the global economy so that it becomes more inclusive and ultimately more resilient in future crises.

References:

1. **OECD** - Towards gender-inclusive recovery
<https://www.oecd.org/coronavirus/policy-responses/towards-gender-inclusive-recovery-ab597807/>
2. **United Nations Foundation** – The Shadow Pandemic: How the COVID-19 Crisis is Exacerbating Gender Inequality
<https://unfoundation.org/blog/post/shadow-pandemic-how-covid19-crisis-exacerbating-gender-inequality/>



3. UN Sustainable Development Goals

<https://sdgs.un.org>

4. UN Sustainable Development Group – A UN framework for the immediate socio-economic response to COVID-19

<https://unsdg.un.org/sites/default/files/2020-04/UN-framework-for-the-immediate-socio-economic-response-to-COVID-19.pdf>

5. UN Women – UN Secretary-General's policy brief: The impact of COVID-19 on women

<https://www.unwomen.org/en/digital-library/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>

Resolution 7

Climate Change and Gender

Proposed by: Graduate Women International - NL (GWI-NL)

Seconded by: Australian Graduate Women Inc (AGW), Canadian Federation of University Women (CFUW), Mexican Federation of University Women (FEMU)

The 34th GWI General Assembly wishes to reaffirm the former resolutions on Women & Environment 1995/16, 1998/14, 1998/15, 2007/10, 2010/7 and 2016/9 and further resolves that:

- 1. National Federations and Associations (NFAs) urge their respective governments to include the perspective of gender in their policies for climate change.**
- 2. NFAs urge their respective governments to research and analyze the impact of climate change on gender equality, in particular in the field of education.**
- 3. NFAs urge their respective governments to address the effects of climate change on gender equality, with regard to the access of education for girls and women.**
- 4. NFAs urge their respective governments to ensure the effective participation of women in all stages of development of climate change policymaking.**

Suggested Plan of Action:

- NFAs should urge their respective governments to include the perspective of gender in their programs for climate change and in their national climate action plan(s) by implementing in these programs and plans the CSW 66 Agreed conclusions.
- NFAs should monitor the actions of their respective governments on the basis of the CSW 66 Agreed conclusions and take action when their governments are too slow to take action in implementing a gender-responsive climate policy.
- NFAs should raise awareness about Climate Change & Gender, among others by discussing this resolution within their NFAs, especially with regard to the effects on education.

Supporting Statement:

The *Commission on the Status of Women (CSW)* adopted on 25 March 2022 the CSW 66 Agreed Conclusions on Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes. The



conclusions build upon the Sustainable Development Goals (SDGs) as included in the 2030 Agenda for Sustainable Development, the Paris Agreement and the Glasgow Climate Pact.

In the CSW 66 Agreed Conclusions the CSW expresses their concern that climate change, pollution of air, land and water, biodiversity loss and decline in ecosystem functions and services threaten the full enjoyment of human rights of all women and girls and have acute impacts on women and girls, especially on rural, indigenous, and migrant women and girls. Furthermore, the CSW recognizes the disruption caused by climate change, environmental degradation, and disasters to education systems across the world, often keeping girls, adolescent girls, and young women out of school, and limiting their access to education, including to the skills and knowledge needed to adapt and respond to these challenges.

As indicated in *The Netherlands Civil Society priorities for CSW 66* climate change, environmental degradation, and disasters are crises that disproportionately affect girls and women in all their diversity with the most marginalized people experiencing the gravest consequences. The impact of the climate and biodiversity crises and gender-blind policies further aggravate gender inequalities:

- Worldwide, women and girls are at a higher risk for displacement, morbidity, and mortality as a direct consequence of climate and biodiversity related disasters.
- Women and girls often have an important agenda-setting and mobilizing role but are underrepresented in professions in the climate- and environmental sector as well as in participation processes, (political) decision making, and leadership positions overall.
- Women and girls lack access to financial support and capital for climate adaptation technologies, climate action programmes, and environmental protection.

Former Resolutions

Relevant former resolutions on Women & Environment are 1995/16 – Protection of the Environment, 1998/14 – On Desertification and Development, 1998/15 – On Sustainable Forestry, 2007/10 - Global Warming, 2010/7 Climate Change - Greenhouse Gas, 2016/9 – The Use of Carbon Taxes to Reduce Climate Change. These resolutions deal with important particular aspects of the climate crisis. The Resolution on Climate Change & Gender addresses the importance of the perspective of women and the impact on gender equality in all aspects of the (policies on) climate change.

SDGs: Especially the SDGs 4, 5, 6, 7, 13 are relevant for this resolution.

References:

Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes:

1. **CSW 66 Agreed Conclusions (25 March 2022)**
https://www.unwomen.org/sites/default/files/2022-03/CSW66%20Agreed%20Conclusions_Advance%20unedited%20version_25%20March%202022.pdf
2. **UN Women – Explainer: how gender inequality and climate change are interconnected**
<https://www.unwomen.org/en/news-stories/explainer/2022/02/explainer-how-gender-inequality-and-climate-change-are-interconnected#:~:text=As%20climate%20change%20drives%20conflict,and%20other%20form>



[s%20of%20violence](#)

3. **UN Women and the SDGs**

<https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-13-climate-action>

4. **The Netherlands Civil Society priorities for CSW 66**

[The Netherlands' Civil Society Priorities for CSW66 | CSW \(institute-genderequality.org\)](#)

Resolution 8

A Clean, Healthy and Sustainable Environment is a Human Right

Proposed by: Canadian Federation of University Women CFUW

Seconded by: Australian Graduate Women (AGW), Japanese Association of University Women (JAUW), South African Association of Women Graduates (SAAWG)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective governments at all levels to commit to the tenets of the United Nations Human Rights Council (UNHRC) Resolution 48/13 and the United Nations General Assembly Resolution L.75 that “A Clean, Healthy, and Sustainable Environment is a Human Right” in legislation, regulatory frameworks, and programs including, but not limited to:

- **Pollution Prevention;**
- **Climate Change Mitigation; and**
- **Nature Conservation.**

Suggested Plan of Action:

1. NFAs should promote and participate in the development of local strategies for a clean, healthy, and sustainable environment.
2. NFAs should monitor the indicators of UNHRC Resolution 48/13 and its impacts on women and girls in their respective communities.
3. NFAs should actively participate in initiatives that focus on pollution prevention, climate change mitigation, and nature conservation.

Supporting Statement:

In 2022, we mark 50 years since the right to a healthy environment was first alluded to in the 1972 Stockholm Declaration: *“Man has the fundamental right to freedom, equality and adequate conditions of life, in an environment of a quality that permits a life of dignity and well-being.”* ([Stockholm..., 1972](#))

On Oct 8, 2021, the United Nations Human Rights Council passed the landmark Resolution 48/13 with unanimous support: *“The Council recognizes the right to a safe, clean, healthy and sustainable environment and encourages states to adopt policies for the enjoyment of the right to a safe, clean, healthy and sustainable environment, including with respect to biodiversity and ecosystems, as appropriate, and invites the General Assembly to consider this issue.”* ([Resolution..., 2021](#)) While the Right to a clean, healthy and sustainable Environment (R2E) is already recognized in a majority of nations, the recognition as a new human right opens the door to effective integration in international



law through the UN General Assembly and more robust and thorough domestic implementation in NFA countries and elsewhere.

On July 28, 2022, the UN General Assembly adopted resolution L.75 recognizing the right to a clean, healthy, and sustainable environment as a human right, noting that this right is related to other rights and existing international law.

References:

1. **International Union for Conservation of Nature**_- The Right to a Healthy Environment
<https://www.iucn.org/news/world-commission-environmental-law/202110/right-a-healthy-environment>
2. **United Nations General Assembly**_-The human right to a clean, healthy and sustainable environment
<https://documents-dds-ny.un.org/doc/UNDOC/LTD/N22/436/72/PDF/N2243672.pdf>
3. **United Nations Human Rights Council**_- The human right to a clean, healthy and sustainable environment
<https://undocs.org/A/HRC/RES/48/13>
4. **United Nations Human Rights Office of the High Commissioner** - Right to a healthy and sustainable environment report
<https://www.ohchr.org/en/special-procedures/sr-environment/right-healthy-and-sustainable-environment-report>

Resolution 9

Climate Emergency – Declarations and Action Plans

Proposed by: Canadian Federation of University Women CFUW

Seconded by: Graduate Women International Netherlands (GWI-NL), Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

1. **National Federations and Associations (NFAs) urge their respective governments to declare a climate emergency if they have not already done so;**
2. **NFAs urge their respective governments and the corporate private sector to follow the climate emergency declaration by drafting and implementing measurable action plans, based on science and social justice, that work urgently to address the impact of climate crisis and to also prepare for the unavoidable consequences such as floods, fires, storms, climate refugees, food and water insecurity, and social conflict. Action should include but not be limited to the SDG 13 targets.**
3. **NFAs foster relationships with Indigenous peoples for climate advocacy and the development and implementation of climate action plans with Indigenous peoples, leadership and traditional knowledge as long-time stewards of the environment.**
4. **NFAs urge all respective levels of governments to put the safety of women and children first in all actions to address climate emergencies and include women in the decision making, recognizing that women and children are disproportionately affected in climate emergencies**

Suggested Plan of Action:



1. NFAs should urge their respective governments, local and/or national, to declare a climate emergency if they have not already done so.
2. NFAs should monitor the actions of their respective governments to make sure climate emergency declarations are accompanied with detailed action plans to reduce greenhouse gases.
3. NFAs should collaborate and partner with Indigenous Peoples to advance climate advocacy.

Supporting Statement:

The first entity to declare a climate emergency, was the City of Darebin in Melbourne, Australia, on December 5, 2016. Such a declaration is an acknowledgement that global warming is a reality caused by human action, and that the measures being taken to date have not been sufficient to control or reduce such warming. Extreme weather events are increasing in frequency and the world will face catastrophic impacts of climate change within 80 years if the average global temperature increase exceeds 1.5 degrees Celsius above pre-industrial levels. Even with 1.5 degrees of warming there are irreversible climate changes, but the difference between 1.5 degrees and 2 degrees is dramatic in terms of the impacts on ecosystems and human civilization and also the risks of triggering natural processes that lead to further warming. G20 countries are responsible for about 80% of global carbon emissions and have an obligation to undertake rapid and deep cuts to greenhouse gas emissions.

Climate action cannot be separated from the need for climate justice: a fair and equitable transition that promotes inclusive economies and human rights at home and abroad. The climate crisis poses an immediate risk to everything GWI promotes and protects: quality public education, the rights of women and girls, justice and peace. Women and girls are more vulnerable to the impacts of climate change worldwide, experiencing disproportionate risks and burdens, but are also powerful agents for change toward climate justice. Climate change is already causing crop failures, floods, and catastrophic storms increasing financial hardship, food insecurity, and displacement which in turn increase the risk of domestic violence, of girls dropping out of school, and of child marriage (Ethans, 2019). Women and children are 14 times more likely to die in the aftermath of natural disaster and those who survive and are displaced face high risks of sexual assault and trafficking (Inter-Council Network and AQOCI, 2019). This resolution, Climate Emergency – Declaration and Action Plans, addresses the importance of multifaceted action plans at various levels of governance that include gendered and Indigenous perspectives in order to fully address the climate emergency.

References:

1. **Climate Emergency Declaration** – A Call to Declare a Climate Emergency
<https://climateemergencydeclaration.org/>
2. **Inter-Council Network and AQOCI (L'Association québécoise des organismes de coopération international)** - A Feminist Approach to Climate Justice
https://www.ocic.on.ca/wp-content/uploads/2019/06/WD_A-Feminist-Approach-to-Climate-Justice_Final_2019-05-31.pdf
3. **Intergovernmental Panel on Climate Change Sixth Assessment Report** - Climate Change 2022: Impacts, Adaptation and Vulnerability”
<https://www.ipcc.ch/report/ar6/wg2/>
4. **UN Environmental Programme** - Lagging in climate action, G20 nations have huge opportunities to increase ambition
<https://www.unep.org/news-and-stories/press-release/lagging-climate-action-g20-nations-have-huge-opportunities-increase>
5. **UN Sustainable Development Goals** <https://sdgs.un.org> 6. **UN Women** – Explainer: How gender inequality and climate change are interconnected <https://www.unwomen.org/en/news->



[stories/explainer/2022/02/explainer-how-gender-inequality-and-climate-change-are-interconnected](https://www.unwomen.org/en/stories/explainer/2022/02/explainer-how-gender-inequality-and-climate-change-are-interconnected)

Resolution 10

Single Use Plastics and Plastic Packaging

Proposed by: Canadian Federation of University Women CFUW

Seconded by: Indian Federation of University Women

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs), in alignment with SDG 12, urge their respective governments to expedite the reduction of single-use plastics including all problematic and unnecessary non-recyclable plastics in order to prevent these items from entering the environment.

Suggested Plan of Action:

1. NFAs should urge their respective governments to take action to start phasing out single-use plastics to ultimately implement zero plastic waste.
2. NFAs should monitor the actions of their respective governments relating to waste management and the export of plastic waste to other countries to ensure plastic waste is properly recycled to avoid further environmental and human health repercussions.
3. NFAs can urge their members to identify opportunities to reduce the use of single-use plastics or identify alternatives in their personal lives to reduce plastic waste as related to SDG 12, target 12.5.

Supporting Statement:

Plastics, plastic packaging and plastic wrap labelling form a substantial portion of non-recyclable solid waste. In total, half of all plastic produced is designed for single-use purposes – used just once and then thrown away. Since the 1970s, the rate of plastic production has grown faster than that of any other material. Of the seven billion tonnes of plastic waste generated globally so far, less than [10 per cent](#) has been recycled. Millions of tonnes of plastic waste are lost to the environment, or sometimes shipped thousands of kilometres to destinations where it is mostly burned or dumped. North Americans generate the most solid waste in the world at 2.2 kg per person/per day.

According to the World Bank, by 2050, the world is expected to increase waste generation by 70%, from 2.01 billion tonnes of waste to 3.40 billion tonnes of waste annually. At every step of a plastic's lifecycle, even after it has been discarded, greenhouse gas emissions are created that are contributing to the warming of the planet. Some plastic waste is non-biodegradable and can act as vectors for chemical contaminant exposure for both plastic-derived chemicals and environmental pollutants, release chemicals used in their production, such as plasticizers, flame retardants, and UV stabilizers, some of which have been linked to endocrine disrupting activity and other adverse effects, and are associated with a high capacity to pick up other chemicals present in the environment, such as persistent organic pollutants (POPs) and trace metals, as well as biological contaminants such as bacteria and viruses.

In order to address the unmanaged and improperly managed waste from decades of economic growth around the world, urgent action is necessary at all levels of government across the world to begin phasing out single-use plastics to ultimately implement zero plastic waste. Additionally,



comprehensive tracing and monitoring of plastic waste imports/exports must be implemented to address the uneven relationship between countries that export plastic waste versus those who import.

References:

1. **OECD** – Plastic pollution is growing relentlessly as waste management and recycling fall short, says OECD <https://www.oecd.org/environment/plastic-pollution-is-growing-relentlessly-as-waste-management-and-recycling-fall-short.htm>
2. **Statista** – Which Countries Export & Import Plastic Waste? <https://www.statista.com/chart/18229/biggest-exporters-of-plastic-waste-and-scrap/>
3. **UN Environment Programme** – Beat Plastic Pollution <https://www.unep.org/interactives/beat-plastic-pollution/#:~:text=Of%20the%20seven%20billion%20tonnes,per%20cent%20has%20been%20recycled>
4. **UN Sustainable Development Goals** <https://sdgs.un.org>
5. **World Bank** – What a Waste 2.0: A Global Snapshot of Solid Waste Management to 2050 <https://datatopics.worldbank.org/what-a-waste/>
6. **World Wide Fund for Nature Australia** – Plastic waste and climate change - what's the connection? <https://www.wwf.org.au/news/blogs/plastic-waste-and-climate-change-whats-the-connection#:~:text=As%20it%20does%2C%20sunlight%20and,and%20so%20perpetuating%20the%20cycle.>



Constitutional Amendments

Constitutional Amendment 1

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article II MEMBERSHIP Clause 9 Sub-clauses 1 and 2-**

9. Voting rights:

(1) A national federation or association shall attain voting rights to the triennial General Assembly **or any mid-term electronic voting** after three years of consecutive membership of GWI.

(2) Notwithstanding paragraph 9 (1) above, an NFA which has joined GWI for the first time during the triennium may participate in a triennial General Assembly or any mid-term electronic voting without the need for three years of consecutive membership.

Rationale: This change is being proposed to bring clarity regarding voting rights of NFAs by reducing the exceptions from the requirement of 3 years fully paid membership. GWI has undertaken the rejuvenation of the organisation through its renewal and rebuilding activities. GWI needs new NFAs to join GWI, to grow and create better impact with GWI's work. Hence to encourage the participation of new NFA's, and to avoid incentivizing irregular NFAs, Clause 9(2) is being reworded. That way, except for newly joined NFAs, all other NFA's will get voting rights only after 3 years of fully paid membership. The Voting can be for the Triennial or any mid-term electronic voting.



Constitutional Amendment 2

Proposed by the GWJ Board of Officers

The 34th Triennial General Assembly of GWJ adopts

the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 6 Sub-clause 2-**

6 (2) Subject to paragraph 6 (1) above, national federations and associations may accredit voting delegates to the General Assembly. Voting entitlements of each national federation or association shall be determined relative to the number of its individual members, according to the table set out at the end of the Constitution.

Number of Members	Number of Voting Delegates
20 - 50	1
51-100	2
101-200	3
201-500	4
501-1 000	5
1 001 – 1 500	6
1 501 – 2 000	7
2 001 – 3 000	8
3 001 - 5 000	9
5 000 +	10

Rationale: At present, the voting entitlement per national federation and association (NFA) is based on the membership figures declared by each NFA. The number of members has dropped considerably over the years; hence, it is proposed to have a revised voting entitlement structure to reflect current GWJ membership. The proposed voting entitlement structure gives more voting delegates to the NFAs having membership numbers from 1-200 as it is observed that the majority of the NFAs have member numbers between 1 and 200. The current voting structure in the GWJ Constitution gives more than one vote entitlement to only 9 GWJ NFAs whereas the proposed structure gives 20 GWJ NFAs entitlement of more than one vote. Large NFAs will also get more voting delegates. With the new structure, the total of voting delegates will be around 100.



Constitutional Amendment 3

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the: **Article VII COMMITTEES Clause 5-**

5. The Finance Committee shall consist of

(1) two Assistant Treasurers appointed by the General Assembly, and one shall be from the country where the GWI headquarters are located, and one shall be from the largest NFA.

(2) three or five elected members; and

(3) the Treasurer as the non-voting member.

Rationale: The amended text gives clarity about the structure of the Finance Committee. The proposed addition brings the Clause into alignment with GWI's long-standing practice of the appointment into these positions and provides an efficient mechanism for decision-making during voting sessions.

Constitutional Amendment 4

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts

the following addition of the new **Clause 10** to the **Article VII COMMITTEES-**

10. Six months before the triennial General Assembly, Executive Director shall invite nominations from each national federation or association for membership of the standing committees.

Rationale: At the 2016 Triennial GA the then Board had proposed fully revised GWI Constitution that would be minimal and not so detailed. To simplify the contents, specific points of the Bye laws were incorporated in the Articles of the Constitution and other procedural matters in the Terms of Reference of Committees. 2013 Constitution Byelaw 19 invited nominations for membership of standing committees from the national federations and associations. However, it is observed that there is no mention of this specific point in the Constitution and therefore its addition now to the Article VII - Committees

Constitutional Amendment 5

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts

the proposed renumbering of the subsequent clauses after the proposed addition of new Clause 10 to the **Article VII COMMITTEES** from

11. Special purpose committees -----

15. Meetings:

Rationale: Renumbering of subsequent clauses after the proposed addition of new Clause 10



Constitutional Amendment 6

Proposed by the Canadian Federation of University Women

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 3 Sub-clause 1-**

(1) The General Assembly shall meet in person every third year (the triennial General Assembly). **If an in-person meeting is not possible, the meeting shall be virtual.** The time and place **and/or platform** shall be determined by the Board of Officers.

Rationale: While it is preferable to hold an in person Triennial General Assembly for the purposes of building connections and networking, in recent years the COVID 19 pandemic has shown that it is not always possible to do so. Virtual meetings have proven to be an effective way to bring diverse communities together when in person opportunities are not available either for health reasons or due to the high cost of holding large gatherings and conferences. Therefore, we propose including in the Constitution a provision for electronic or virtual triennial meetings.

Constitutional Amendment 7

Proposed by the Canadian Federation of University Women

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 4 Sub-clause 1-**

(1) If the purpose is to take an electronic vote of the General Assembly, the call shall specify the date by which it is to be taken, **including a scheduled virtual forum to present the rationale for the vote** and provide sufficient information and time, **not less than 60 days**, for the national federations and associations to make an informed decision.

Rationale: Electronic votes of the General Assembly without an associated meeting provide challenges for some NFA's. The time required to effectively communicate the proposed motions/resolutions to the members can create barriers to full participation in the electronic votes. The proposed amendment provides for an opportunity for GWI to effectively communicate proposals and rationale for resolutions to all NFA's and their members efficiently.

Constitutional Amendment 8

Proposed by the Canadian Federation of University Women

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article VI THE BOARD OF OFFICERS Clause 13-**

13. Meetings of the Board may be called by the President or by any 4 members of the Board. **Meetings may be held in person or electronically.** A quorum shall be a majority of all the Board members. Minutes of meetings shall be kept in accordance with Article IV.2.

Rationale: Meeting by electronic means is now both fiscally prudent and effective. As organizational resources shrink and the cost of travel increases under the burdens of inflation, requiring one board meeting



per year to be held in-person is no longer a reasonable business practice. CFUW proposes striking off, provisions that require in-person meetings.

Constitutional Amendment 9

Proposed by the Canadian Federation of University Women

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article VII COMMITTEES Clause 8 Sub-clause 2-**

8 (2) The Nominations Committee shall be **appointed by the Board of Officers during the triennium with due regard for regional representation.**

Rationale: The Constitutional provisions for selection of the nominations committee and the terms of reference provisions are not aligned. The proposed change more accurately reflects the current procedure of board selection but does not fully align with the provisions of the terms of reference that were adopted in 2018, which include both members from the membership committee and others by board appointment. We recommend amending that provision to selection entirely by board appointment. We support continuing with the provision in the terms of reference that limits NFAs to only one member on the nominations committee. Regional representation will ensure that the interests of all regions are reflected in the makeup of the committee. We are an international organization and to the extent possible all regions should be represented.

Constitutional Amendment 10

Proposed by the Canadian Federation of University Women

The 34th Triennial General Assembly of GWI adopts

the following proposed amended text to the **Article VII COMMITTEES Clause 14-**

14. Meetings: **The Board of Officers shall call meetings of committees as it considers necessary.** The time, place and manner of such meetings shall be determined by the Board in consultation with the Convener and members of the relevant committee. The Convener of a committee shall call for the Committee to meet by Skype or other electronic means regularly to discuss the work of the committee.

Rationale: Meeting by electronic means is now both fiscally prudent and effective. As organizational resources shrink and the cost of travel increases under the burdens of inflation, requiring one committee meeting per year to be held in-person is no longer a reasonable business practice. We propose striking off, provisions that require in-person meetings.



Dr. Vinaybala Mehta



Dr. Vinaybala Mehta is a three-time Fulbright Scholar, the former President of the Indian Federation of University Women's Associations (IFUWA), Vice-President and Managing Trustee of the UWA, Pune, Teacher Educator of University College of Education, Nagpur and retired Principal of the SNDT College of Education for Women, Pune.

Dr. Mehta has had an illustrious career in education and educational institutions. She pioneered in development of Research Aptitude Inventory and was actively associated with University Grants Commission (UGC), National Council of Educational Research and Training (NCERT) and State Council of Educational Research and Training (SCERT). She continues to guide students and her many doctoral students have excelled in their fields and done her proud. She has also done a lot of work in Training the Trainers, in the education field. She has actively participated in several GWI Triennial and Regional Conferences. Now at 90 years and still full of positive energy Dr. Mehta, continues to lead an active life.

Always the leader by example, she has kickstarted the Dr. Vinaybala Mehta Sustainable Development Goals (SDG) Seed Fund of GWI by donating CHF 10,000- as 'seed money', with the hope that the fund will be used for pursuing of projects and education of trainers. She hopes that this fund and its activities will grow multifold in the coming years and enable GWI to make a meaningful impact with well-chosen and executed SDG projects and training of women for such projects.

GWI Board thanks her for her generous donation and the thought behind it and wish her the very best.



Every Woman and Every Girl

Written By Emily Lawson (Australia) for the GWI 100th Anniversary

Verse 1:

Like the Stars in the sky
We shine, shine, shine
With the strength of all nations
We strive, strive, strive

Education is what we stand here for
For every woman and every girl
All around the world

CHORUS:

We are advocates
We are leaders
The change we want to see
Spreading hope and changing lives through opportunity

Graduate Women International
Educating through Peace
And we're gonna change the world

VERSE 2:

We educate through friendship
We are strong, strong, strong
We share our successes
We are one, one, one

Education is what we stand here for
For every woman and every girl
All around the world

CHORUS:

We are advocates
We are leaders
The change we want to see
Spreading hope and changing lives through opportunity

Graduate Women International
Educating through Peace
And we're gonna change the world

Every Woman and Every Girl is centered around and focuses on the interconnectedness of women and girls globally as they push forward and strive to elevate their position in the world. The repetition of "we" throughout the song both refers to the women of Graduate Women International and every woman working to obtain a better future. This song is written in first person to acknowledge all the hard work women have done as a united front to secure a better future for all. The words in this piece describe and honor the attributes of every strong, hardworking, striving, shining, supportive, woman and girl who share in other's successes and uses friendship to build others up.



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