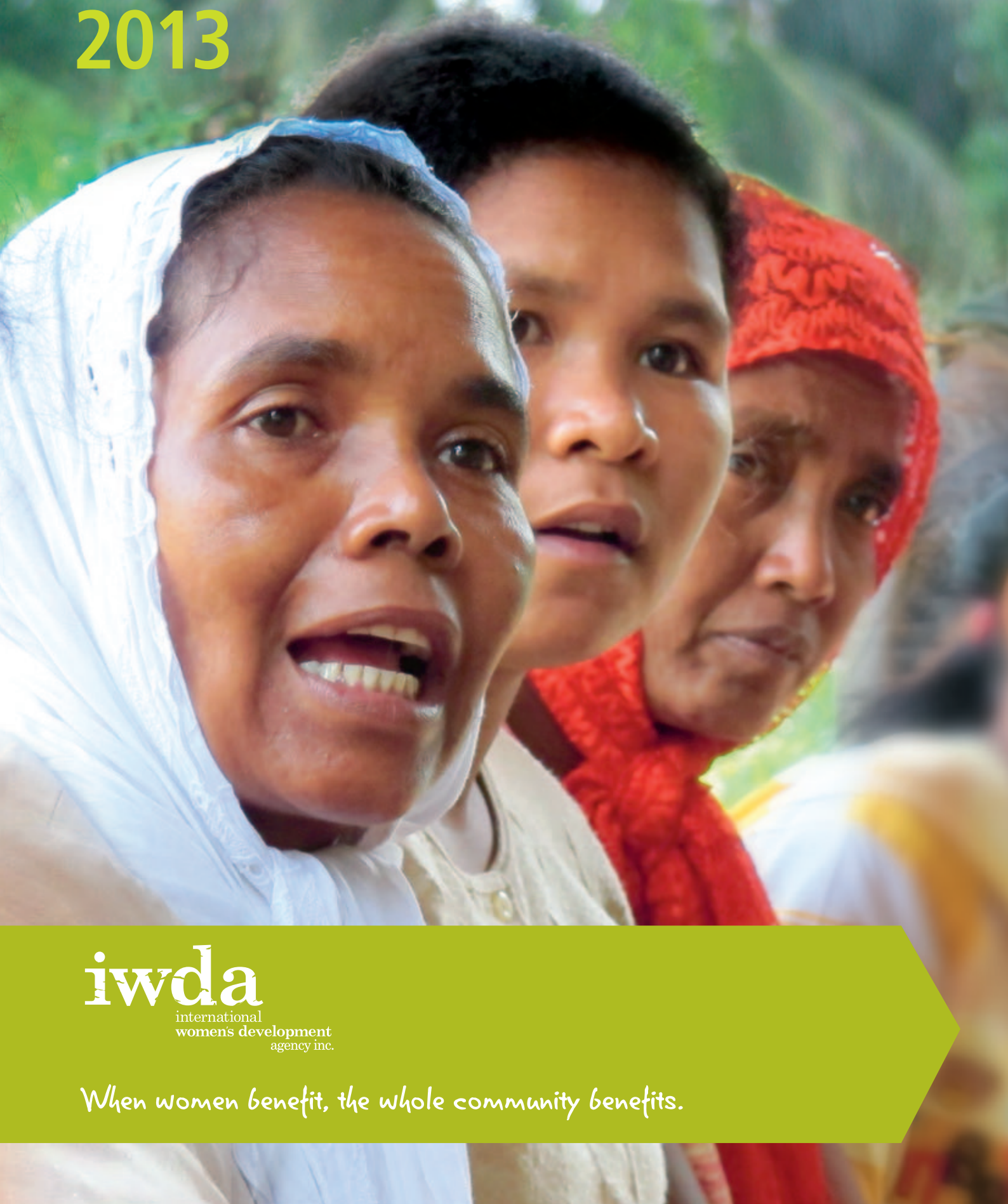


# ANNUAL REPORT 2013



**iwda**  
international  
women's development  
agency inc.

*When women benefit, the whole community benefits.*

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Front cover: Participants in a women's exchange facilitated by Organisaun Haburas Moris in Timor-Leste. Photo: Georgia Ride.

This page: Women from Bougainville Women's Federation participating in a strategic planning workshop in Papua New Guinea, February 2013. Photo: Kristy Nowland.



**International Women's Development Agency is the only Australian development agency entirely focussed on gender equality and women's rights in Asia and the Pacific.**

### **Our vision**

IWDA's vision is for a just, equitable and sustainable world where women enjoy the full range of human rights, where women and men interact with dignity and respect, and where women have an effective voice in economic, cultural, civil and political systems and processes.

### **Our mission**

IWDA works in partnership with women's groups and advocates to create empowering and transformative change for women. Our pursuit of gender equality focusses on the following thematic priorities that directly work towards achieving women's rights:

- Economic empowerment and sustainable livelihoods
- Safety and security
- Civil and political participation

### **Our values**

- Gender equality and empowerment of women
- Respect and diversity
- Partnership and collaboration
- Ethics and accountability

### **Our identity**

We are strongly connected with the global women's movement and the feminist history that informed the foundation of our organisation in 1985. Through local, national and international partnerships, alliances and networks, IWDA has consistently worked as a catalyst to accelerate change in our region.

As a secular, not-for-profit agency, we promote respectful relationships between men and women at all levels of society. We promote the rights of women as enshrined in key international conventions and resolutions.

# MESSAGES

## A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

**I extend my warmest thanks and congratulations to the women of IWDA, including our volunteers, staff, Board, Trust Directors, and of course our partner organisations and peers in Fiji, Solomon Islands, Timor-Leste, Cambodia, Papua New Guinea and the Thai Burma Border. With our many Australian research and advocacy colleagues, and public supporters, we have achieved tremendous results this year.**

Our agency is now 28 years old and continues to be a niche development organisation in Australia. Our feminist, secular, rights-based identity and specialised focus on women's rights and gender equality brings us significant credibility and respect within our sector.

The growth of IWDA is now securely guided by 3-year Income and Program Strategies which will sustain our international engagement in the Asia and Pacific region. This year, we have grown our donation income by 47% and our grant income by 59%.

In a year when women's political leadership has been at the forefront of Australian commentary, IWDA brings insight into the international journey to increase women's civil and political leadership around our region. IWDA maintains that there can be no real democracy or peace unless there is full and equal political participation of women.

This year, our **women's civil and political participation** programs have increasingly focussed on elections across the region and engagement with democracy and leadership initiatives. We are starting to see tremendous shifts in our Thai Burma Border program, which in the next year will be integrally linked to a wider gender focus on peace-building and reconciliation, and political decision-making in Burma. The inter-generational relationship between

IWDA and leading Fijian women's rights organisations has resulted in a powerful year of activities including: a new development management model, with women in the driver's seat; new structures and media channels to address the women, peace and security agenda; and substantial collaboration on constitutional reform and dialogues.

IWDA's **women's safety and security** partnerships have seen expansion and increasing depth in Papua New Guinea and Timor-Leste this year. IWDA honours the women human rights defenders who were killed this year as a consequence of their commitment to social justice. We pay our respect to our sisters Marilou Valle in the Philippines and Helen Rumbali in Bougainville. This year's report increases the visibility of our programs, research and global campaign events to eliminate violence against women, advocacy for the inclusion of women with disabilities, and the extension of our investment in local NGOs providing services and support to survivors and those most vulnerable to violence.

Economic power impacts on all women's rights issues and agendas – from reproductive and sexual rights, to violence against women, land ownership and agriculture, education, political participation and health. Our work that targets **women's economic empowerment and sustainable livelihoods** has continued to improve women's economic indicators and address the root causes of poverty. For example, the Solomon Islands savings clubs, which continue to increase in number and membership, have brought substantial community benefits including electricity and conservation zones.

As a specialist gender organisation in the development sector, IWDA plays a critical role in **thought leadership**. We continue to generate analysis of

budgets, policy and practice to improve development outcomes for all. Our research and advocacy work spotlights accountability of others to ensure that decisions and programs benefit men and women, boys and girls equally. Our publications bring visibility to the cultural and systematic causes of discrimination and inequality. The section of this report titled 'Research matters' demonstrates the breadth of this commitment.

I warmly and sincerely thank you all for your continuing support and engagement with IWDA. With pleasure, I present this year's Annual Report.

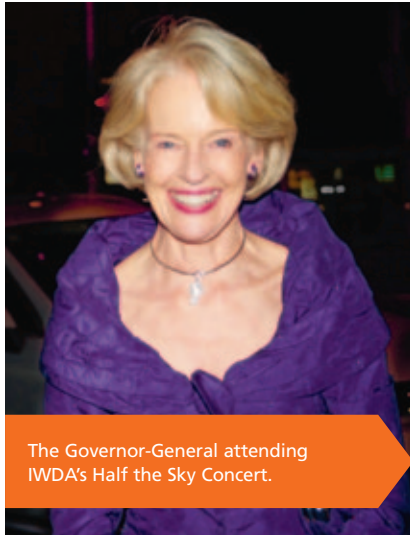


Joanna Hayter



Joanna Hayter meeting Duong Chom, community facilitator, Cambodia.

## FROM OUR PATRON



The Governor-General attending IWDA's Half the Sky Concert.



## A MESSAGE FROM OUR PRESIDENT

**I joined the IWDA Board in October 2011, a year later I became the Vice President and, in July 2013, I was honoured to take on the role of President. This is very much a reflection of the fast-paced and dynamic environment at IWDA in the year just past. I have been exhilarated by our energy, ambition and achievement as we have worked to establish a firm footing for IWDA's future growth.**

As I go about my professional and personal life, as a leader, mentor, volunteer, student, mother and wife, I am struck by the vast array of women I meet who, upon hearing of my involvement with IWDA, express such a connection with the organisation and high regard for its work. Almost always they ask me what they can do for us. So often, my colleagues and peers have celebrated IWDA because, 'it's Australian', 'it works in our region', 'it's about women's rights' and most importantly, 'I feel a sense of belonging and I want to do something'.

We are very proud of our achievements across 2012–13, in terms of our financial results, our program impact and our influence. Of equal importance, we can be confident in the work we have done to prepare IWDA for future growth. In 2012–13, the Board and Leadership Team joined forces to develop our Growth Strategy 2013–2016 which will see IWDA extend its reach to 2 new program countries – Vanuatu and Burma – and develop 14 additional program partnerships. The Strategy also aims to build our income by 30% over 3 years to resource this impressive growth.

As we embrace this challenge, I pay tribute to the leadership of Joanna Hayter and her dedicated team of staff and volunteers who climb both physical and metaphorical mountains every day to work in challenging environments, and to advance women and their communities in our region. I also extend my thanks to the members of the IWDA Trust for their oversight and management of the IWDA Foundation which grew further this year.



Fiona Sharkie

Finally, I would like to thank and farewell Therese McCarthy and Jan Owen, 2 women who have provided their own individual dynamism to IWDA over several years as Board members and office-bearers. On behalf of the Board and staff, we are indebted to you both.

Fiona Sharkie

## OUR PERFORMANCE SUMMARY

## Strengthen IWDA's heartland — our programs

IWDA is committed to maintaining long-term relationships with our partners to ensure the effectiveness of programs, good development practice, and sustainable change.

We began working with an additional 3 new partners in **Cambodia** this year. Currently, more female local government politicians are in place than at any time in history as a result of a decade of civil and political empowerment programs and advocacy.

In **Fiji**, the partnership between IWDA and women's rights organisations has increased women's participation in constitutional reform and civic education that may lead to more women in government. In addition, sustained investment in women's media initiatives with FemLINKPACIFIC has

expanded coverage of issues of concern to women, and the reach of women's journalism through radio and digital communications.

The scope of the **Papua New Guinea** program has been renewed so that its focus is on women's leadership and women's safety and security activities. This brings IWDA support to women activists addressing extreme violence.

In **Solomon Islands**, IWDA led the development of new accountability

**Continue to be a catalyst for change**

IWDA's engagement with alliances, research and advisory services continues to produce evidence and ideas to advance gender equality.

Over the year we were involved with many successful events and campaigns, including International Women's Day, the 16 Days of Activism to End Gender Violence, and the International Sexual and Reproductive Health and Rights Consortium.

We shared our expertise in the design phase of the Pacific Women Shaping Pacific Development program to influence the focus and approach of this Australian Government's 10-year \$320 million initiative.

GenderWise, our training and advisory service, has consulted on 29 projects since 2011.

Submissions and briefings to Australian and UK Parliamentary Committees, and UN Committees addressed gender equality in Timor-Leste, the rights of women with disabilities, access to justice for women, and women's economic empowerment.

We presented over a dozen papers to key development sector conferences with partners in Australia and the region,

## Build an enduring organisation

IWDA's growth strategy aims to build our size and sustainability, and to capitalise on our unique position as Australia's only feminist international development agency.

IWDA is composed of 24 women, representing 8 nationalities, speaking 17 languages, working with 24 partners across 6 countries in Asia and the Pacific.

Our staff retention rate presently sits at 83%.

This year, IWDA achieved a surplus. Grants income has grown by 59% and donation income by 47%.

**THROUGH DONATIONS FROM  
OUR SUPPORTERS, WE RAISED  
A TOTAL OF \$1,603,844.**

This year, we updated the IWDA Governance Manual and revised policies to strengthen our risk management, financial management, the health, safety and well-being of staff, and to ensure excellence in compliance with the ACFID Code of Conduct.

**We have now met or exceeded 14 of the 21 milestones of**

mechanisms that apply gender standards across the Solomon Islands NGO Partnership Agreement Program, and the production of a 'Good Decisions, Good Leadership' guide for local community organisations.

On the **Thai Burma Border**, our 14-year partnership with women's organisations has made significant strides in the last year. We now look forward to working across wider geographies to diversify and strengthen women's civil society organisations, intrinsically linked

to peace-building and reconciliation, and political decision-making in Burma.

The **Timor-Leste** program expanded to improve the exchange between national and provincial organisations. In the next year this will include bringing in a new partner with a focus on women's legal rights.

In the last year, the Pacific-based Funding Leadership Opportunities for Women program led to 650 individual submissions to change Fiji's constitution.



addressing subjects including: sorcery and witchcraft-related killings; navigating gender and culture; women's leadership and participation in transitional democracy; and research on gender perspectives in NGOs.

We published 2 new issues in the *Gender Matters* series and developed training materials to support key research by IWDA and our partners. Research on gender roles and relations in water, sanitation and hygiene programs in Timor-Leste was published in ACFID's *Research in Development Series*.

The *Triple Jeopardy* research produced a world-first study of violence against women with disabilities in Cambodia. This was published by AusAID as a working paper research policy brief.

IWDA joined international research partners to present a new gender-sensitive poverty measure, called the Individual Deprivation Measure (IDM), and we continue to advocate the move from research to widespread use.

**WE PRESENTED THE  
INDIVIDUAL DEPRIVATION  
MEASURE  
AT THE UNIVERSITY OF OSLO ON  
6 JUNE 2013**

**WE ACHIEVED OUR BIGGEST  
FUNDRAISING TARGET EVER  
FOR THE 2013 TAX APPEAL**



**GIFTS OF CHANGE,  
OUR CHRISTMAS  
APPEAL, RAISED  
\$56,768  
FOR IWDA PARTNERS**



11 12 13 14 15 16 17 18 19 20 21  
**our 5-year strategic plan that takes us to the end of 2015.**

# OUR WORK IN ASIA AND THE PACIFIC 2012–2013



# INTRODUCING OUR PROGRAM PARTNERSHIPS

**Over the last 12 months we worked with 24 program partners, in 6 countries in Asia and the Pacific, across 3 thematic areas.**

## Commitment

There are complex and interrelated social, cultural, economic and political factors that perpetuate women's economic, social and political marginalisation. For this reason, IWDA understands that working towards a sustainable and just world for women will require ongoing action in many areas and at multiple levels.

## Theory of change

Guided by 3 thematic priorities, IWDA will work towards 5 long-term program goals for women's rights and gender equality. Over the next 3 years, IWDA's Program Strategy will achieve 5 outcomes that represent positive change in women's lives. These outcomes will be measured through indicators captured through our monitoring, evaluation and learning framework.

IWDA's theory of change explains how we work, how we achieve our goals, our approaches to empowering women, and the on-going process of change that will achieve these goals.

## Our long-term program goals

1. Women's equal participation and influence in decision-making
2. Women and men enjoy relationships based on equality and respect
3. Women live free from all forms of personal, state and structural violence
4. Strong legislative frameworks and policies that protect and promote women's rights
5. Women have full and equal access to health and education.

**In the last year, we worked with the following 24 locally-based partners across Asia and the Pacific:**



# INTRODUCING OUR PROGRAMS

## OUR 3 THEMATIC PRIORITIES

IWDA's Program Strategy is guided by the following  
3 thematic priorities:



### WOMEN'S SAFETY & SECURITY

Violence against women is a violation of women's human rights and a key barrier to social, economic and political participation development. In the Highlands of Papua New Guinea, close to 100% of women experience violence, and an estimated 70% of women from across the whole country will be raped or physically assaulted in their lifetimes. To address the root causes of violence against women, gender equality needs to be promoted by individuals and organisations at the interpersonal, family, community and societal levels.

Our programs directly work to address violence against women that occurs in domestic and intimate partner situations, as well as human trafficking and gender-based violence that

results from forced migration. Our present partnerships support women to overcome trauma and empower them to find their own voices and speak up against violence.

We also work with our partners to give women the skills to participate in discussions and activities that will build peace and democracy. This helps to ensure that agreements for peace and human security discuss issues such as social inclusion and gender equality, including gender-based discrimination and conflict-related sexual violence.

Over the next 3 years, we plan to see the greatest growth within this thematic priority.



### WOMEN'S CIVIL & POLITICAL PARTICIPATION

IWDA is committed to ensuring that women are equally represented at all levels in political and public life. Just 4.3% of seats in national parliaments in the Pacific are filled by women, and in Solomon Islands, women make up just 3.9% of those elected to local government. When women are not able to first gain experience in local government, it can be hard for them to move into other levels of government.

Unequal representation and participation of women in institutional structures and decision-making processes is the global

norm, from governments and political parties to NGOs, the private sector and social institutions. This is both a denial of women's democratic rights and a constraint on development, as it limits the information, ideas and priorities that determine policies and allocation of resources.

A woman's interest in, and ability to contribute to, political life and high level leadership is intrinsically linked to a combination of opportunity and the development of capability.



### WOMEN'S ECONOMIC EMPOWERMENT & SUSTAINABLE LIVELIHOODS

IWDA is committed to eliminating the barriers that women face when attempting to access financial services, decision-making activities, information, land management and food security. This includes access to opportunities and services that would ensure a stable and sustainable environment for women, their families, communities and future generations.

Women make up more than 43% of the world's agricultural workers. Agriculture is particularly important in Melanesia, where 72.2% of the population live in rural areas.

Whether as farmers or entrepreneurs, women in rural areas own less land than men and have less access to finance, limiting the productivity and profitability of their businesses.

Women in rural and urban environments need better access to financial services if they are to improve their economic situation. Typically, women are more likely to save, keep their money safe, and use it for goods and services that are important to them and their families.

References for this section can be found on our  
website at [www.iwda.org.au](http://www.iwda.org.au)



Grace Fox, Communications Officer from Pacific Centre for Peacebuilding in Fiji, 2013.  
Photo: Kristy Nowland.

# WOMEN'S SAFETY AND SECURITY



## WOMEN'S SAFETY & SECURITY

OVER THE LAST 12 MONTHS...

### CAMBODIA

**BANTEAY SREI RESPONDED TO 397 CASES**

OF VIOLENCE ACROSS BATTAMBANG AND SIEM REAP PROVINCES

### PAPUA NEW GUINEA

**60 WOMEN**

COMPLETED A NEEDS ASSESSMENT WITH OUR PARTNER ABOUT THEIR EXPERIENCE OF FAMILY AND SEXUAL VIOLENCE

### THAI BURMA BORDER

**OVER 400 WOMEN USED THE LIBRARY**

TO IMPROVE THEIR KNOWLEDGE ABOUT WOMEN'S RIGHTS

## CAMBODIA

### The challenge

Gender-based violence is a significant problem for women in Cambodia: over 20% of women over the age of 15 have experienced physical violence.<sup>1</sup> Widespread poverty and limited access to information contribute to a societal problem that is made worse by poor and unequal access to the justice system.

### The response

- Partner: Banteay Srei
- Program name: Community action against gender-based violence
- Funding: IWDA - AusAID NGO Cooperation Program (ANCP) (with thanks to the SMEC Foundation for its contribution)

Banteay Srei has worked in partnership with IWDA since 1985 to improve vulnerable women's political, economic and social opportunities. Working with 53 communities in Cambodia's Siem Reap and Battambang provinces, Banteay Srei runs community activities to raise awareness of gender-based violence. They operate the only Safe House in Battambang province for survivors of violence and last year, also provided training and legal assistance to residents of the Safe House. Gender Peace Network volunteers and commune councillors also monitored the health and safety of survivors and provided them with ongoing support.

### The achievements

The Safe House provided emergency accommodation for 230 women and girl survivors of rape, 78 survivors of domestic violence and 1 survivor of human trafficking. Ten of these survivors were women with disabilities. Survivors were provided with emergency care and given access to legal services. With support from the Safe House, 80 survivors sought redress through the courts. Thirty-three newly elected female commune councillors were trained to monitor and intervene in cases of violence at the community level.

## PAPUA NEW GUINEA

### The challenge

Women from Papua New Guinea experience some of the highest levels of gender-based violence in the world. In the Highlands, close to 100% of women experience violence<sup>2</sup> and access to support services is limited. Gender-based violence is a serious issue and a major barrier to development, with serious effects on women and their community.

### The response

- Partner: Eastern Highlands Family Voice (EHFV)
- Program name: Promoting women's development and protection
- Funding: IWDA - AusAID NGO Cooperation Program (ANCP) (with thanks to The Arnold Foundation and Elvira Earthstar for their contributions)

Eastern Highlands Family Voice (EHFV) provides counselling and referral services for women, conducts school-based education on preventing violence and conducts surveys on the incidence of family and sexual violence. During the last year, EHFV conducted a survey in the Unnggai District to identify the needs of the district's women. The survey captured the voices and experiences of local women, identified issues affecting them and developed strategies to address them.

**229 PEOPLE ATTENDED BANTEAY SREI SAFE HOUSE'S 60 MINI WORKSHOPS ON HUMAN RIGHTS, GENDER, HEALTH, FORMS OF ABUSE, FAMILY SAFETY AND FINANCIAL CONTROL**

<sup>1</sup> National Institute of Statistics of Cambodia (2005) *Cambodia Demographic and Health Survey*.

<sup>2</sup> Papua New Guinea Law Reform Commission, *Final report on domestic violence*, report no. 14, 1992, p. ix. More recently, Associate Professor Martha McIntyre from Melbourne University asked women at a workshop in Goroka in the PNG Highlands to put a cross on a piece of paper if they had experienced physical violence in the previous month, and 100% of these women indicated that they had.



## PROGRAMS 2012–2013

### WOMEN'S SAFETY AND SECURITY

Cambodia	1
Papua New Guinea	1
Thai Burma Border	1

## The achievements

In collaboration with Marie Stopes International, Mercy Works and Goroka Base Hospital, EHFV provided awareness and skills training to 34 women who have experienced family or sexual violence. The training focussed on health issues affecting the women, including sexual and reproductive health and rights, and time and money management. During the training, women identified the causes of the issues affecting them and possible solutions.

**34 WOMEN IN PAPUA NEW GUINEA WHO HAD EXPERIENCED FAMILY OR SEXUAL VIOLENCE WERE BETTER**

**EQUIPPED WITH KNOWLEDGE AND SKILLS**

## Papua New Guinea program review

### Improving community responses to gender violence

#### Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

IWDA conducted a review to explore how community responses to violence against women could be further supported. Knowledge based on previous experience suggests that it is difficult to support individuals and organisations who respond to violence in complex and remote environments.

This year, we identified new potential partners in the Jiwaka Province, and designed a project to support women's human rights defenders to provide services for survivors and work with communities to prevent gender-based violence.

IWDA will continue to develop this program as we increase our understanding of how to most effectively support community responses to violence against women.

## THAI BURMA BORDER

### The challenge

While the government and civil society within Burma are engaged in rapid changes to the democratic process, the rights of people from Burma's ethnic states and along the borders continue to be ignored. Sexual and gender-based violence against women is widespread: rape (including marital rape), domestic violence, stigmatisation, discrimination and military violence are common experiences for women and girls. A lack of access to justice and fair outcomes from the legal system, exacerbates human rights abuses committed against women and girls.

### The responses

- Partner: Palaung Women's Organisation (PWO)
- Program names: Women's crisis centre and women's advanced empowerment training
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)  
(with thanks to The Jani Haenke Charitable Trust, Mundango Abroad and Jeff & Robyn Coutts for their contributions)

Palaung Women's Organisation (PWO) continues to implement a comprehensive program to eliminate violence against women and girls that includes research, documentation, information services, awareness-raising, support services, community outreach and advocacy. PWO works within Palaung regional areas and communities and helps vulnerable women and girls who have been trafficked. They support survivors of sexual and gender-based violence by providing emergency shelter, referrals for medical and legal aid, and counselling.

### The achievements

The crisis centre was able to help more women than last year, educating not only women, but also men in the community. Services were provided to over 902 women and 70 young people over the year, including counselling, medical assistance and access to

resources and information about women's rights. Fourteen Palaung women directly benefitted from a one-month intensive empowerment training, and learning about women's rights and trafficking, human rights documentation, rule of law and transitional justice.

**OVER 350 WOMEN AND 70 YOUNG PEOPLE PARTICIPATED IN EXCHANGE PROGRAMS TO LEARN ABOUT TRAFFICKING AND VIOLENCE AGAINST WOMEN**

## Program spotlight

### Thai Burma Border

The Palaung Women's Organisation was formed in 2000 and provides training to Palaung communities on gender-based violence such as trafficking, rape, domestic violence, and sexual harassment.

In discussing their work on women's safety, our partner said:

"In January 2013, we conducted a 5-day conference with 100 women from different townships in Burma to discuss the social and political situation. We are very proud of this accomplishment. During this conference, women discussed issues, looked for resolutions and realised that many of the problems we all faced were similar. We all agreed to combine into 1 group to work together more closely for women's rights.

"On the last day of the conference, we founded an organisation to allow women to contribute to the 'women helping women' process."

# WOMEN'S CIVIL AND POLITICAL PARTICIPATION



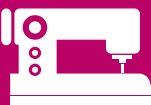
## WOMEN'S CIVIL & POLITICAL PARTICIPATION

OVER THE LAST 12 MONTHS...

### IN CAMBODIA

**4081 WOMEN GARMENT WORKERS**

IN PHNOM PENH ACCESSED INFORMATION ON COUNSELLING, TRAINING, BASIC HEALTHCARE AND LEGAL ADVICE



A COMMUNITY OF PRACTICE SUPPORTED THE LEARNING OF



**39 CURRENT AND POTENTIAL WOMEN LEADERS**

**193 WOMEN**

INCLUDING 158 FEMALE COMMUNE COUNCILLORS, 10 FEMALE DISTRICT GOVERNORS, 18 FEMALE DISTRICT COUNCILLORS, AND 7 FEMALE OFFICIALS OF THE DISTRICT WOMEN AFFAIRS UNIT PARTICIPATED IN A 5-DAY TRAINING ACTIVITY

## CAMBODIA

### The first challenge

Cambodia's garment industry contributes 12% to the country's Gross Domestic Product and employs 30,000 workers, 90% of whom are women.<sup>3</sup> Although low wages, hazardous working conditions, sexual harassment, discrimination, short term contracts and limited social security provisions are common, women working in garment factories are often without representation, leadership, or a voice in decisions that affect their lives.

### The response

- Partner: Worker's Information Centre (WIC)
- Program name: Worker's rights education
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP) (with thanks to the Madirry Foundation for its contribution)

The Worker's Information Centre (WIC) works directly with women garment workers in Phnom Penh to build networks and share experiences, and this year provided educational programs in 6 drop-in centres. WIC equipped women workers with skills and knowledge related to workplace rights and leadership. WIC also worked with labour networks, legal and human rights organisations and commercial buyers in order to gain their support for the improvement of working conditions.

### The achievements

In addition to building networks, providing information, and seeking improvements to working conditions, the project gave garment workers access to counselling, training, basic healthcare and legal advice. Protest and legal action against factories that exploited workers' rights resulted in over 200 workers receiving wages and compensation following one company's breach of labour laws.

WIC's women organisers provided advocacy training and mobilised 278 workers to participate in the International Labour Day campaign, providing an opportunity to advocate for their rights at a national level.

**777 ACTIVITIES**

TARGETING WOMEN GARMENT WORKERS INVOLVED 1184 WORKERS

WORKING CONDITIONS IN 45 FACTORIES WERE EVALUATED AGAINST CODES OF CONDUCT

### The second challenge

Finding employment in a safe working environment is an important issue for many women throughout Cambodia. Jobs in the capital city of Phnom Penh are scarce, where the rate of unemployment of women is twice what it is for men. As a result, there is very little choice for women outside of low paying and unregulated occupations.

### The response

- Partner: Hagar Cambodia
- Program name: Career start: women's mentoring support
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

Hagar Cambodia provides skills training programs to young women at risk and those who have been marginalised or obstructed from communicating with local protection services. In the last year, mentors were provided with a comprehensive training course and then matched to vulnerable young women who were completing the career pathways program before moving into employment. Mentors provided support and practical assistance to increase the women's confidence and help them keep their employment.

<sup>3</sup> Nuon, V, Serrano, M, Xhafa, E, (2011) *Women and gender issues in trade unions in the Cambodian garment industry*, p.3



## PROGRAMS 2012–2013 WOMEN'S CIVIL AND POLITICAL PARTICIPATION

Cambodia	5
Fiji	4
Thai Burma Border	4
Papua New Guinea	1
Pacific Region	1

### The achievements

The program has had a positive impact for employers, mentors and mentees. The majority of women participating in the program stayed employed. Eighty percent of mentees were able to articulate their career goals and reported increased self-confidence as a result of their participation in the program. Employers reported that mentees had an optimistic and productive outlook, and were more likely to be positive team members as a result of the mentoring relationship. Importantly, mentees highly valued the relationship they had with their mentor, with 80% reporting that it benefitted them both professionally and personally.

**4 MENTEES HAVE BEEN IDENTIFIED AS POTENTIAL MENTORS FOR THE NEXT IMPLEMENTATION OF THE PROJECT**

### The third challenge

Gender inequality in Cambodia is significant, creating a barrier for women's participation in both political and social affairs. Women struggle to break into positions of power and face difficulties in having their voices heard, particularly in relation to tackling gender inequality. Despite a significant increase in the number of women elected in each commune council election, the full participation of these women is obstructed by sexist ideas about appropriate roles for women.

### The response

- Partner: Gender and Development Cambodia (GADC)
- Program name: Community of Practice – women's civil and political engagement
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

GADC has established a successful Community of Practice to share information and experience, based on principles of learning that promote solidarity, and personal and professional sharing. The Community of Practice engaged emerging women leaders who were drawn, in nearly equal numbers, from government and community settings.

### The achievements

Two learning events were held, involving 39 women participants. The first event explored leadership, and the second focussed on gender-appropriate leadership, a topic chosen by participants. Most women indicated that their deeper understanding of these topics would be helpful in both their personal and working lives. All participants received individual follow-up support, including coaching.

**90% OF COMMUNITY OF PRACTICE MEMBERS ATTENDED 2 LEARNING EVENTS**

### The response

- Partner: Amara
- Program name: Strengthening women in leadership and local governance
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

This program strengthened the capacity of newly elected women commune councillors to actively participate, represent and respond to the needs of constituents in their commune. By learning the skills to understand government policy, and techniques to deal constructively with dominant personalities, as well as receiving support to address the needs of their constituents, the women commune councillors were better prepared to take on leadership roles, and to be effective and respected in those roles.

### The achievements

Amara conducted workshops for 193 women leaders on institutional leadership and management, including 158 women commune councillors. Two post-training meetings were held in each of the 14 districts where participants received follow-up support and coaching. The commune councillors indicated they had increased skills and confidence to conduct community forums, meetings and other awareness-raising activities with villagers on gender, prevention of domestic violence, prevention of trafficking, birth registration, migration, women and children's rights, hygiene, health care for pregnant women, and prevention of HIV/AIDS and malaria.

**215 WOMEN RECEIVED HANDBOOKS ON INSTITUTIONAL LEADERSHIP AND MANAGEMENT**  
**197 WOMEN, INCLUDING 13 FEMALE DISTRICT GOVERNORS RECEIVED MENTORING AND COACHING SUPPORT**

### The response

- Partner: Khmer Women's Cooperation for Development (KWCD)
- Program name: Strengthening women for civic and political empowerment
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

Khmer Women's Cooperation for Development (KWCD) supports vulnerable citizens to participate fully in local democratic processes, by establishing and supporting 36 women's empowerment groups. Members of these groups received training, peer education, and networking and advocacy opportunities so that they could engage with the democratic process in order to work towards realisation of their rights.



## The achievements

Twelve women's empowerment groups met 144 times over the last 12 months. Village chiefs from 10 communities also participated in monthly networking sessions with women's empowerment groups, and conducted outreach and advocacy in the wider community. Additionally, village leaders and commune councillors participated in activities that enabled them to better respond to and represent the most vulnerable members of their community.

APPROXIMATELY 500 WOMEN HAVE  
**INCREASED ACCESS**  
TO INFORMATION AND SUPPORT ABOUT  
POLITICAL PARTICIPATION  
AND WOMEN'S RIGHTS

THERE WAS A 50% INCREASE IN THE  
NUMBER OF WOMEN WHO, AS A RESULT OF THE  
**EMPOWERMENT GROUPS,**  
REPORTED THAT THEY HAD A GOOD  
UNDERSTANDING OF GOVERNANCE  
AND DEMOCRATIC PROCESSES

**10 VILLAGE CHIEFS**  
RECEIVED TRAINING IN GOVERNANCE  
AND GENDER IN 2012–13

## FIJI

### The challenge

Fiji has experienced 4 coups in the last 25 years, and has been under military rule since 2006. Decrees, arrests and intimidation of Fiji citizens and human rights defenders have constrained freedom of speech and assembly, creating a difficult, sometimes hostile, environment for civil society.

### The response

- Partners: Fiji Women's Rights Movement (FWRM) and National Council of Women (NCW)
- Program name: We Rise: Partnership for women's leadership in democratic transformation
- Funding: AusAID

For 25 years, Fiji Women's Rights Movement (FWRM) has been the leading agency promoting democracy, governance and human rights in Fiji and advocating for legislative reform to address discrimination against women. This program supports women's voices and experiences being part of political processes in Fiji. FWRM recognises that enabling women to contribute to Fiji's political transformation requires effective women's organisations as well as a responsive, trusted development partner that understands first hand the demands of being a feminist organisation working for change.

### The achievements

The activities and approaches undertaken through We Rise have increased women's participation in constitutional processes. The program has also resulted in a significant increase in women's participation in forums, debates, and other activities where decisions are influenced or made, such as the Women's Forum, which FWRM co-convenes. As a We Rise partner, IWDA also provided FWRM with ongoing organisational support, international exposure and cross-regional learning opportunities to build solidarity, leadership and exchange between the Australian and Pacific women's movements.

IN FIJI OVER 2,000 WOMEN  
BENEFITTED FROM CIVIC EDUCATION  
ACTIVITIES CONDUCTED BY THE  
NATIONAL COUNCIL OF WOMEN,  
LEADING DIRECTLY TO OVER  
**650 INDIVIDUAL AND GROUP**  
**SUBMISSIONS TO**  
CHANGE THE CONSTITUTION

## THAI BURMA BORDER

### The challenge

Promoting the participation of women in civil and political decision-making processes to achieve peace and democracy has never been so important. Building on 14 years of partnership with women's organisations from Burma, IWDA's program is now increasingly focussed on supporting gender and peace-building, reconciliation and political decision-making in Burma. However, peace is more than just the cessation of hostilities, it needs to include the creation of employment opportunities, and access to justice, health care, education and social services. To achieve a shared agenda among women's groups from within Burma and across Burma's borders, increased trust and alliance-building needs to be facilitated. This will enable the creation of common objectives and plans for action.

### The responses

- Partner: Karen Women's Organisation (KWO). Program name: Karen Young Women's Leadership School (KYWLS)
- Partner: Shan Women's Action Network (SWAN). Program name: Women's leadership and empowerment training
- Partner: Women's League of Burma (WLB). Program name: Women's political empowerment forum facilitation skills training
- Partners: WLB, SWAN and WLB members. Program name: Organisational development and capacity building
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)  
(with thanks to The Jani Haenke Charitable Trust for its contribution)

Partners have been re-assessing organisational strategies to respond to recent political changes. Women's leadership programs and training activities for the present and future generations of leaders have emphasised advocacy, democracy, critical thinking and women's rights. Community engagement is resulting in increased calls for access to information, as well as capacity-building initiatives that enable communities to monitor ceasefire agreements, so that citizens have greater involvement in the peace process.

### The achievements

- **The Karen Young Women's Leadership School** offered a safe and secure 12-month residential program. Eleven women graduated with skills in management, critical thinking, writing, vocational skills on human rights, democracy, gender and health issues. As a result, they developed the confidence to speak out and engage communities about unequal power structures and obstacles to women's political participation.
- Eight women attended **Shan Women's Action Network's** 9-month leadership training program. The program conducted critical thinking sessions and group discussion forums that focussed on topics that included understanding democracy, federalism, human rights, the rule of law, elections and campaigning, public speaking, policy making, policy analysis, gender equality and policy debate.
- Thirteen member organisations of **Women's League of Burma (WLB)**, who represent ethnic minorities as well as Burmans, developed an organisational strategy for the next 2 years. The strategy recognises the long-term goal of women's equal participation and influence in decision-making.

- SWAN analysed the challenges they faced and established a new structure that will support how the organisation wishes to grow and influence political change in Shan State and Burma as a whole.
- WLB conducted an intensive train-the-trainers course for women facilitators from Burma's ethnic minority groups who conduct political empowerment forums.
- WLB organised multiple political empowerment forums for men and women in ethnic minority communities in order to generate discussions about democracy, gender equality and human rights, and to encourage participation in Burma's dynamic political environment.



**IWDA SUPPORTED**  
3 ORGANISATIONAL STRATEGIC  
PLANNING WORKSHOPS AND  
2 TRAINING WORKSHOPS FOR  
WLB AND SWAN THAT FOCUSED ON  
PSYCHOSOCIAL SUPPORT SKILLS AND  
SELF-CARE STRATEGIES FOR WOMEN  
HUMAN RIGHTS DEFENDERS

### Program spotlight

#### Karen Young Women's Leadership School: Impact Evaluation (2001–2010)

This program is a unique provider of skills and leadership training, and is the only school in the refugee camps along the Thai Burma Border providing opportunities for higher education and skills development for young Karen women. As of July 2013, 235 young women had graduated since the school began operating.

IWDA has supported this program since its inception.

Karen Women's Organisation (KWO) conducted an evaluation, in collaboration with IWDA, of the impact of the school over the last 9 years. Graduates have been seen as role models to other young members, and potential next-in-line leaders in the Karen women's movement. Graduates' education about women's rights, gender equality and management was directly relevant to their community work and eventually to their paid work as staff or officials in KWO and its partner organisations.

The graduates gained significant confidence in communication, particularly public speaking. They demonstrated a strong sense of self with knowledge of and commitment to human rights and women's rights, particularly in relation to personal decisions regarding marriage, family planning, work, the use of money, and community activities.

The report recommended that the mentorship model be continued, and perhaps expanded to include sharing of responsibilities with senior leaders. To further develop their potential and to ensure the sustainability of their participation in community organisations, it was also recommended that graduates be exposed to more senior associate roles that are not traditionally occupied by young women members.

**90% OF THESE YOUNG WOMEN ARE CURRENTLY WORKING WITH KWO ON COMMUNITY DEVELOPMENT PROJECTS OR OTHER COMMUNITY INITIATIVES.**



WOMEN'S  
CIVIL & POLITICAL  
PARTICIPATION

## PACIFIC PROGRAM: FUNDING LEADERSHIP OPPORTUNITIES FOR WOMEN (FLOW)

**Only 4.3% of seats in national parliaments in the Pacific are filled by women.<sup>4</sup> Women are massively under-represented at all levels, from elected community roles to national parliaments. Throughout the region, traditional attitudes towards women in politics are a forceful impediment to participation, and affect voter perceptions of women candidates, as well as women's willingness and confidence to run for office.**

FLOW is a 4-year program funded by the Netherlands Ministry of Foreign Affairs (2012-2015).

<sup>4</sup> Based on Inter-Parliamentary Union data for Pacific Island countries other than Australia and New Zealand, [www.ipu.org/parline-e/ToolboxParline.asp](http://www.ipu.org/parline-e/ToolboxParline.asp), accessed 2 September 2013.

## FIJI

### The challenge

After 7 years of military rule, Fiji will hold elections in 2014 that are expected to result in a democratically elected government. Women's organisations in Fiji are promoting the place of women in Fijian civil and political life, working towards a push for more gender-inclusive structures in the anticipated democratic government.

### The response

Partner: FemLINKPACIFIC

FemLINKPACIFIC supported young women to become community radio producers and broadcasters, in order to build their leadership capacity and their confidence to voice their opinions. In response to the common perception that there are no suitable women available for nomination to leadership positions, FemLINKPACIFIC contributed to a media campaign to improve public awareness and perceptions of women in leadership by profiling Pacific women leaders. FemLINKPACIFIC also worked to strengthen the networks between women's civil society organisations and local governments.

### The achievements

Twenty-five young women radio producers, broadcasters, volunteers and interns were actively involved in community and leadership positions within FemLINKPACIFIC. Young women's voices and opinions were consistently featured on Fijian community radio airwaves, building their skills and helping to normalise young women's participation and leadership. In September 2012, 'Not Just Sweet Talk: Here are the Women' was broadcast across various media and featured 24 women leaders aged between 20 and 68, sharing the perspectives of almost 2,500 women.

### The response

Partner: Fiji Women's Rights Movement (FWRM)

Fiji Women's Rights Movement (FWRM) created pathways for young women aged 18-30 to enter formal and informal leadership roles through their 3 Young Women's Leadership Programs. Using competitions, social media, online dialogues, sports days and theatre workshops, they encouraged participation in advocacy campaigns and forums in order to get young women involved with the constitutional process. FWRM also provided age-appropriate gender training to young girls aged 10-12.

### The achievements

A group of young women became politically engaged in Fiji. These young women participated in the constitutional process by making written submissions to the Constitutional Commission. This is a significant change from the previous constitutional process in 1995, when young women were absent from the submission process. Through GIRLS (Grow, Inspire, Relate, Lead and Succeed), a leadership program for girls aged 10-12, young women were more aware of gender issues and participated in confidence and team building activities such as soccer and community theatre.

**32 YOUNG WOMEN  
TRAINED AS PRODUCERS AND  
BROADCASTERS**

**27 YOUNG WOMEN FROM ACROSS  
THE PACIFIC REGION ATTENDED  
FEMLINKPACIFIC'S ANNUAL  
YOUNG WOMEN'S  
MEDIA AND ADVOCACY  
TRAINING PROGRAM**



**2,011 HOURS  
OF YOUNG WOMEN  
BROADCASTERS WERE AIRED**

**50 YOUNG WOMEN FROM FWRM'S  
YOUNG WOMEN'S  
LEADERSHIP PROGRAM  
MADE WRITTEN SUBMISSIONS TO THE  
CONSTITUTIONAL COMMISSION IN FIJI**

**18 YOUNG RURAL WOMEN  
LIVING WITH DISABILITIES  
RECEIVED TRAINING**

**FROM THE EMERGING LEADERS  
FORUM ALUMNI TO RAISE  
AWARENESS AND SUPPORT YOUNG  
WOMEN'S INVOLVEMENT IN THE  
CONSTITUTIONAL PROCESS**

### The response

Partner: Women's Action for Change (WAC)

Women's Action for Change (WAC) presented community theatre and educational workshops across Fiji to increase voters' willingness and ability to support women candidates in local, provincial and national elections in Fiji.

### The achievements

Students and other community members around Fiji were informed about democratic processes and inspired to engage with the creation of the planned Fijian constitution.

**APPROXIMATELY 10,500 PEOPLE  
ATTENDED 85 COMMUNITY  
THEATRE PERFORMANCES**  
THAT AIMED TO EDUCATE COMMUNITIES  
ON THE CONSTITUTIONAL PROCESS

**APPROXIMATELY 7,000 PEOPLE  
WATCHED 44 COMMUNITY  
THEATRE PERFORMANCES  
ABOUT VOTING**

After 8 years of collaboration, IWDA and WAC finalised their partnership at the end of June 2013 with a shared understanding of the future direction of both organisations.

## PAPUA NEW GUINEA

### The challenge

The Autonomous Region of Bougainville in Papua New Guinea is a post-conflict region that experienced significant social and economic disruption which escalated into civil war for a decade. Women have traditionally played a vital part in decision-making and played crucial roles in the negotiation of the peace agreement. Women's participation in civil and political decision-making remains essential as Bougainville moves towards a referendum for independence.

### The response

Partner: Bougainville Women's Federation (BWF)

Bougainville Women's Federation (BWF) advocates for the women of post-conflict Bougainville by coordinating women's groups. During 2013, the newly formed partnership between IWDA and BWF focussed on strengthening the organisation's ability at executive, regional and district levels to build systems and processes. The foundation established this year will support BWF's future to develop and implement a young women's leadership program.

### The achievements

BWF established its secretariat with staff and office space, and provided sufficient resources to support their district member organisations. At a district level, BWF developed organisational development plans that will guide the work of the organisation internally and externally for the next 4 years. After receiving training, BWF's executive board, secretariat and district committees have increased skills in financial management.

**13 WOMEN'S GROUPS WERE  
SUPPORTED TO DEVELOP  
ORGANISATIONAL DEVELOPMENT PLANS**

**12 WOMEN WERE TRAINED  
IN FINANCIAL MANAGEMENT SKILLS**

## PACIFIC REGION

### The challenge

The shortage of women in leadership positions across the Pacific contributes significantly to the disadvantages that women continue to face. Although the region's men, women, and women's organisations are working to increase women's political representation in the Pacific, the diverse and geographically disparate communities mean that achieving effective collaboration is a challenge.

### The response

Partner: Commonwealth Local Government Forum (CLGF)

The Commonwealth Local Government Forum (CLGF) is improving local governments' ability to improve gender equality. CLGF provided sustained assistance to individual councils to ensure that local governments are actively supporting women's leadership. CLGF established and supported networks between women in local government in Australia and the Pacific.

### The achievements

This year CLGF travelled to local government offices in Papua New Guinea and Solomon Islands to establish the Women in Local Government (WiLG) network. CLGF also gained support from relevant local authorities to set up 'Centres of Excellence' for gender, targeting Buka and Arawa Councils in Papua New Guinea, and Guadalcanal Provincial Government and the Honiara City Council in Solomon Islands. In early 2013, CLGF developed a relationship between IWDA and local government managers in Australia to promote collaboration and to connect Australian and Pacific local government sectors.

**IN NOVEMBER 2012, 15 WOMEN  
PARTICIPATED IN THE WILG  
REGIONAL NETWORKING EVENT  
IN SOLOMON ISLANDS**

**31 WOMEN FROM PAPUA NEW  
GUINEA AND SOLOMON ISLANDS  
ARE CONNECTED THROUGH THE  
WILG SOCIAL MEDIA PAGE**

**4 LOCAL GOVERNMENTS  
HAVE BEEN SELECTED TO PARTICIPATE AS  
'CENTRES OF EXCELLENCE'  
FOR GENDER**

# WOMEN'S ECONOMIC EMPOWERMENT AND SUSTAINABLE LIVELIHOODS



## WOMEN'S ECONOMIC EMPOWERMENT & SUSTAINABLE LIVELIHOODS

OVER THE LAST 12 MONTHS...

### FIJI

OUR PARTNER SUPPORTED 6 WOMEN'S GROUPS FROM DIFFERENT ETHNIC BACKGROUNDS

### PAPUA NEW GUINEA



WIDE BAY CONSERVATION ASSOCIATION

EMPLOYED A NEW FINANCE OFFICER

### SOLOMON ISLANDS

LIVE & LEARN SOLOMON ISLANDS

SUPPORTED 11 CONSERVATION AREAS



## FIJI

### The challenge

The coastal community of Vanua Levu has experienced severe annual flooding and cyclones for the last 5 years, making it difficult to achieve secure and sustainable livelihoods. Households are typically patriarchal and women have limited access to education and little ability to contribute to the family economy. Religion and traditional customs can also cause division amongst communities in the region, reducing personal and public security.

### The response

- Partner: Pacific Centre for Peacebuilding (PCP)
- Program name: Supporting women and young people to build sustainable livelihoods in multi-ethnic communities in Fiji
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)

The Pacific Centre for Peacebuilding (PCP) has been working with 6 women's groups throughout Vanua Levu since 2009, promoting cohesion and sustainable livelihoods by building inter-ethnic trust, analysing conflicts and conducting women-led livelihoods activities. In the last year, PCP facilitated a program to promote equal participation across ethnic groups when making decisions about their community's future.

### The achievements

The 2013 evaluation of this program showed that women of various ethnicities had increased their public engagement with the government, and participation in public life and community leadership. Empowered women shared positive stories of change, including increased opportunity and involvement in key community issues. In addition, women of different ethnicities had developed trust and understanding of each other, opening new dialogues to share their knowledge and skills. This picture of empowerment also saw increased opportunity and confidence to speak in public and in English.

## PAPUA NEW GUINEA

### The challenge

East Pomio is an area heavily affected by oil palm plantations, logging and seabed mining. Despite local women being traditional custodians of the land, they are increasingly being excluded from decision-making activities, and receive limited access to the economic benefits derived from the land's raw materials.

### The response

- Partner: Wide Bay Conservation Association (WBCA)
- Program name: Meri Kirap - Tokaut na Tokstrait
- Funding: Strongim Pipol Strongim Nesen (SPSN)

Over the last year, this project improved the internal management of Wide Bay Conservation Association (WBCA) to improve program implementation for local women. This was achieved by improving financial systems, improving human resource systems and strengthening governance.

### The achievements

WBCA delivered gender training, expanded the role of community facilitators, and developed evaluation tools to monitor their success. These measures increased women's visibility and voice in natural resource management and development practices, and promoted women's equal representation in decision-making forums. Other activities in the program included reviewing staff position descriptions, training Board members on governance, and employing a new finance officer. WBCA also developed a model for community income generation and savings to provide alternative forms of income for women and communities.

IN FIJI, 137 WOMEN RECEIVED TRAINING TO PARTICIPATE IN COMMUNITY DECISION-MAKING PROCESSES, AND ACCESS TO THOSE PROCESSES



PROGRAMS 2012–2013	
WOMEN'S ECONOMIC EMPOWERMENT AND SUSTAINABLE LIVELIHOODS	
Fiji	1
Papua New Guinea	1
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Timor-Leste	2

## SOLOMON ISLANDS

### The first challenge

The livelihoods of communities in Solomon Islands are intimately connected to natural resources. Conservation and sustainable natural resource management is vital to ensuring rural families' health and wellbeing. Increasing economic pressure on communities and women's exclusion from decision-making often means that natural resource management is unsustainable and does not reflect women's priorities.

### The response

- Partner: Live & Learn Environmental Education Solomon Islands
- Program name: Building community resilience: natural resource management – Tugeda Tude fo Tumoro (TTFT)
- Funding: AusAID Solomon Islands NGO Partnership Agreement (SINPA)

This 5-year program continued to support sustainable natural resource management and alternative livelihoods in rural communities affected by logging. This year's activities focussed on promoting women's involvement in decision-making, supporting women-led savings clubs and encouraging communities to manage conservation areas to regulate the use of natural resources.

### The achievements

IWDA, in partnership with Live & Learn Environmental Education Solomon Islands, supported 18 savings clubs managed solely by women. These clubs helped members to invest in their own small businesses, make decisions, manage their finances, budget and keep accurate records of transactions. As a result of ongoing training, communities increasingly embraced the idea of inclusive decision-making, and women gained respect from men in the community for their active participation in savings clubs, and their contribution to their family and community.

**18 SAVINGS CLUBS**  
SUPPORT ALMOST  
**500 ACTIVE MEMBERS**

**52 INCOME-GENERATING**  
ACTIVITIES HAVE BEEN ESTABLISHED  
WITH SAVINGS CLUB LOANS

**Tulele Peisa Inc.: Raising young women and men's voices on climate change**

**After 5 years of collaboration, IWDA and Tulele Peisa Inc. concluded their partnership in December 2012.**

### The second challenge

In Solomon Islands, 80% of women do not have access to formal banking services such as credit, savings, insurance and money transfers.<sup>5</sup> As a result, it is very difficult for them to save for emergencies, investment, school fees or medical costs.

### The response

- Partner: West 'Are'Are Rokotanikeni Association (WARA)
- Program name: Financial literacy in sustainable rural livelihoods
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP) (with thanks to The Wright Family Bequest for its contribution)

Established in 1999, West 'Are'Are Rokotanikeni Association (WARA) is a rural-based women's group focussed on promoting self-reliance and economic empowerment. WARA recognised that if women could access savings provisions, they would be more able to participate in decision-making activities that affect their lives, families and communities. In the last year, WARA maintained their savings and loans club, and provided members with small loans and financial literacy training that included basic bookkeeping and household budgeting.

### The achievements

WARA increased their membership to over 800 women during the last year, and gave all members a savings passbook and saving plan. WARA ran financial literacy training in 13 regional zones and each area managed its own revolving fund scheme with a stable 5% interest rate.

As a result of WARA's success, it was approached by a savings club recently established in another province to run follow-up training next year.

**250 WOMEN POOLED THEIR SAVINGS**  
**TO PURCHASE**  
**SOLAR PANELS,**  
BRINGING ELECTRICITY TO 1,250  
HOMES FOR THE FIRST TIME

**OVER 800 WOMEN**  
PARTICIPATED IN WARA SAVINGS CLUBS

**FINANCIAL**  
**LITERACY TRAINING**  
WAS PROVIDED IN 12 RURAL ZONES  
AND 1 URBAN ZONE

## TIMOR-LESTE

### The challenge

In Timor-Leste, 72% of the population lives in rural communities<sup>6</sup> where only basic infrastructure exists. Timorese women living in the country's rural areas have extremely limited access to financial, social and government services, are largely absent from local leadership positions, and are therefore excluded from formal decision-making activities. According to the 2009 CEDAW Alternative Report, only 1.5% of the 442 heads of villages in that year were women. Consequently, women continue to endure increased vulnerability to poverty and discrimination.

<sup>5</sup> Global Financial Inclusion Database (2012) [www.cgap.org/blog/two-persistent-divides-financial-inclusion-gender-and-rural](http://www.cgap.org/blog/two-persistent-divides-financial-inclusion-gender-and-rural), accessed 6 September 2013.

<sup>6</sup> UNICEF country statistics, [www.unicef.org/infobycountry/Timorleste\\_statistics.html](http://www.unicef.org/infobycountry/Timorleste_statistics.html), accessed 6 September 2013.



WOMEN'S  
ECONOMIC  
EMPOWERMENT  
& SUSTAINABLE  
LIVELIHOODS

### The first response

- Partner: Covalima Community Centre (CCC)
- Program name: Rural Women's Development Project
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)  
(With thanks to Dr Patrice Braun for her contribution)

The Rural Women's Development Project provides increased opportunity for women from Covalima district to become more active in economic life. Women from 9 micro-business groups were encouraged to take positions of leadership in their local community. To achieve this, the program provided women with information, training and ongoing support, and advocated rural women's involvement in planning processes in their districts.

### The achievements

Women have improved their financial circumstances and gained more confidence to manage their income, both in the group and at home. Many women used their income to pay for their children's schooling. They also developed valuable leadership skills which they implemented within the groups and wider community. Community centre staff also increased their knowledge, skills and quality of their approaches to community development, training and advocacy.

**95 WOMEN FROM  
9 MICRO-BUSINESS GROUPS  
INCREASED THEIR INCOME**

**63 WOMEN  
PARTICIPATED IN BASIC  
BUSINESS TRAINING**

### The second response

- Partner: Organisaun Haburas Moris (OHM)
- Program name: Taking Steps – Empowering rural women to access sustainable livelihoods
- Funding: IWDA – AusAID NGO Cooperation Program (ANCP)  
(with thanks to trust fund (anonymous) and Gwyneth Graham for their contributions)

Working within 6 rural communities in the Bobonaro district, this program focusses on empowering women living in rural areas to improve their livelihoods. To achieve this, Organisaun Haburas Moris (OHM) supported women to develop and strengthen group micro-business development. This increased women's participation and decision-making at the local level and raised local leaders' awareness of women's issues and needs. This was the first year of a 3-year program.

### The achievements

Over the last year, 50 women from 6 rural communities benefitted from this program. As a result of their increased skills and the communities emerging respect, women improved their finances and expressed greater confidence in managing their income. OHM staff also increased their knowledge, skills and the quality of their approaches to community development, training and advocacy.

**50 WOMEN FROM 6 GROUPS  
INCREASED THEIR ACCESS  
TO INCOME**

**11 WOMEN PARTICIPATED IN A  
WOMEN'S EXCHANGE  
TO LEARN FROM OTHER SUCCESSFUL  
WOMEN-LED  
MICRO-BUSINESSES**

### Program spotlight

**Beatris do Santos is the leader of a micro-business group called Haburas Goronto in the rural village of Suai, Timor-Leste. Haburas Goronto has 10 members and earns an income by selling tais (traditional Timorese fabric), chickens and sweet biscuits.**

Covalima Community Centre (CCC) provided the group with start-up funds and training in business, bookkeeping and leadership, along with regular opportunities to participate in a quarterly women's forum with representatives from 9 other women-led micro-business groups.

Like other members of Haburas Goronto, Beatris uses the income she earns to pay for her children's schooling. She hopes that both of her children will finish high school and continue on to higher education. In the village where Beatris lives, almost 40% of the population has never been to school.<sup>7</sup>

The group has given Beatris and the women of Haburas Goronto access to new opportunities, training and resources.

"This is the first time we ever had a group. This makes us happy because it is something new, and it is a women's group. **Before, the village chief was never interested in us, we never received invitations for any activity, but now we receive them all the time.**"

<sup>7</sup> Population and Housing Census of Timor-Leste, 2010, Volume 4: Suco Report.



FemLINKPACIFIC Rural Correspondent,  
Fane Lomani and Lilly Be'Soer from Voice for  
Change attending the 2013 FLOW Retreat.  
Photo: Kristy Nowland.

# RESEARCH MATTERS

## REVEALING ISSUES

Research is vital to achieving good, effective development. For advocates of gender equality, research makes issues more visible, documents existing inequalities, demonstrates the need for change and highlights the difference development can make when it considers, involves and benefits women and men.

In areas that have been historically under-funded, such as gender and development, there is often limited research and evidence to inform action. Building the evidence base is the first step towards achieving change.

## BUILDING EVIDENCE

The last year has been an exciting one, with the completion of 3 significant research projects. However, securing the funding for future research has been challenging.

Research approaches and methodologies influence how research is conducted, its outcomes and its impact. In the last year, we have worked with a small group of academics and other NGOs to develop ethical research principles that include meaningful consideration of gender issues, for the Australian Council for International Development.

## SUPPORTING CHANGE

Research that sits on shelves gathering dust is of limited value: the findings have to be shared if the knowledge is going to result in action. To ensure that our various research publications were practical and engaging this year, we worked with local artists and designers, and collected feedback from intended audiences about proposed designs and formats.

Conference presentations and articles highlight implications of research and increase the awareness of research findings within the sector, governments, other NGOs and the wider community. Publications make these available to a wider audience. This year, IWDA research featured in a number of ACFID publications and academic journals. We also published another 2 issues of *Gender Matters*.

**Research matters – it shows what needs to change and how change can happen, it can change practice, and demonstrate the difference that change makes. We're excited to share with you how IWDA research partnerships are contributing to change.**

### Triple Jeopardy: violence against women with disabilities in Cambodia

This year saw the completion of this world-first research that revealed the nature and prevalence of violence experienced by women with disabilities in Cambodia. This research found that women with disabilities experience levels of sexual, physical and emotional violence inflicted by their partners that are similar to those experienced by non-disabled women, but endure *much* higher levels of violence inflicted by other members of their families. These findings add to the limited body of research about this type of violence in developing countries, and highlight the unique vulnerabilities of these women, and the barriers to seeking support.

The research contained a mixture of gender and disability expertise, involving IWDA, Monash University, CBM Australia, Banteay Srei and the Cambodian Disabled People's Organisation. The decision to involve women with disabilities as interviewers and data collectors reflected the principle of 'nothing about us without us', making a significant contribution to the quality of the research. Local partners whose mission is to advance gender and disability equality, worked with disability and gender-focussed AusAID staff in Cambodia to identify opportunities to influence policy.

The research was featured on AusAID's website and in materials distributed by the Australian Government at the UN Commission on the Status of Women, was cited in the Cambodia National Action Plan to Prevent Violence Against Women, and informed the development of Neary Rattanak 2014 – 2018, the Cambodian Government's Strategic Plan for Gender Equality and Women's Empowerment.

As a result of these findings, several documents were developed in English and Khmer to improve access to services and to assist service providers to more effectively address the needs of women with disabilities. These included community training resources, a brief for policy makers and guidelines for service providers.

## Engendering Poverty Measurement

Current approaches to measuring poverty are fundamentally flawed and do not adequately represent poverty as it is experienced daily by millions of people around the world. By providing data about households rather than individuals they cannot accurately reveal how poverty is experienced differently by men and women. Measuring poverty at the household level assumes that each member has similar access to the household's resources and assets – and yet we know this is often not the case. To make visible the relationship between gender and poverty and effectively target policies and programs, we need to know who is poor, in what ways and to what extent.

Over the last 4 years, IWDA has been part of an international research collaboration to develop a new approach to measuring the poverty of *individuals* that is informed by how poor women and men think poverty should be measured and reveals gender disparities and the extent of deprivation. The research was funded by an Australian Research Council Linkage Grant and administered by the Australian National University in partnership with IWDA, Oxfam GB, the Philippine Health Social Science Association and the University of Colorado.

**This globally significant research, informed by the views of women and men of different ages in 6 countries across Africa, Asia and the Pacific, produced a new gender-sensitive multi-dimensional poverty measure, to be known as the Individual Deprivation Measure (IDM). Data collected for the IDM can also generate a measure of gender equity that is more relevant to the circumstances of poor women and men than those currently available.**

The IDM has been trialled in the Philippines. We are seeking funding for further testing in a variety of settings.



## Measuring the effect of economic growth on gender equality in the Pacific: working with communities to develop indicators that monitor change

Subsistence agriculture, gifting, barter and voluntary activities underpin economies in Melanesia. In many rural and some urban communities, cash incomes supplement rather than sustain families and communities. Women undertake the majority of farming for household consumption and participate in many of the community-based voluntary activities involved in sharing limited resources. National-level indicators of economy and gender equality do not capture how women and men engage in and are affected by such economic activity and so provide only partial insight into how change is affecting women and men.

In 2009, IWDA, the University of Western Sydney, Macquarie University, Fiji National University, Women's Action for Change in Fiji, Union Aid Abroad APHEDA, and Live & Learn Environmental Education Solomon Islands began researching the different ways that women and men engage in economic activity at a community level, their experiences of gender relations and their aspirations for change. The team worked with communities to develop indicators to monitor change in informal and non-cash economic activities. These indicators and a range of tools to collect qualitative and quantitative data were included in a resource kit to improve information about how communities are changing.

We have used the 'Floating coconut' and 'River of change' posters (see above) with other partners to successfully plan, monitor and evaluate programs, and have distributed the kit to other NGO organisations.

## GenderWise

Based in our Melbourne office, GenderWise delivers an innovative approach to training and advisory services, supporting organisations to be accountable and sustainable agents of gender equality.

### GenderWise Associates

Our GenderWise Associates program links a global network of professionals in gender and development practice. GenderWise Associates contribute to our work in Australia and with international partners through sharing information, advice and analysis on issues related to their expertise.

### Training

In November 2012, GenderWise facilitated a 3-day 'Engendered and participatory monitoring and evaluation' training for our partners in Cambodia and on the Thai Burma Border. We subsequently conducted a 2-day pilot of 'Gender Awareness Training for NGO Professionals' in May 2013. Alongside this, we developed new training packages to be offered to the general public from mid-2013.

In addition to providing training and advisory services to IWDA in-country programs, GenderWise also extended services to the Burnet Institute, Humanitarian Crisis Hub, The Nature Conservancy, Red Cross Solomon Islands and WaterAid Australia.

# MONITORING, EVALUATION AND LEARNING

Regular monitoring, evaluation and learning is more than reflecting with partners on the effectiveness of our work together. Working for change is a complex business, involving variables and uncertainty. Gathering information about what is working well and not so well in a specific context is vital to decision-making that progresses equity, justice and sustainability.

In this section, we spotlight 2 examples of evaluation and learning undertaken in the last year – a collaborative review with a long-term partner, and a meta-evaluation of different women's economic empowerment initiatives.

## META-EVALUATION: IWDA AND WOMEN'S ECONOMIC EMPOWERMENT LEARNING PAPER

Thematic area:  
Women's economic  
empowerment and  
sustainable livelihoods



Countries: Solomon Islands, Sri Lanka and Timor-Leste

Partners: Live & Learn Environmental Education Solomon Islands, Kantha Shakthi, Organisaun Haburas Moris (OHM) and Covalima Community Centre (CCC)



**Women's economic empowerment and sustainable livelihoods is one of IWDA's thematic priorities and at the heart of women's ability to realise their rights and make meaningful choices about their lives.**

In 2012–13, IWDA commissioned a consultant to review findings from 3 evaluations of economic empowerment initiatives undertaken in 2011–2012 together with grey<sup>8</sup> and academic literature. The review reflected on IWDA's approach to women's economic empowerment and identified key themes of effective practice, locating IWDA's programs in the context of current global approaches.

A learning paper brought together good practice, with lessons learned from the 3 evaluations, highlighting the strengths of IWDA's economic empowerment program as well as areas where greater effectiveness could be achieved.

The importance of learning from our own practice and from wider approaches to women's economic empowerment is underlined by the 2012 Women's Economic Opportunity Index (see table below). The index assesses women's access to economic opportunity within different countries.

Women's Economic Opportunity Index (EOI) <sup>9</sup>	
IWDA focus country	EOI ranking (out of 126)
Cambodia	96
Fiji	81
Papua New Guinea	125
Solomon Islands	124
Sri Lanka	84
Timor-Leste	111

<sup>8</sup> Grey literature refers to publications produced by government, academia, or business and industry, in print and/or electronic forms, which is not published in easily accessible journals and may not appear in databases or through web searches.

All of the countries in which IWDA has a focus on women's economic empowerment are in the bottom 40% of countries in the world on the EOI, with 2 Pacific Island countries (Solomon Islands and Papua New Guinea) only just above the lowest ranked regions.

**The findings, conclusions and recommendations in the learning paper, underline the centrality of women's economic empowerment for achieving women's rights and progressing gender equality.**

IWDA has developed a range of initiatives with partners to promote economic empowerment: successfully increasing women's access to finance and income, as well as supporting women's organisations as spaces for solidarity, learning and leadership.

Areas identified for further consideration include: fuller integration of IWDA's approach to women's economic empowerment in programming; training in demand-based approaches to identifying business opportunities; refining approaches to engaging men in activities focussed on women's economic empowerment; and regular exchange of information and experiences across projects.

These areas will inform IWDA's ongoing efforts to promote cohesive program approaches and innovations that support women's economic empowerment.

<sup>9</sup> The Women's Economic Opportunity Index is documented in the Economist Intelligence Unit's report, *Women's economic opportunity 2012: A global index and ranking*. The composite Index uses 27 indicators to make comparative country assessments across the following themes: labour policy and practice, women's access to finance, education and training, women's legal and social status, and the general business environment for entrepreneurship.

FWRM Young Women's Program Staff at the opening night of the GIRLS Theatre Production 'Time to Tell'. Photo: Kristy Nowland.



## ORGANISATIONAL LEARNING: FIJI WOMEN'S RIGHTS MOVEMENT

Thematic area:  
Women's civil and political participation



Country: Fiji

Partner: Fiji Women's Rights Movement (FWRM)

Funding: AusAID



**Women's right to participate in political life is recognised in several international conventions. But realising a theoretical right in practice requires ongoing work, particularly in contexts of conflict or where political space is constrained.**

The Fiji Women's Rights Movement (FWRM) is a multi-ethnic and multicultural NGO committed to removing discrimination against women through institutional reform and change in attitudes. Through its programs and innovative approaches, FWRM promotes democracy, good governance, feminism and human rights. It strives to empower, unite, and provide leadership opportunities for women in Fiji, especially emerging young leaders.

In July 2012, AusAID funded a new 3 year partnership between IWDA and FWRM, **We Rise: Partnership for women's leadership in democratic transformation** (see page 14 for program details). This collaboration reflects a new model of international development cooperation which recognises that if women's organisations are to effectively and sustainably lead change, women must drive political analysis and development.

During 2012–13, IWDA finance and communications staff conducted one-on-one mentoring with FWRM staff. Working with our specialist consultants and gender experts, IWDA supported FWRM to endorse specific joint planning processes, regular country visits, 2 exchanges and joint advocacy activities.

Two reviews were conducted on organisational development and how to strengthen the partnership:

- (i) An audit looked inward at FWRM's structure and operations. This audit provided a baseline for strengthening the organisation, and assessed the impact of its funding, and the IWDA-FWRM feminist partnership model.
- (ii) An evaluation explored the relevance, effectiveness, impact and sustainability of FWRM's programs and strategies, and the organisation's contribution towards positive change since the 2006 military coup in Fiji.

These reviews were designed to deepen understanding of how FWRM has contributed to change, its strengths and challenges, and the implications for future priorities and programming, to support FWRM's longevity and sustainability. Recommendations were incorporated into a work-plan, enabling the partnership to examine important issues relating to the governance of FWRM and its operating environment.

The first year of We Rise has been an outstanding success. Substantial organisational development within FWRM has resulted in communication investments linked to advocacy and coalition building. This has extended the voice and expertise of the FWRM/ IWDA partnership within national forums and media to regional and international dialogues such as CSW in New York and government advocacy activities in Australia.

# OUR SUPPORTERS

THIS YEAR WE WERE  
SUPPORTED BY:

2187

DONORS

827

EMPOWER DONORS  
(OUR REGULAR GIVERS)

7

MAJOR DONORS

21

TRUSTS AND FOUNDATIONS

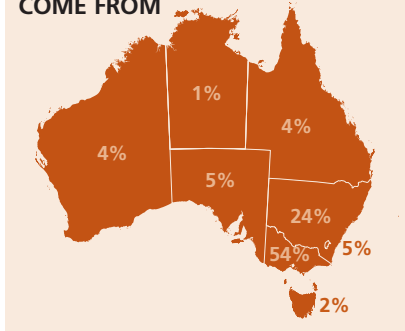
53

BEQUESTORS

12

WORKPLACE GIVING  
ORGANISATIONS

WHERE OUR SUPPORTERS  
COME FROM



IWDA fundraising  
EMPOWER

Our regular giving program has been running for 21 years now and provides important financial stability for our partners. Throughout the last year, 827 Empower donors gave a total of **\$406,507**.

TAX APPEAL

We exceeded our fundraising objectives for the 2013 Tax Appeal, raising a total of **\$380,286**. Not only did we increase our income by 19% over 2012 but we also welcomed 84 first-time donors, who gave a combined total of \$50,271.

GIFTS OF CHANGE

Our Christmas campaign raised **\$56,768**, an amount that could cover the cost of 126 women attending a weeklong workshop on micro-business in Timor-Leste. Outstandingly, 28% of supporters in this campaign were first-time donors, helping us to raise 74% more than the previous year.

PIN YOUR HOPES ON WOMEN:  
THIS YEAR WE SOLD  
1,223 KACHIN PINS



Community fundraising

We have a dedicated network of loyal supporters who coordinated a total of **46 events** throughout the year.

Our supporters have organised film nights, yoga classes, school fundraisers and network lunches. A lot of hard work and effort goes into these occasions, and we thank all of our friends who have raised our profile in their networks and communities.

Events

HALF THE SKY CONCERT:  
7 March 2013

With our Patron, the Governor-General, we celebrated International Women's Day with a benefit concert at the Melbourne Recital Centre. We were joined by artists, women leaders from the Pacific and more than 700 guests, raising **\$51,382** for our programs.

16 DAYS OF ACTIVISM AGAINST  
GENDER VIOLENCE CAMPAIGN:  
25 November to 10 December 2012

IWDA joined the international campaign marching and organising in Melbourne with 29 like-minded organisations, hosting a panel discussion with 4 influential women and featuring a video with 107 advocates.

OUR 16 DAYS VIDEO HAD  
1,055 VIEWS  
ON YOUTUBE



ONE JUST WORLD

A partnership between IWDA, World Vision and AusAID, One Just World is a series of free forums inviting the community to debate on key social justice and international development issues. While IWDA concluded its participation in the partnership in April, the series continues and you can view podcasts of the forums at [www.onejustworld.com.au](http://www.onejustworld.com.au).

## Thank you

We value all our supporters. Big and small, all contributions have a meaningful outcome at IWDA. We would also like to recognise and thank the following individuals, companies, and institutions for their support over the last financial year. Together we are committed to working for a just, equitable and sustainable world for women.

### Our corporate sponsors



ANZ supported IWDA as a gold sponsor for our 2013 International Women's Day concert. Joining us for the first time this year, ANZ showed invaluable generosity and commitment in supporting our efforts to engage the public on the importance of enduring, sustainable support for women in Asia and the Pacific.



Net Balance supported IWDA as a bronze sponsor for our 2013 International Women's Day concert. A dedicated partner over the last 2 years, Net Balance is committed to raising gender awareness and promoting the role of women's empowerment in enhancing social, economic and cultural outcomes.

### Associates

Tim Bryar  
Marito de Araujo  
Jan Cossar  
Patrina Dumar  
Sarah Eftonga Pene  
Sue Finucane  
Christine Gregory  
Gabrielle Halcrow  
Lisa Houston  
Di Kilsby  
Audrey Micah Manu  
Joanna Mott  
Carol Nelson  
Ginger Norwood  
Isadora Quay  
Claire Rowland  
Dr Rebecca Spence  
Josephine Teakeni  
Di Watts

### Collaborative partners

AusAID  
Australian Research Council  
CBM Australia

Cambodian Disabled People's Organisation  
Centre for Applied Philosophy and Public Ethics, Australian National University  
City of Melbourne  
CORD  
Fiji National University  
Friends of Suai, City of Port Phillip  
Grenadi School of Design  
Dulwich Centre  
Macquarie University  
Monash University  
Nazareth Rehabilitation Centre  
Philippine Health Social Science Association  
Union Aid Abroad (APHEDA)  
University of Colorado Boulder  
University of Western Sydney  
World Vision Australia

### In-kind supporters

a la grecque  
Artist photographer  
Cassette Pty Ltd.  
Beer DeLuxe  
Bluestone Restaurant  
Brooks Running  
Centonove  
Deakin Edge  
De Bortoli Wines  
Heat Group  
Mamasita  
Melbourne Chamber Orchestra  
Melbourne Recital Centre  
Melbourne Theatre Company  
Musica Viva  
Opera Australia  
Palace Cinemas  
Peninsula Hot Springs  
Peninsula Savvy  
Polperro Dolphin Swims  
Readings Books Music Film  
Richmond Hill Café & Larder  
Start to Finish Event  
Management  
Ten Minutes by Tractor  
Transit Bar  
Union Dining  
Victorian Opera  
Woolshed Pub

### Pro-bono

Aimée Town  
Benjamin Rodgers  
Bec Walton Photography  
Deborah Conway & Willy Zygiel  
Em Rusciano & Ryan Yip  
Indira Naidoo  
Lyn Yeowart  
Mahalia Barnes Duo  
Mr Moto  
Organisation by Design  
thatworks  
The Rebelles



IWDA supporters attend Run Melbourne 2012.  
Credit: Clarissa Leite

# OUR PEOPLE

## OUR VOLUNTEERS

THIS FINANCIAL YEAR, A TOTAL OF  
**86 VOLUNTEERS**  
CONTRIBUTED 4,100 HOURS  
OF THEIR TIME TO US

The expertise, time and passion that volunteers bring to our organisation are essential in achieving our goals.

IWDA volunteers assisted with a diverse range of activities including: administration, digital communications, fundraising and events, gender training, graphic design, policy development, research and supporter care.

We greatly appreciate our loyal volunteers and the significant contribution that they bring to IWDA. We formalise this through: certificate presentations, future employment references, invitations to events and celebrations, openings to participate in in-house training or meetings and a professional recruitment process linked to position descriptions that enable individuals to take a strengths-based approach to joining our team.

### Office volunteers

Taña Cooklin-Cevallos, Lauren Coutts, Louella Fitzsimmons, Jennifer Freen, Jill Galvin, Elianor Gerrard, Erin Goddard, Zanetta Hartley, Catherine Hadlow, Lindsay Hodge, Cody Holland, Alanna Inserra, Refiloe Khobane, Sidaroth Kong, Josephine Langbien, Juliet Lawson, Marianne Lynch, Claire Marshall, Susie Morton, Raka Raula, Lucy Roeger, Nicolle Ruppell, Mary Sinnott, Sarah Smith, Mary Tomlinson, Aimée Town and Christina Yiannakis.

### Event volunteers

Manushri Bahukhandi, Kristy Barnes Cullen, Jessie Belcher, Meagan Carlaw, Finucane and Smith, Poppy Jacobs, Andrea Johnston, Courtney Keefe, Caroline Hardiman, Lenora Lippmann, Emma Phuc Nguyen-Huu and Brittany Walters.

### Volunteer spotlight, Claire Marshall

My name is Claire and I have been an administration volunteer with IWDA since January 2013. I am 22 years old and currently studying my Masters in International Relations at the University of Melbourne. I wanted to volunteer with IWDA because the organisation works at a grass roots level in developing communities. **Working with women who are positive and truly believe in the work they do, and the change they achieve, has been the most valuable part of my time with IWDA.**

One highlight of my time was having the opportunity to help out with their International Women's Day event – 'Half the Sky'. This also gave me the chance to hear the incredible Governor-General speak! My day to day tasks include helping permanent staff with any administration jobs they have, communicating with our supporters, and essentially anything else I can do to help out around the office. I have gained many skills during my time with IWDA, and have really relished working within a highly active development agency.

## OUR STAFF

Thank you to the 35 women whose skills, commitment and determination have driven our success over the last 12 months.

Bettina Baldeschi, Rochna Banerjee, Jo Brislane, Heather Brown, Shelley Bourke, Alison Capp, Eryn Coffey, Jo Crawford, Sabrina Clevely, Lauren Darley-Bentley, Donna Davies, Suzanne Fletcher, Anne Frankenberg, Hannah Grant, Joanna Hayter, Olivia Hodges, Sally Horne, Jess Jacobson, Linda Keenahan, Clarissa Leite, Lilac Limpangog, Alex Macpherson, Majella Matthews, Emily Miller, Kristy Nowland, Kathy Oliver, Georgia Ride, Rusalka Rubio Perez, Kelly Smith-Holbourn, Lucy Swanson, Goopy Weaving, Tessa Walsh, Stephanie Walters, Nina Vallins and Manon van Zuijlen.

## OUR LEADERSHIP TEAM

Our Leadership Team is made up of the CEO and the Directors of each department in the organisation: Programs, Communications and Fundraising, and Management Services. The Leadership Team is responsible for successfully implementing IWDA's strategic goals, the day to day operations of the organisation and staff management.

Joanna Hayter, Chief Executive Officer  
Bettina Baldeschi, Director of Communications and Fundraising  
Heather Brown, Director of Programs  
Donna Davies, Director of Finance



IWDA Leadership Team from left to right: Donna Davies, Heather Brown, Bettina Baldeschi and Joanna Hayter. Photo Kelly Smith-Holbourn.

# OUR BOARD

The Board is responsible for guiding IWDA's strategic direction, ensuring compliance, approving annual budgets and acting as an advocate for IWDA in the community.

In the last financial year, the Board held 6 meetings. Therese McCarthy resigned from her position as President in July 2013 and the Vice-President, Fiona Sharkie, was appointed to fill the casual vacancy in the office of President. No nominations were received to fill the vacancy in the office of Vice-President.



**PRESIDENT**  
**Fiona Sharkie**  
**BBus (Marketing)**  
Appointed: Sept 2011  
Member: Finance sub-committee, Executive sub-committee



**TREASURER**  
**Amanda Ford**  
**BBus, GradCert. HRM, MBA, Dip. FS (Financial Planning)**  
Appointed: Aug 2009  
Chair: Finance sub-committee  
Member: Executive sub-committee



**SECRETARY**  
**Tamara Brezzi**  
**BA (Urban Studies), GradDip. (Urban Planning), LLB (Hons)**  
Appointed: March 2007  
Member: Executive sub-committee



**Mary Hawkins**  
**BSc, BAppSc (Maths), GradDip. Ed, GradDip. Info Tech, MBA**  
Appointed: 2006



**Sevgi Kiliç**  
**BA (Hons), PhD**  
Appointed: Sept 2011  
Member: Programs sub-committee



**Seri Renkin**  
**BA (Hons)**  
Appointed: Sept 2011



**Deanne Weir BA (Hons), LLB (Hons), LLM**  
Appointed: July 2012



**Therese McCarthy**  
Appointed: Dec 2007



**Jan Owen AM**  
Appointed: Aug 2008

**We farewell and sincerely thank**

## IWDA Foundation

The IWDA Foundation was established in 2007 following a generous donation from a supporter who wanted to see the difference her gift could make to women and girls in her lifetime. IWDA acknowledges with deep appreciation the ongoing contribution of the Foundation, allowing us to extend our work with women and girls and their families and communities.

## Members of the Foundation Board

**Fiona Sharkie**  
BBus (Marketing)

**Christine Brown**  
BSc (Hons), MSc, DipEd, PhD

**Mary Hawkins**  
BSc, BAppSc (Maths), GradDip. Ed, GradDip. Info Tech, MBA

**Isolde Lueckenhausen**  
BA LLB (Hons), Dip. Modern Languages

**Gaye Mason**  
BBus (Accounting), MBA, GradDip. App. Corp. Governance, GradDip. App. Info. Systems

**Tricia Peters**  
MBA, MPAcc

**Seri Renkin**  
BA (Hons)

## Our Patron and Ambassadors

Our thanks and respectful acknowledgement goes to our Patron and Ambassadors who share our vision to catalyse change and enable women to be powerful agents of change.

Her Excellency Ms Quentin Bryce AC  
CVO, Governor-General of the Commonwealth of Australia

The Hon. Joan Kirner

Rev. Stephanie Dowrick

Robyn Archer

# IWDA FINANCIAL OVERVIEW

## July 2012 – June 2013 in review

The 12 months to June 2013 were very successful for IWDA. We were able to increase our income, maintain our costs and deliver an operational surplus in line with budget. This resulted in a healthy position, which we look forward to continue growing with our 3-year growth strategy.

### Operating result

We recorded an overall surplus of \$392,897 for the last financial year. This was the result of increased income and budget planning to build reserves and eliminate the accumulated deficit.

Reserves at the end of the financial year sat at \$514,087.

### Our income

Our total income grew by \$1,403,675 this year to \$4,545,257. This was a very pleasing result and within 1% of target.

Donation income grew by 47%. Our regular giving program, Empower,

operated at a consistent level throughout the year, bringing a sustainable income to IWDA.

Grant income grew by 59%. This figure includes a combined total of \$1,668,757 AusAID grants, of which \$603,314 is under the Australian NGO Cooperation Program.

### Our Expenditure

The amount of funds going directly to international programs increased by 76% as a direct result of the increase in income and diversity through grants and donations.

Overall expenditure was maintained at 6% below budget forecast.

### Moving forward

During the last financial year, IWDA completed work on a 3-year Income Strategy. The 2013–2016 strategy focusses on achieving a 31% increase in total income for the organisation compared with 2012–2013 figures.

**We look forward to continue strengthening our financial performance and sustainable growth over the next 12 months.**

### IWDA Foundation

Alongside IWDA, the IWDA Foundation was established in 2007, following a generous donation from a supporter. Through further support and investment the Foundation continues to grow and is now worth almost \$7 million.

OUR SUPPORTERS RAISED A TOTAL OF  
**\$1,603,844**  
TO SUPPORT IWDA'S WORK WITH PARTNERS

OVER THE LAST 12 MONTHS, IWDA GRANT INCOME  
**INCREASED BY \$936,971**

OUR HIGHEST LEVELS OF PROGRAM INVESTMENT WERE IN FIJI AND SOLOMON ISLANDS RESPECTIVELY. THIS IS SPECIFICALLY DUE TO THE GRANT FUNDS RECEIVED FROM AUSAID FOR THE PROGRAMS IN THESE 2 COUNTRIES.

# FINANCIAL PERFORMANCE

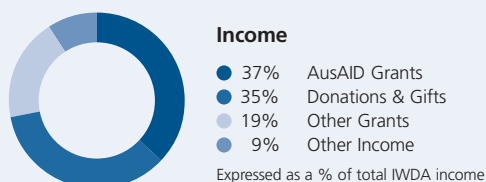
## Where our support comes from

**AusAID Grants:** The Australian Government's overseas aid program.

**Donations and Gifts:** Contributions from the Australian public, trusts, foundations and bequestors.

**Other Income:** Fundraising events, merchandise sales, GenderWise consultancy services, interest and IWDA Foundation Trust distributions.

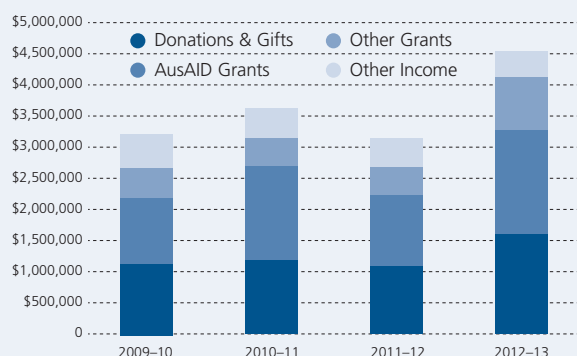
**Other Grants:** Bilateral (foreign governments), multilateral (UN agencies & Development Banks) and other (i.e. private sector or non-government sector).



## 4-year trend: where our support comes from

Since FY 2010, our total income has grown by 40%. During the last 12 months both grant and donation income has risen significantly. This achievement is the result of increased AusAID and foreign government grant funding, as well as successful fundraising activities which exceeded targets.

## 4-year income trend

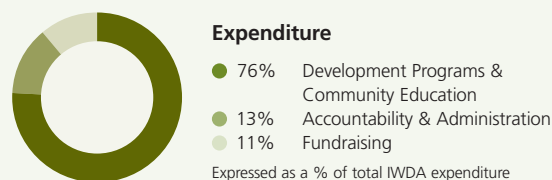


## Where the money goes

**Programs:** Expenditure includes long-term international development, community education, program design and implementation, training, research, advocacy and improving program effectiveness.

**Accountability & Administration:** Relates to the overall operational capability of IWDA, such as audit fees, personnel, IT, finance and administration costs, insurance premiums and membership to peak bodies.

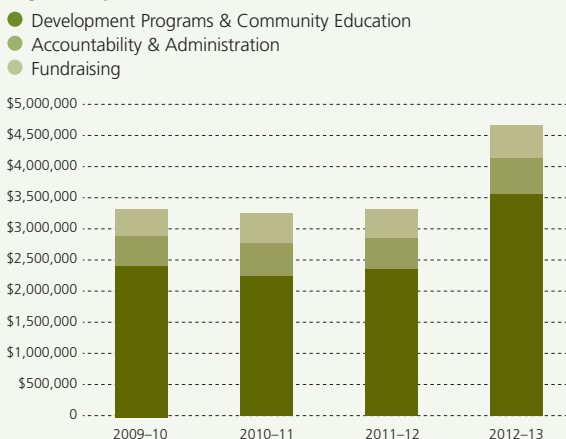
**Fundraising:** Covers marketing and communication costs to secure donations that fund our program work.



## 4-year trend: where the money goes

The proportion of IWDA spending has remained relatively steady across the last 4 years. Our program expenditure saw the most growth, increasing by 76%.

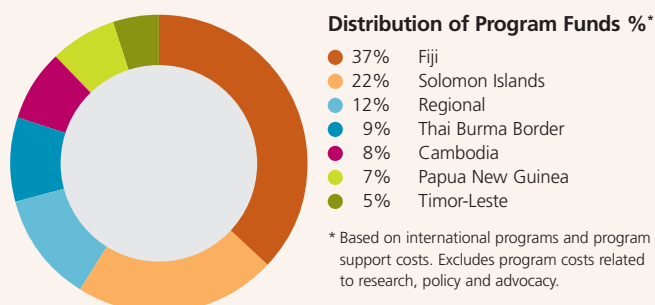
## 4-year expenditure trend



## Distribution of Program Funds %

The distribution of program funds is aligned with the strategic priorities of IWDA, directly addressing our 3 thematic priorities – women's economic empowerment and sustainable livelihoods, women's safety and security and women's civil and political participation.

The distribution of funds reflects the size of current budgets for program contracts. This is not an indicator of priority among our partner countries.



# IWDA SUMMARISED FINANCIAL REPORTS

## SUMMARISED STATEMENT OF INCOME FOR THE YEAR ENDED 30 JUNE 2013

	IWDA (Parent entity only)	
	2013	2012
	\$	\$
<b>Revenue</b>		
Donations and gifts – Monetary	1,596,575	1,081,886
Donations and gifts – Non-Monetary	–	–
Legacies and bequests	7,269	10,000
Grants:		
AusAID	1,668,757	1,131,773
Other Australian	111,342	113,873
Other overseas	742,347	339,829
Investment income	27,007	21,284
Other income	391,960	442,847
<b>Total Revenue</b>	<b>4,545,257</b>	<b>3,141,492</b>
<b>Expenditure</b>		
International Aid and Development Programs Expenditure:		
Funds to International programs	2,331,317	1,321,227
Program support costs	1,038,205	842,639
Community Education	183,865	163,878
Fundraising costs:		
Public	370,115	372,681
Government, multilateral & private	147,485	93,180
Accountability and Administration	590,807	494,466
Non-Monetary Expenditure	–	–
<b>Total International Aid and Development Expenditure</b>	<b>4,661,794</b>	<b>3,288,071</b>
Domestic Programs Expenditure	–	31,775
<b>Total Expenditure</b>	<b>4,661,794</b>	<b>3,319,846</b>
<b>Excess (Shortfall) of Revenue over Expenditure</b>	<b>(116,537)</b>	<b>(178,354)</b>

During the financial year, the entity had no transactions in relation to international political or religious adherence promotion programs.

## SUMMARISED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013

	IWDA	
	2013	2012
	\$	\$
<b>Current Assets</b>		
Cash and cash equivalents	1,276,366	720,536
Trade and other receivables	472,277	96,334
Inventories	3,838	6,619
<b>Total Current Assets</b>	<b>1,752,481</b>	<b>823,489</b>
<b>Non-current Assets</b>		
Plant and equipment	43,158	37,694
Investments	–	–
<b>Total Non-current Assets</b>	<b>43,158</b>	<b>37,694</b>
<b>Total Assets</b>	<b>1,795,639</b>	<b>861,183</b>
<b>Current Liabilities</b>		
Trade and other payables	157,210	104,320
Provisions	131,640	115,031
Grants Received in Advance	986,002	–
<b>Total Current Liabilities</b>	<b>1,274,852</b>	<b>219,351</b>
<b>Non-current Liabilities</b>		
Provisions	6,700	11,209
<b>Total Non-current Liabilities</b>	<b>6,700</b>	<b>11,209</b>
<b>Total Liabilities</b>	<b>1,281,552</b>	<b>230,560</b>
<b>Net Assets</b>	<b>514,087</b>	<b>630,623</b>
<b>Entity Funds</b>		
Reserves	242,275	751,708
Accumulated surplus (deficit)	271,812	(121,085)
<b>Total Entity Funds</b>	<b>514,087</b>	<b>630,623</b>

At the end of the financial year, IWDA had no balances in the Assets held for Sale, Other Financial Assets, Investment property or Intangibles categories. At the end of the financial year, IWDA had no balances in the Borrowings, Current Tax Liabilities or Other Financial Liabilities categories.

## SUMMARISED STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2013

IWDA	Special Purpose Reserve	Investment Reserve	Maternity Leave Reserve	General Reserve	Retained Surplus	Total
As at 30 June 2011	946,335	–	47,744	30,000	(202,692)	821,387
Net surplus (deficit) for the year	–	–	–	–	(178,354)	(178,354)
Transfer to (from) reserves	(259,961)	–	(12,410)	–	259,961	(12,410)
As at 30 June 2012	686,374	–	35,334	30,000	(121,084)	630,624
Net surplus (deficit) for the year	–	–	–	–	(116,537)	(116,537)
Transfer to (from) reserves	(509,433)	–	–	–	509,433	–
<b>As at 30 June 2013</b>	<b>176,941</b>	<b>–</b>	<b>35,334</b>	<b>30,000</b>	<b>271,812</b>	<b>514,087</b>

## TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES

IWDA	Cash available at start of year	Cash raised during year	Cash disbursed during year	Cash available at end of year
Solomon Islands Building Community Resilience	415,256	704,545	723,602	396,198
Other AusAID funded incl ANCP	51,345	977,516	853,764	175,096
Triple Jeopardy – Cambodia	27,634	5,000	32,634	–
FLOW – Pacific Regional	171,960	1,049,741	894,927	326,774
Meri Kirap – SPSN PNG	–	119,698	80,751	38,947
Rural Womens Development Program – Timor-Leste	–	94,185	24,561	69,624
Other Specific Purpose Funds	20,178	–	18,333	1,845
<b>Total for designated purposes</b>	<b>686,373</b>	<b>2,950,685</b>	<b>2,628,572</b>	<b>1,008,484</b>
Total for other purposes	34,163	1,218,629	984,911	267,882
<b>TOTAL</b>	<b>720,536</b>	<b>4,169,314</b>	<b>3,613,483</b>	<b>1,276,366</b>

During the financial year, the association benefited from gifts in kind, pro bono and volunteer services, the value of which has not been included in the financial statements.

	2013 \$	2012 \$
Gifts in kind	19,159	45,403
Pro bono and volunteer services	159,604	100,436

Volunteer services have been valued in accordance with the rates approved by AusAID.

As per the ACFID code of conduct, this report includes a summarised version of the audited financial statements for IWDA, the parent entity. For a better understanding of an entity's financial performance and position the summarised report should be read in conjunction with the unabridged financial report, which includes the consolidated figures of the IWDA Trust. A copy of the full financial statements is available upon request by emailing iwda@iwda.org.au or telephoning 03 9650 5574.

The Summary Financial Reports have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Document available at [www.acfid.asn.au](http://www.acfid.asn.au).



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**INDEPENDENT AUDITOR'S REPORT  
TO THE DIRECTORS OF THE INTERNATIONAL  
WOMEN'S DEVELOPMENT AGENCY**

**Report on the Summarised Financial Report**

The accompanying summary financial report for the year ended 30 June 2013, which comprises the summarised balance sheet, the income statement, the statement of changes in equity and the table for cash movement for designated purposes are derived from the audited financial report of International Women's Development Agency Inc and controlled entity for the same year.

The summary financial report does not contain all the disclosures required by Australian Accounting Standards and therefore, reading the summary financial report is not a substitute for reading the audited financial report of International Women's Development Agency Inc.

**Directors Responsibility for the Summarised Financial Report**

**Financial Report**

The directors of the International Women's Development Agency Inc are responsible for the preparation of the summary financial report in accordance with Australian Accounting Standards.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the summary financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

**Opinion**

In our opinion, the summary financial report derived from the audited financial report of International Women's Development Agency Inc and controlled entity for the year ended 31 June 2013 is consistent, in all material respects, with that audited financial report, in accordance with Australian Accounting Standards.

  
**Moore Stephens**  
Chartered Accountants

  
**Hayley Underwood**  
Bachelor of Commerce (Accounting)  
Member of Institute of Chartered Accountants in Australia  
Registered Company Auditor  
Partner, Moore Stephens  
Ph: 03 8635 1800

Melbourne, 10 October 2013



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internationalwomensdevelopmentagency



#### Australian Council for International Development

IWDA is a signatory to the Australian Council for International Development (ACFID) Code of Conduct which defines minimum standards of governance, management and accountability for non-government development organisations. More information about a breach of the Code can be accessed at [www.acfid.asn.au](http://www.acfid.asn.au)

If you have a complaint, compliment or suggestion about any aspect of our organisation, please contact the Administration Officer on 03 9650 5574 or [iwda@iwda.org.au](mailto:iwda@iwda.org.au).



Australian Government

AusAID

IWDA has full accreditation status with AusAID, the Australian Government's overseas aid program.

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Communication Design  
for Sustainability  
[www.violadesign.com.au](http://www.violadesign.com.au)



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#### Environmental statement

This annual report is printed on ecoStar recycled paper, using vegetable based print inks and is increasingly being distributed electronically.