



# *IFUW Annual Report 2014*

Back to Growth



**International Federation of University Women (IFUW)**

*As of April 2015: Graduate Women International*

IFUW, founded in 1919, is a worldwide, non-governmental organisation of women graduates, whose purpose is to:

- promote lifelong education for women and girls;
- foster international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender, sexual orientation or other status;
- advocate for the advancement of the status of women and girls;
- encourage and enable women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

On April 27, 2015, the International Federation of University Women (IFUW) changed names to Graduate Women International (GWI) by a majority membership vote (see [www.graduatewomen.org](http://www.graduatewomen.org)). As this report relates events that happened in 2014, it is written as IFUW.

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## MESSAGE FROM THE PRESIDENT AND THE EXECUTIVE DIRECTOR

The world around us has witnessed setbacks in terms of how girls and women are being treated. Slavery, child marriage and sex trafficking continue apace, and girls and women continue to be denied secondary, tertiary and continuing education. Yet 2014 was a year of great progress and change within the organisation, which reaffirmed its need to exist so that it could fulfil its mission of achieving lifelong education up to the highest levels for all girls and women.

IFUW has multiplied its activities and its reach, and is once again becoming the vibrant organisation that its founding members envisioned. Internally, it has increased the number of services to members, widened the scope of subjects and activities proposed to members and used all the technologies available to it to involve both member national federations and associations (NFAs) and the increasing number of independent members. Externally, IFUW has been active on the policy and advocacy side, and has developed a number of projects for which it is actively seeking partners.

The grassroots Bina Roy Partners in Development programme (BRPID) ran successfully and projects examined in-market needs like literacy and girls' education. The 2014 fellowship round resulted in awards to women with some high calibre research subjects. IFUW ran workshops, with positive outcomes, in three regions. It also ran two regional policy seminars with partners such as UN Women and government officials, drawing high attendance and media coverage.

Members of the Board and the staff have been welcomed in many different countries and at various official events. IFUW was extensively represented at international events such as the 58th Commission on the Status of Women (CSW58) events in New York, the World Investment Forum organised by the United Nations Conference on Trade and Development (UNCTAD) and the non-governmental Commission on the Status of Women (NGO CSW) event, the "Beijing +20" meeting in Geneva. The latter examined the outcomes of what had been decided in Beijing in 1995 in terms of changing women's lives. IFUW members were particularly active and involved. Our United Nations (UN) representatives in the four UN centres have worked tirelessly to promote our vision of 100% of girls and women achieving quality education beyond primary school.

An organisation is as strong as its members; we are grateful to the many volunteers who ensure that IFUW's and its affiliates' messages and impact are carried far and wide. Our member federations and associations are carrying out indispensable work in the field, changing the lives of many girls and women throughout the world. That is the way forward to fulfil our vision and mission.



**Catherine A. Bell**  
*President*



**Danièle A. Castle**  
*Executive Director*

### BOARD OF OFFICERS

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

The current Board has been in place since August 2013 and will remain in place until August 2016, when the next face-to-face General Assembly will take place, in Cape Town, South Africa.

#### 2013-2016

**President**

Catherine Bell, South Africa

**Vice-President**

Ayden Bireddinc, Turkey

**Vice-President**

Susan Russell, Canada

**Vice-President**

Jennifer Strauss, Australia

**Vice-President**

Margaret Tait, Great Britain

**Treasurer**

Elsbeth von Navarini,  
Switzerland

## FOCUSING OUR EFFORTS TO CREATE A BETTER WORLD

In its 96<sup>th</sup> year of existence, IFUW continues to work for the promotion and empowerment of girls and women up to the highest levels through lifelong education, both for our members and for all girls and women. The organisation does this through a combination of high-level advocacy, international, national and grassroots projects, workshops and training, and through fellowships and grants. For example, the Hegg Hoffet Fund for Displaced Women Graduates offers educational assistance to women who have moved to new countries as a result of war, political upheaval and other serious emergencies.

### ADVOCATING FOR CHANGE

IFUW policy seminars engage with partner organisations and promote IFUW's mission in public forums

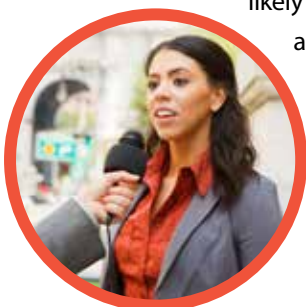
"Quality Education: Transforming the Lives of Girls and Women in Latin America" (Mexico)

"Increasing Access to Education for Girls and Women in Asia: Solutions for Success" (Singapore)



A core component of IFUW's activity is advocacy at the international level, with national and local activity through its affiliates and members. IFUW is in special consultative status with the UN Economic and Social Council (ECOSOC) and as a non-governmental organisation (NGO) maintains official relations with the United Nations Educational, Scientific and Cultural Organization (UNESCO). This enables IFUW to represent its ideas and objectives at high-level international meetings and events, through the submission of oral and written statements.

In 2014, IFUW submitted two oral statements at the 58<sup>th</sup> Commission on the Status of Women (CSW) in New York. The statements emphasised that "access to quality secondary and tertiary education, one of the most effective ways to achieve equality for women and girls, must be a basic human right". IFUW presented another statement at the International Labour Conference of the International Labour Organization (ILO) encompassing the need for the gender skills gap to be included as a key element in the policy framework that is being developed for transitioning from the informal to the formal economy. Girls and women are more likely to be home workers, to have a high burden of unpaid work and encounter discrimination in the labour market.



IFUW also submitted four written statements to different events in or around the United Nations, and co-signed, with other NGOs, two statements at the UN Human Rights Council on the Third Phase of the World Programme for Human Rights Education and the UN Declaration on Human Rights Education and Training. All were widely communicated via social media, including Twitter and Facebook.



### IFUW HIGHLIGHTS

- Focused on empowering girls and women through education
- Member of CHARGE (Collaborative for Harnessing Ambition and Resources for Girls' Education)
- Special consultative status with ECOSOC
- Membership in over 100 countries
- A strong advocacy voice

### GLOSSARY OF TERMS

#### CSW

*Commission on the Status of Women*

#### ECOSOC

*United Nations Economic and Social Council*

#### HRC

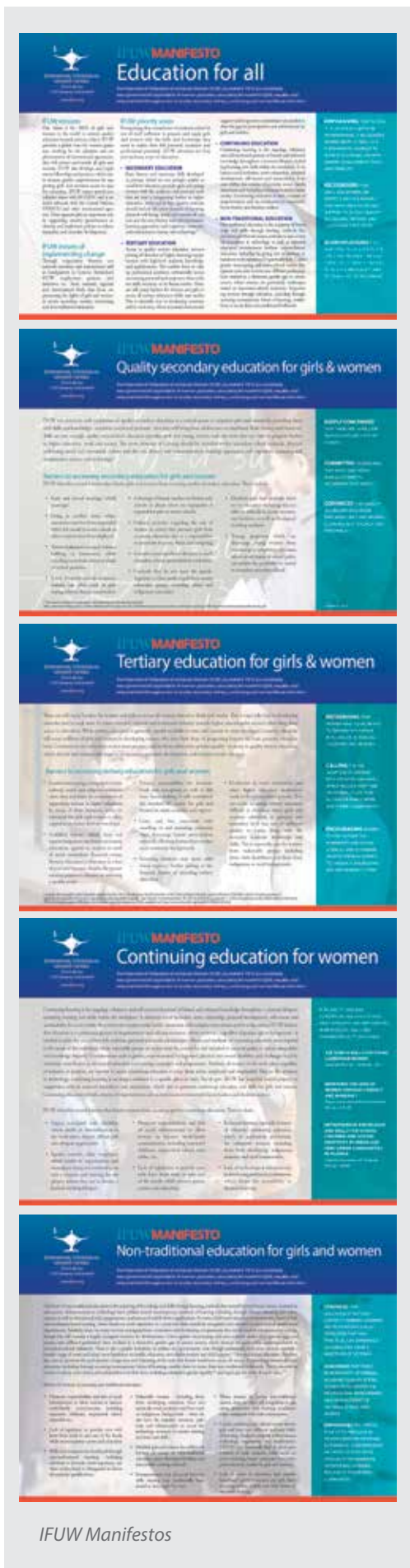
*Human Rights Council*

#### UNCTAD

*United Nations Conference on Trade and Development*

#### UNESCO

*United Nations Educational, Scientific and Cultural Organization*



IFUW Manifestos

IFUW attended several United Nations (UN) events, including the World Investment Forum (WIF) 2014 organised by the United Nations Conference on Trade and Development (UNCTAD) in Geneva, Switzerland. The event sought to “provide a platform where a debate on ‘investment for development’ can take place and ultimately to promote investment flows that contribute to sustainable and inclusive development.” Gender-specific investment issues were highlighted during the interactive dialogue on “Women’s Empowerment and Gender Equality - The Role of Transnational Corporations (TNCs)”. The importance of seeing higher participation of women in Science, Technology, Engineering and Mathematics (STEM) was highlighted, along with a call for governments and the private sector to increase support for “non-stereotyped education”. Addressing gender issues is essential to scaling up social investment impact. There was also recognition at the conference that governments alone cannot finance change; businesses must be full partners too. IFUW was invited by UNCTAD to engage in a high profile multidisciplinary academic dialogue on “Investment impact”, which looked at the socio-political and business climate necessary for long-term commitment from investors to sustainable development.

At the Human Rights Council, IFUW participated in a parallel event on “Media and Journalists’ role in human rights education and learning”. Journalists play a role in educating the public and alert policy makers on different issues and subjects. This was the culmination of several years’ work on developing an educational curriculum on human rights.

Delegates from IFUW’s national federations and associations attended the 2014 Women’s World Congress, in Hyderabad, India. Several members participated in a panel, the focus of which was empowerment for women and girls through education, to discuss such issues as gender roles and how school and other education can change these roles. Specifically, the papers presented looked at empowerment through education in money-earning skills, through tourism development and gender roles, through sporting involvement at school and related issues such as gender stereotypes and self-esteem, and through working with women to prepare them for their future.

IFUW has developed a number of policy papers and publications to state publicly its position on issues of interest to the organisation. It has also developed five Manifestos, which are a bold statement of where IFUW stands on education for girls and women, and include recommendations on what should be done in every country to ensure that all girls and women have access to quality secondary, tertiary, continuing and non-traditional education throughout their lives. The affiliates of IFUW actively carried out advocacy at national and local levels.

## WORKING WITH OTHERS

A major achievement of 2014 is the inclusion of IFUW as a member of the Collaborative for Harnessing Ambition and Resources for Girls' Education (CHARGE), convened by the Center for Universal Education (CUE) at the Brookings Institution and the No Ceilings Initiative at the Clinton Foundation, to unite efforts on girls' education behind five priorities that require urgent attention: Access, Safety, Quality Learning, Transitions, and Leadership. Championed by former United States Secretary of State, Hillary Clinton, former Prime Minister of Australia, Julia Gillard, and joined by more than 30 global actors from civil society, governments and the private sector, CHARGE will address and advance solutions to issues in girls' education, aligning individual efforts on the five priorities. IFUW's CHARGE commitment contributes to the improvement of quality and transitions in girls' secondary education.

As an official partner, IFUW has pledged to increase the number of qualified female secondary school teachers in sub-Saharan Africa in order to provide 15,000 girls with improved, high quality learning opportunities. In addition, IFUW will support the transition of 10,000 girls from secondary school to university or work over the next five years through a mentoring programme. Recognising the distinct gender gap in science, technology, engineering and mathematics (STEM), the mentoring programme will include women leaders in STEM subjects to provide vital role models that demonstrate the possibilities of a career in STEM to girls and young women.

In Geneva, Paris, New York and Vienna, IFUW is part of an active community of NGOs who work closely with the different United Nations bodies. The IFUW United Nations representatives in all of these centres ensure that IFUW's voice is heard and work actively to promote the mission of IFUW. In November, the NGO group called NGO CSW Geneva organised a three-day forum held at the United Nations in Geneva, Switzerland, to review the progress made and identify the persisting challenges since the adoption of the Beijing Platform for Action (BPfA) in 1995. Following the "Beijing +20" Forum, the United Nations Economic Commission for Europe (UNECE) convened for the regional review meeting for Beijing + 20. IFUW was strongly represented throughout both events.

Several members of IFUW's national federations and associations (NFAs) travelled to Geneva to participate in

the Forum, including members from Armenia, Bulgaria, Canada, Great Britain and Russia. Numerous roundtables were held during the event, which corresponded to the 12 critical areas of concern from the BPfA.

IFUW's Executive Director Danièle Castle moderated the session on "Education and Training", while IFUW UN Representative Manjit

Dosanjh convened the roundtables on

"Women and Health" and "Science, Technology and Innovation for the Advancement of Women". Manjit Dosanjh was also on the Forum's editorial committee; she drafted and presented the outcome declaration and recommendations on the final day of the Forum and at the opening of the UNECE regional meeting. Zoya Apevalova, from the Federation of University Women Russia and member of IFUW, was a panel speaker at the roundtable on "Science, Technology and Innovation for the Advancement of Women".

IFUW's recommendations permeated the official outcome document, including the express inclusion of the critical role of providing migrant women with lifelong education and training. Jeanne Sarson and Linda McDonald from the Canadian Federation of University Women (CFUW) achieved a remarkable result in having the criminalisation of non-state torture included in the recommendations.

Katie Carlson, IFUW member, and Founder and Executive Director of Paper Crown Institute, a not-for-profit social enterprise that works to support the personal and professional development of women and girls around the world, and IFUW signed a memorandum of understanding jointly to fund the Uwicyeza Project. This is a three-month comprehensive participatory educational model that focuses on gender education and skills development for secondary school girls in Rwanda aged 14 and up.

### IFUW UNITED NATIONS REPRESENTATIVES

**Geneva:** Manjit Dosanjh, Katherine Hagen, Nina Joyce, Helen Lom, Elizabeth Williamson.

**Vienna:** Ilona Graenitz, Katharina Grau, Ingrid Szabolcs.

**Paris:** Dominique Ciavatti, Eliane Didier.

**New York:** Mick Minard, Polly Woodard, Sophie Zaretsky.

*Thanks are given to the hard work and dedication of the above.*

## FELLOWSHIPS

IFUW is one of the longstanding donors of fellowships to women, and was a forerunner in supporting women at universities. Each applicant to IFUW's fellowship round must study in a country other than that in which she was educated or habitually resides. This provision reflects the nature of IFUW as an international body and the fact that those who founded the fellowships wanted especially to encourage and facilitate international experience for women scholars. They were motivated both by the desire to assist individual women on their career path, and by the hope that this movement of women scholars would contribute to the aim of women's international understanding and friendship that was one of the first aims of IFUW's founders. The IFUW fellowships are given only to doctorate (PhD) level women.

The 2014/2015 round of fellowships was announced at the end January 2014 and applications closed at the end of June 2014. The round demonstrates the tremendous array of talent and determination possessed by women around the world. There was a strong emphasis on academic merit and applications had to be relevant to IFUW's mission to empower girls and women up to the highest level, and overall were selected with strict and multiple criteria. The few that were out of scope for education were chosen for reasons of academic excellence. They had good references that focused on leadership and the willingness to be a role model and mentor for younger researchers.

Furthermore, IFUW is a member of the Erna Hamburger Foundation, based in Lausanne, named after and financed by a long-standing IFUW member. The first female tenured professor at the world-renowned Ecole Polytechnique Fédérale (EPFL) in Lausanne, Switzerland, Erna Hamburger endowed the Foundation with funds to provide grants to post-graduate students in the Canton of Vaud, Switzerland. The Foundation celebrated its 25th year in 2014, with IFUW in attendance.



<b>FfWG</b>	<b>Yovitha Sedekia</b> (Tanzania) <i>Family planning services for women who want to delay their first pregnancy in Southern Tanzania; a mixed-methods study of perceptions, demand and service provision.</i> (London School of Hygiene and Tropical Medicine, UK)
<b>A. Vibert Douglas</b>	<b>Laura Jan Obermuller</b> (Guyana) <i>My Guyana El Dorado, alluring to all: Lokono Arawaks and Akawaios perspectives on RDD+ initiatives.</i> (University of St. Andrews, UK)
<b>Ida Smedley MacLean</b>	<b>Maria Alvarez</b> (Bolivia) <i>Women in the Public Sphere in Bolivia from the Chaco War to the National Revolution (1935-1952).</i> (Université Paris 1 Pantheon-Sorbonne)
<b>Winifred Cullis Grant I</b>	<b>Bindu Sunny</b> (India) <i>Understanding schooling and sexual behavior trajectories and their influences on school dropout.</i> (London School of Hygiene and Tropical Medicine, UK)
<b>Winifred Cullis Grant II</b>	<b>Darja Groselj</b> (Slovenia) <i>Rethinking the Role of Material and Cultural Factors in Digital Inequalities: A qualitative examination.</i> (University of Oxford, UK)
<b>Dorothy Leet Grant</b>	<b>Arti Gopal Bhatti</b> (India) <i>Influence of globalization on challenges faced by ethnic women students of higher education in London.</i> (University of London, UK)
<b>Daphne Purvis Grant I</b>	<b>Anne Kaagestein</b> (Sweden) <i>Assessing gender norms contextualized by relationships among young adolescents in poor urban settings.</i> (John Hopkins Bloomberg School of Public Health, US)
<b>Daphne Purvis Grant II</b>	<b>Logiswari Ponnusamy</b> (India) <i>Role of Gene-Environmental interaction (epigenetics) in acquired chemotherapeutic drug resistance in breast cancer of reversal of resistance using epigenetic drugs.</i> (Texas Tech University, US)
<b>Fumi Takano Award</b>	<b>Josephine Iacarella</b> (USA) <i>Understanding variation in the impacts of invasive species in aquatic ecosystems</i> (McGill University, Canada)
<b>IFUW Recognition Award</b>	<b>Pon Souvannaseng</b> (Thailand) <i>Going for broke: the political economy of development in contemporary Lao PDR (2000-2013)</i> (London School of Economics and Political Science, UK)



## GRASSROOTS PROJECTS

The Bina Roy Partners in Development (BRPID) programme supports grassroots projects initiated by national federations and associations (NFAs) to empower women and girls through education and leadership development. Bina Roy grants are awarded on a competitive basis to NFAs in countries with a Gross National Income per capita of less than US\$12,616 per annum. In 2014, four grants were awarded to projects proposed by NFAs in Cambodia, Sierra Leone, South Africa and Uganda. These projects address locally important issues in relation to women's and girls' education: job search skills for young women, adult women's literacy and financial numeracy, presentation of career opportunities, and entrepreneurship skills for high school girls.



To mention but a few of the many different grassroots projects in existence, many IFUW affiliates run projects that span literacy and financial literacy, including providing skills training to women in prison and detention, and assisting teenage girls in life skills, confidence building and vocational choices. Several IFUW affiliates run clinics for young women and girls, to assist them on reproductive and general health and rights. The speaking competitions called

*Olympes de la parole*, which sensitise adolescents to gender issues, are run by some member associations and federations.



## WIDENING AND DEEPENING OUR REACH

As a regular news flow is an essential part of building visibility and presence for IFUW, its member associations and federations, and IFUW's partners and donors, IFUW was actively present and featured in the mainstream and social media. The regular Twitter flow has spread the name of IFUW far and wide, with mainstream media retweeting our messages regularly. The number of followers on Facebook and Twitter has more than doubled in one year and increases every day. IFUW's press releases are being picked up by more and more media across the world, as well as women's media blogs.



IFUW on Twitter @IFUWWomen

IFUW has increased the reach of its weekly newsletter, and introduced a monthly general news round up. A new publication with information and tips has been introduced, IFUW IN FOCUS, for members only, while the members-only space of the web site has been considerably augmented with materials and information.

## STRENGTHENING MEMBERSHIP

IFUW worked hard to grow its membership base, through providing a new range of services and offers for all members. These included capacity building workshops, webinars, outreach and much more. Three regional workshops were held, in Mexico, Senegal and Singapore, with participants from all over each region. National workshops were run in Ireland and Switzerland. Online webinars spanning different subjects were run and attendance increased regularly over the year.

Both the leadership and the staff attended different membership events across the globe, demonstrating the commitment that IFUW has to strengthening and supporting its membership. The number of NFAs is also beginning to grow again, meaning that, including independent members, IFUW now has representation in over 100 countries.

## PARTNERSHIPS, DONORS AND SUPPORT

IFUW has made a concerted effort to bring on board sponsors and partners and will continue to do so. A long-standing donor, the Virginia Gildersleeve International Fund (VGIF), supported four grassroots projects, together with private donors from different national associations and federations, as well as a capacity building workshop in Mexico. IFUW continues to receive donations in money and in kind from various individuals throughout the world. Dialogue is ongoing with different corporations and foundations to join the various projects that IFUW has developed.

IFUW Membership Benefits leaflet and various event posters





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## TOWARDS 2016 AND BEYOND

Cape Town has been selected as the venue for the next IFUW triennial conference, taking place in August 2016. IFUW will be inaugurating a new format, with three days of internal business meetings (General Assembly) for IFUW members only, and three days of an open international conference, which will be multidisciplinary through the focus on key strands:

- a) Managing complexity in education;
- b) New technologies and their impact on secondary, tertiary and continuing education;
- c) Human rights and education;
- d) Access to education for girls and women.

Work has already begun and the Cape Town International Convention Centre (CTICC) provides a versatile and practical central venue for the multiple activities being planned.

Beyond Cape Town, IFUW is beginning to prepare its 100<sup>th</sup> anniversary, which it will celebrate in 2019.

A FEW HIGHLIGHTS

Q1

Q2



Senegal capacity building workshop



Capacity building workshop in Ireland



Singapore capacity building workshop and policy seminar



CSW in New York



Human Rights Council parallel event



Erna Hamburger Foundation allocation of grants

2014

# Q3

# Q4



Mexico capacity building workshop and policy seminar



Capacity building workshop in Switzerland



Attribution of 2016 IFUW triennial conference venue to Cape Town



NGO CSW Beijing +20 in Geneva



UNCTAD World Investment Forum in Geneva



Film projections and public debate on women and peace



United Nations' Open Working Group for Sustainable Development Goals



CHARGE in Washington

## EXPANDING THE MEMBERSHIP

This year has seen several new federations and associations apply for membership. Greece is now represented in our federation, bringing our numbers up to 62 national federations and associations. The increase in independent members signifies that over 100 countries are now represented.

### List of National Federations and Associations

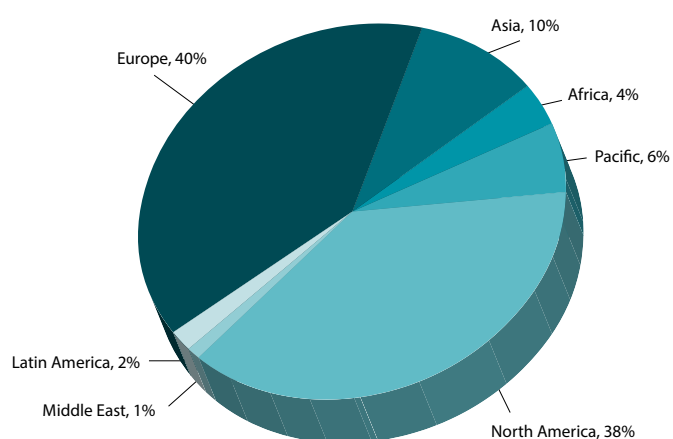
Federación Argentina de Mujeres Universitarias	FAMU
Armenian Association of Women with University Education	AAWUE
Australian Federation of Graduate Women	AFGW
Verband der Akademikerinnen Österreichs	VAOE
Bangladesh Federation of University Women	BFUW
Federación Boliviana de Mujeres Profesionales Universitarias	FBMPU
Bulgarian Association of University Women	BAUW
Graduate Women-Cambodia	GW-C
Cameroon Association of University Women	CAMAUW
Canadian Federation of University Women	CFUW
Croatian Association of University Women	CAUW
Egyptian Association of University Women	EAUW
Asociación de Mujeres Universitarias de El Salvador	AMUS
Fiji Association of Women Graduates	FAWG
Suomen Akateemisten Naisten Liitto - Finlands Kvinnliga Akademikers Förbund ry Association	FFUW
Association Française des Femmes Diplômées des Universités	AFFDU
Georgian Association of University Women	GUWNA
Deutscher Akademikerinnenbund E.V.	DAB
British Federation of Women Graduates	BFWG
Hong Kong Association of University Women	HKAUW
Felag Islenzkra Haskolakvenna	FIH
Hellenic Association of University Women	HAUW
Indian Federation of University Women's Associations	IFUWA
Ikatan Sarjana Wanita Indonesia	ISWI
Irish Federation of University Women	IrFUW
Israel Association of University Women	IAUW
Federazione Italiana Laureate e Diplomate Istituti Superiori	FILDIS
Japanese Association of University Women	JAUW
Kenya Association of University Women	KAUW
Association des Libanaises Universitaires	ALU
Federación Mexicana de Universitarias	FEMU
National Association of University Women (Moldova)	
Nepal Association of University Women	NAUW
Nederlandse Vereniging van Vrouwen met Hogere Opleiding	VVAO
New Zealand Federation of Graduate Women	NZFGW
Niger Association of University Women	NAUW
Nigerian Association of University Women	NAUW
Norske Kvinnelige Akademikere	NKA
Pakistan Federation of University Women	PFUW
Asociación de Mujeres Universitarias de Panamá	AMUP

Asociatia nationala a femeilor cu diploma universitara din Romania	ANFDUR
Federation of University Women (Russia)	
Rwanda Association of University Women	RAUW
Samoa Association of Women Graduates	SAWG
Scottish Federation of University Women	SFUW
Sierra Leone Association of University Women	SLAUW
University Women's Association (Singapore)	UWAS
Slovene Union of University Educated Women	SUUEW
South African Association of Women Graduates	SAAWG
Korean Association of University Women	KAUW
Federación Española de Mujeres Universitarias	FEMU
Kvinnliga Akademikers Forening Sverige	KAF
Schweizerischer Verband der Akademikerinnen	SVA/ASFUD
Thai Association of University Women	TAUW
Association Togolaise des Femmes Diplômées des Universités	ATFDU
Türk Universiteli Kadınlar Derneği	TUKD
Turkish Cypriot Association of University Women	KTUKD
Uganda Association of University Women	UAUW
Women Graduates-USA	WG-USA
Zambia Association of University Women	ZAUW
Zimbabwe Association of University Women	ZAUW

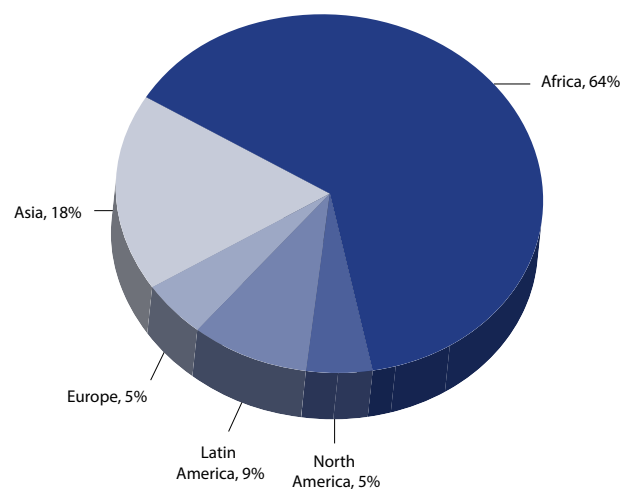
Further requests for admission were received in 2014 from Lithuania and Tajikistan.

## MEMBERSHIP

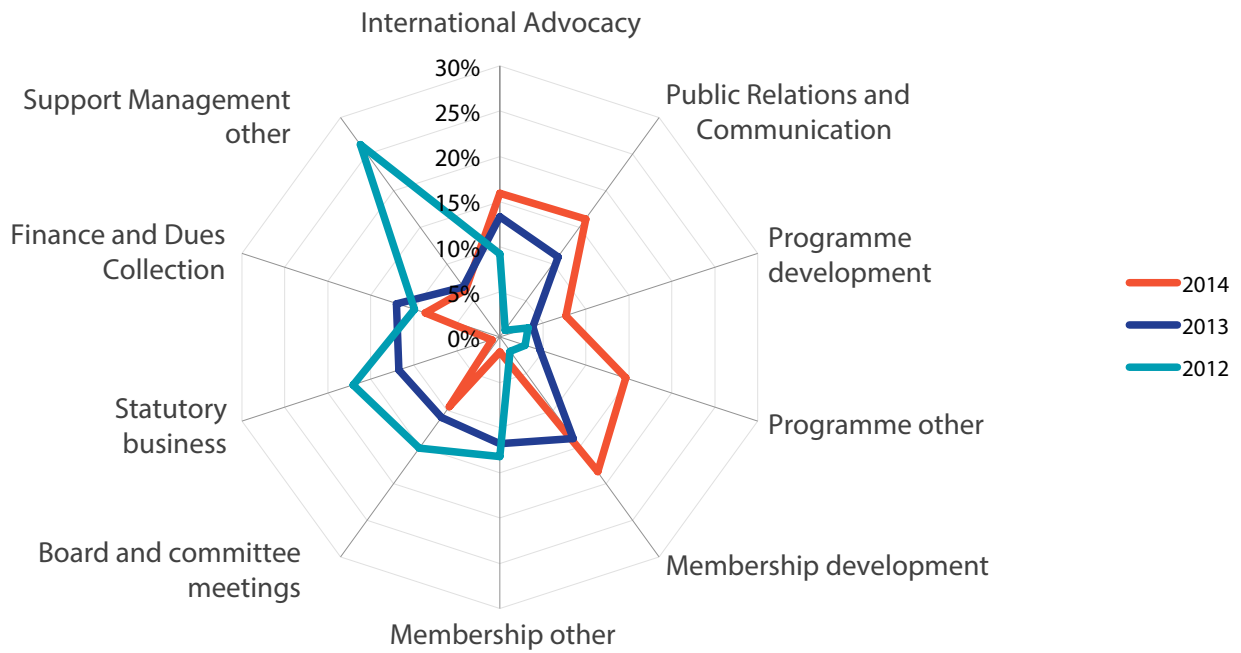
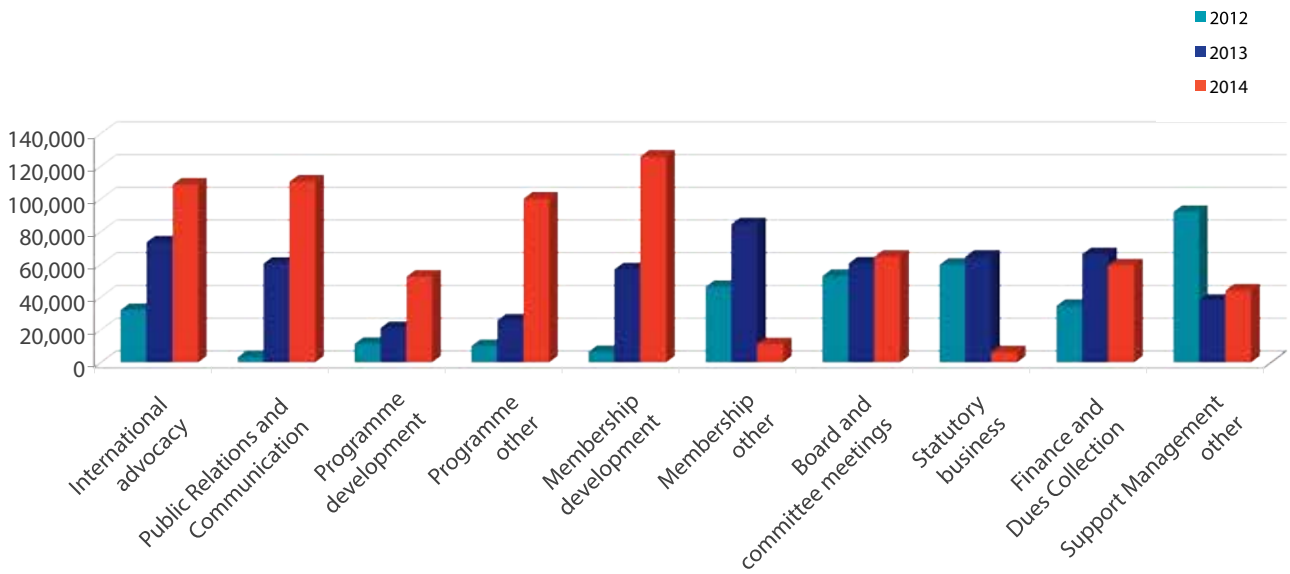
### National Federations and Associations



### Independent membership



## IFUW SPEND COMPARISON





On April 27, 2015, the International Federation of University Women (IFUW) changed names to Graduate Women International (GWI) by a majority membership vote. The audited accounts reflect the name under which the organisation operated in 2014.

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## AUDITOR'S REPORT

### REPORT OF THE AUDITOR ON THE VOLUNTARY LIMITED STATUTORY EXAMINATION TO THE GENERAL ASSEMBLY OF THE INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN, GENEVA

As auditor, we have examined the financial statements (balance sheet, statement of revenues and expenses, notes and statements of movement in funds) of International Federation of University Women for the year ended 31 December 2014.

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 company personnel and analytical procedures as well as detailed tests of company 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 IFUW constitution and by-laws.

Without qualifying our examination conclusion, we refer to note 2 in the notes to the financial statements describing the International Federation of University Women's strategy and expected deficit for the next reporting period. In the event the return on investment from the long-term strategy implemented would take longer to occur than budgeted, it would call into question International Federation of University Women's ability to continue as a going concern. Should the Federation be unable to continue as a going concern, the financial statements would have to be prepared on the basis of liquidation values.

KPMG SA



Karina Vartanova  
*Licensed Audit Expert*  
*Auditor in Charge*



Pierre-Henri Pingeon  
*Licensed Audit Expert*

Geneva, 29 May 2015

*Enclosure(s):*

- Financial statements (balance sheet, statement of revenues and expenses and notes)

## BALANCE SHEET

Balance Sheet as at December 31,		2014	2013
	Note	CHF	CHF
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and banks		109,636	282,204
Short term investments		518,265	568,786
Accounts Receivable		15,498	995
Rent Deposit		5,125	5,121
LAC - conference 2013		0	5,201
Conference 2016		8,374	0
		<b>656,898</b>	<b>862,308</b>
<b>Fixed Assets</b>			
		<b>6,870</b>	<b>9,373</b>
<b>Total Assets</b>		<b>663,768</b>	<b>871,680</b>
<b>LIABILITIES AND FUNDS</b>			
<b>Current Liabilities</b>			
Creditors and accrued liabilities		57,401	22,427
Dues received in advance		139,420	131,937
		<b>196,821</b>	<b>154,364</b>
<b>Total Unrestricted Funds</b>	Enclosure 4.1	<b>366,227</b>	<b>595,405</b>
<b>Total Restricted Funds</b>	Enclosure 4.2	<b>100,721</b>	<b>121,912</b>
<b>Total Unrestricted and Restricted Funds</b>		<b>466,948</b>	<b>717,317</b>
<b>Total Liabilities and Funds</b>		<b>663,769</b>	<b>871,681</b>

## STATEMENT OF REVENUES AND EXPENSES

Statement of Revenues and Expenses for the year ended December 31,		2014	2013
	Note	CHF	CHF
<b>INCOME</b>			
Subscription fees NFAs current		333,831	354,899
Subscription fees NFAs arrears		5,864	16,672
Independent members		1,313	3,237
Donations		58,774	0
Donations in kind		3,307	1,945
Administrative fees - Fellowships		2,105	0
Miscellaneous		820	0
Net gain on short term investment	5	43,117	19,055
<b>Total income</b>		<b>449,132</b>	<b>395,808</b>
<b>Total Expenditure (Enclosure 2.2)</b>		<b>685,556</b>	<b>553,682</b>
<b>Deficit for the year</b>		<b>(236,424)</b>	<b>(157,874)</b>
<b>Accumulated Deficit at the beginning of the year</b>		<b>0</b>	<b>(54,942)</b>
<b>Transfer from Contingency Fund (Enclosure 4.1)</b>		<b>0</b>	<b>197,917</b>
<b>Transfer from IFUW Special Fund (Enclosure 4.1)</b>		<b>16,870</b>	<b>14,899</b>
<b>Transfer from Frederika Quak Fund (Enclosure 4.1)</b>		<b>118,979</b>	<b>0</b>
<b>Accumulated Deficit at the end of the year (Enclosure 4.1)</b>		<b>(100,575)</b>	<b>0</b>

## STATEMENT OF REVENUES AND EXPENSES

Statement of Revenues and Expenses for the year ended December 31,			
		2014	2013
	Note	CHF	CHF
<b>EXPENDITURE</b>			
<b>PROGRAMME</b>			
International advocacy		22,544	8,464
Public Relations and Communication		46,194	11,451
Projects		1,036	0
Fund Raising		1,602	0
Membership development		36,649	13,258
		<b>108,025</b>	<b>33,173</b>
<b>GOVERNANCE</b>			
Board & Committee meetings		27,128	27,047
Governance & Statutory business		0	29,559
President & board travel (president's travel)		5,738	7,321
		<b>32,866</b>	<b>63,927</b>
<b>GENERAL ADMINISTRATION</b>			
Salaries & social benefits	5	421,475	352,557
Office rent & upkeep		31,019	31,990
Equipment and maintenance		14,226	8,554
General administration		14,364	8,259
Staff Training		2,670	3,775
Bank charges		824	1,080
		<b>484,579</b>	<b>406,215</b>
<b>PROFESSIONAL FEES</b>			
Audit		7,992	7,476
Bookkeeping		43,416	40,878
Consulting fees		5,554	1,620
		<b>56,962</b>	<b>49,974</b>
Depreciation		3,124	393
<b>Total expenditure</b>		<b>685,556</b>	<b>553,682</b>

## NOTES TO THE FINANCIAL STATEMENTS

December 31, 2014

### 1 Organisation and activity

The International Federation of University Women (IFUW) is a non-governmental organisation (NGO) with headquarters in Geneva, Switzerland. The Federation is active in 62 countries through national federations and associations, and present in more than 100 countries through its independent members.

The IFUW's main objectives are to promote secondary, tertiary, continuing and non-traditional education for girls and women, promote 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.

IFUW is a not-for-profit organisation and is financed mainly by subscription fees paid by the members through their national federation or association and by donations from members. Grants for special projects are occasionally provided by outside agencies.

### 2 The Federation's strategy

Since the August 2013 General Assembly vote in Istanbul to bring about significant changes to the Federation, the IFUW staff have been actively pursuing new membership, programmes, partnerships and funding. A variety of new membership offers have been developed and outreach to commercial partners and foundations has been consistent throughout 2014. IFUW has brought on board two new partners for activities and membership benefits.

Expenditure has been increased on advocacy, communications, programme and fundraising, to gain visibility and promote the Federation's activities. One new National Federation and Association (NFA) has joined and several more are preparing to join in 2015 indicating that IFUW is back on a membership growth trajectory.

The Board and Finance Committee remain fully committed to the investment required to grow the Federation. The Federation is making use of IFUW's reserves in order to drive programme and membership development both at the international and NFA levels. IFUW held a fellowships competition in 2014; ten fellowships were awarded to outstanding candidates.

The 2014 loss is a result of expenditure to carry out the strategic plan. IFUW is on target with its activities and proceeding to plan. Additional investments in tools to further the strategic aims of the Federation will be required

The Board of Officers and Finance Committee believe that the going concern basis is appropriate.

### 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 of IFUW have been prepared in accordance with generally accepted accounting principles prevailing in Switzerland.

#### 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 SHORT TERM INVESTMENTS

Money Market Funds and securities are carried at market value prevailing at year end.

#### 3.5 CONVERSION OF FOREIGN CURRENCIES

Assets and liabilities that arise in currencies other than Swiss francs are translated at rates of exchange prevailing at year end. Revenues and expenses are translated at the approximate rates of exchange prevailing during the year.

#### 3.6 FUNDS

Funds are defined as follows:

***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 as well as outside funds administered by the Federation.

## 4 Exchange rates

The exchange rate used for balance sheet translation was 1 US dollar = 0.98938 Swiss francs and 1 EUR = 1.20272 Swiss francs.

## 5 Net income from short-term investments

	2013 CHF	2012 CHF
Net unrealised exchange gain/(loss) on cash and investments	44,605	(15,708)
Realised gain/(loss) on sale of investments	0	0
Income from short-term investment	20,876	16,382
Unrealised gain/(loss) on investment	(22,364)	18,381
<b>Net income from short-term investments</b>	<b>43,117</b>	<b>19,055</b>

## 6 Commitments

The annual commitment for the rent of the office space and the parking was CHF 26'402 compared to CHF 26'478 in 2013.

Rental guarantees amounting to CHF 5'125 have been provided in favour of third parties (2013: CHF 5'121).

## 7 Pension fund liabilities

As of December 31, 2014, the pension fund liabilities are CHF1'138 (2013: CHF1'500).

## 8 Fire insurance

As of December 31, 2014, the fire insurance value of fixed assets amounted to CHF 200'000 (2013: CHF 200'000).

## 9 Risk assessment

The Board, at its annual meeting, reviews and assesses the risks to the organisation.

The risk assessment comprises the following points:

### a) Income sources

IFUW depends on its national affiliates (NFAs) for revenue. The International Development Manager has been working with the NFAs to grow membership and this is beginning to show results as one new NFA has joined, several more are preparing to join and some existing NFAs have arrested the fall in their membership.

The fund raising plan developed in 2013 has been pursued actively. A request for tax free status has been submitted to the Geneva authorities in 2014.

### b) Currency exposure and subsequent event

IFUW's investments are held in the United States. In 2014 the currency exposure was relatively stable until November 2014. However, the increase of the dollar in December generated positive impact on the income statement of IFUW.



## ENCLOSURE 4.1

### MOVEMENT IN UNRESTRICTED FUNDS

<b>Movement in Unrestricted Funds</b>	<b>2014</b>	<b>2013</b>
Movements in unrestricted funds are analysed as follows:	CHF	CHF
<b>CONTINGENCY FUND</b>		
Opening balance	0	197,917
Accumulated loss at year end	0	(197,917)
<b>Balance as at December 31</b>	<b>0</b>	<b>0</b>
<b>IFUW SPECIAL FUND</b>		
Opening balance	11,870	21,769
Return from Bina Roy	5,000	5,000
Accumulated loss at year end	(16,870)	(14,899)
<b>Balance as at December 31</b>	<b>0</b>	<b>11,870</b>
<b>CONFERENCE FUND</b>		
Opening balance	273,351	273,351
Profit from 2013 Conference	2,246	0
<b>Balance as at December 31</b>	<b>275,597</b>	<b>273,351</b>
<b>EQUIPMENT FUND</b>		
Opening balance	105,274	113,828
IT Installation	0	(8,554)
<b>Balance as at December 31</b>	<b>105,274</b>	<b>105,274</b>
<b>PUBLICATIONS FUND</b>		
Opening balance	12,828	23,696
BlueBook and miscellaneous publications	0	(10,868)
<b>Balance as at December 31</b>	<b>12,828</b>	<b>12,828</b>
<b>FREDERIKA QUAK FUND</b>		
Opening balance	118,979	118,979
Accumulated loss at year end	(118,979)	0
<b>Balance as at December 31</b>	<b>0</b>	<b>118,979</b>
<b>ALICE PAQUIER FUND</b>		
Opening balance	12,741	13,042
Grants for conference	0	(301)
<b>Balance as at December 31</b>	<b>12,741</b>	<b>12,741</b>
<b>RUTH EM BOWDEN FUND</b>		
Opening balance	60,362	0
Donations received	0	60,362
<b>Balance as at December 31</b>	<b>60,362</b>	<b>60,362</b>
<b>Accumulated Deficit at the end of the year</b>	<b>(100,575)</b>	<b>0</b>
<b>Total Balance in Unrestricted Funds</b>	<b>366,227</b>	<b>595,405</b>

## MOVEMENT IN UNRESTRICTED FUNDS

<b>Movement in Restricted Funds</b>	<b>2014</b>	<b>2013</b>
Movements in restricted funds are analysed as follows:	CHF	CHF
<b>FELLOWSHIPS AND GRANTS FUND</b>		
Opening balance	21,818	11,630
Donations received	29,696	10,188
Grants paid	(46,142)	0
Bank charges	0	0
<b>Balance as at December 31</b>	<b>5,371</b>	<b>21,818</b>
<b>HEGG-HOFFET FUND</b>		
Opening balance	76,181	69,929
Donations received	1,920	7,598
Grants paid	(1,568)	(1,326)
Printing expenses	(1,099)	0
Bank charges	(233)	(20)
<b>Balance as at December 31</b>	<b>75,201</b>	<b>76,181</b>
<b>BINA ROY PARTNERS IN DEVELOPMENT FUND (BRPID)</b>		
Opening balance	23,913	16,979
Donations received	6,944	13,857
Return to IFUW Special Fund	(5,000)	(5,000)
Grants	(5,708)	(1,913)
Bank charges	0	(10)
<b>Balance as at December 31</b>	<b>20,149</b>	<b>23,913</b>
<b>PENCILS FOR PAKISTAN</b>		
Opening balance	0	6,112
Donations received	0	0
Funds paid	0	(6,112)
<b>Balance as at December 31</b>	<b>0</b>	<b>0</b>
<b>CONCHITA PONCINI JIMENEZ FUND</b>		
Opening balance	0	11,304
Donations received	0	238
Grants	0	(11,542)
<b>Balance as at December 31</b>	<b>0</b>	<b>0</b>
<b>VGIF FUNDS ADMINISTERED BY THE FEDERATION</b>		
Opening balance	0	4,758
Donations received	0	9,604
2013 Conference Training Travel Grants	0	(14,362)
<b>Balance as at December 31</b>	<b>0</b>	<b>0</b>
<b>Total Balances in Restricted Funds</b>	<b>100,721</b>	<b>121,912</b>

## STAFF LIST



..... **Danièle A. Castle**  
Executive Director



**Aoife Hegarty** .....  
Advocacy and Communications Officer



..... **Lorraine Mangwiro**  
Administrative Assistant



**Hélène Queyrane** .....  
Programme Officer



... **Caroline Staffell**  
International Development Manager



**Previous Staff**  
**Kimberley Addison** .....  
Administrative Assistant



..... **Nina Joyce**  
Advocacy and Communications Manager

We sincerely thank all the dedicated volunteers within the organisation who have spent time, effort, expertise, and knowhow on making the organisation efficient in the promotion of its vision and mission.

We thank our United Nations representatives in Geneva, New York, Paris and Vienna, who have carried the IFUW banner in an articulate manner and with success.

We thank our university interns Stephanie O'Connor, Nilay Tuncok, and Emily Kalis, for their interest and enthusiasm.

We thank our other volunteers, who have given us so much time and expertise, each in their own way: Mona Adurty, Murielle Legendre, Sara Miante, Joanna Sapeta, Eliska Sykorova.

Finally, we are deeply indebted to former IFUW Secretary General Leigh Bradford Ratteree for her patient construction of the photo archive and the many hours she has spent identifying and classifying photos of all shapes, sizes and conditions.



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